

The Governing Council

Our Core Values

The following statements are the beliefs that represent the heart and soul of the philosophy of School Trends.

We believe:

1. That our people are our greatest strength,
2. In valuing all people equally,
3. In commitment to excellence,
4. In the importance of teamwork,
5. In the value of humor and enjoyment,
6. In being open and honest.

Our Vision

“It is the vision of School Trends to offer people with shared goals and values the opportunity for continued personal and professional development by cultivating a caring and rewarding environment where people feel inspired, respected and appreciated.”

Pillar	Right	Responsibility
Information and involvement	Access to information, involvement in decision-making and to be listened to with all opinions valued	Open and honest participation
Fair reward	Fair reward, avoiding indecent salary differentials	Honest endeavor and commitment
Shared prosperity	Shared prosperity through employee ownership by way of democratic governance structures	Ownership, accountability and a full contribution to everything we do.
Employment protection	Employment protection through no compulsory redundancy policy (after 2 years service)	Flexibility and adaptability
Application of the organisation's values	To be treated with fairness, consistency, respect and support	Protection and enhancement of the community culture by showing fairness, consistency, respect and support
Development Opportunities	Training and opportunities for development	To commit to meeting training objectives and to develop in harmony with the needs of the community

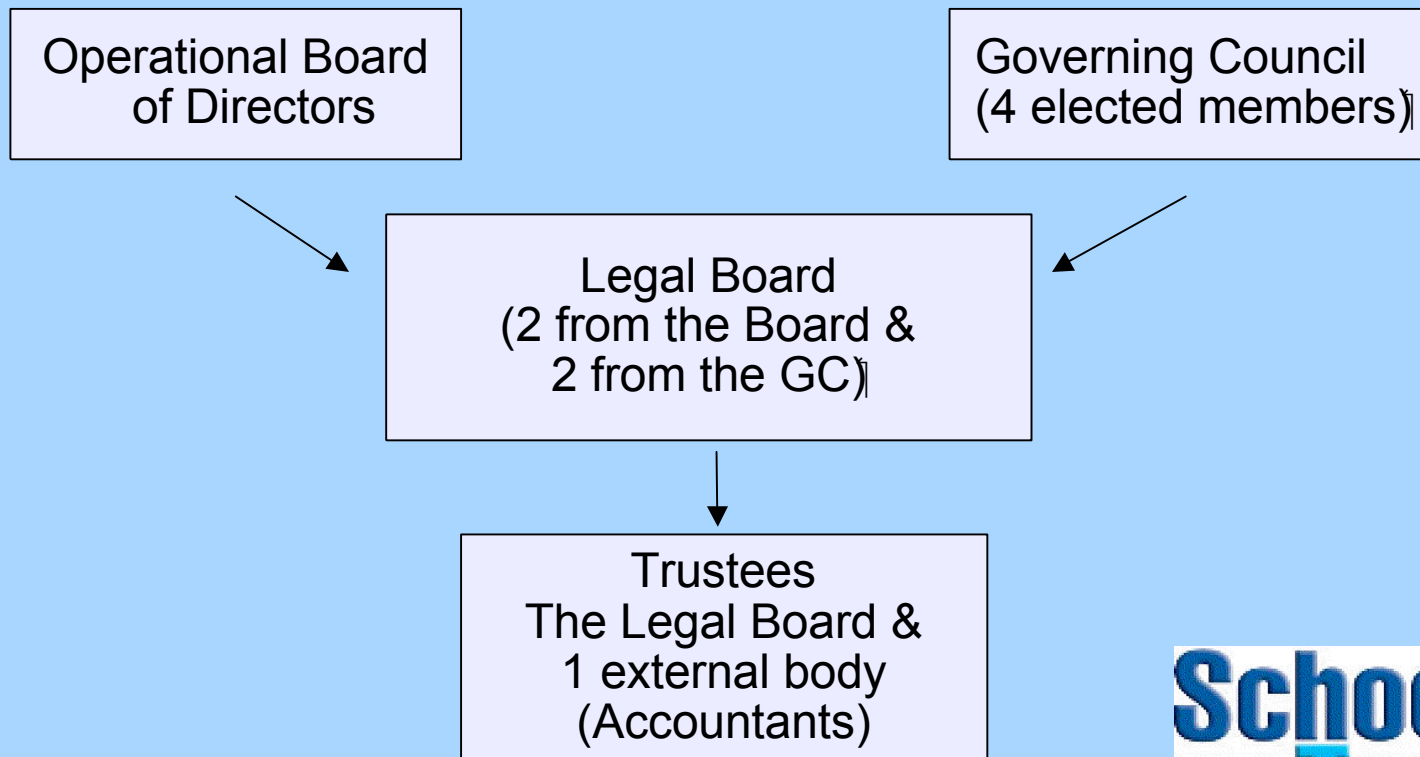
The Governing Council

- Terri Roan – Planning Team Leader (President)
- Steve Fells – IT Manager (Vice President)
- Janice Juniper – Sales Representative

Elections

- Call for General Assembly nominations
- 4 people elected to serve for 4 years
- Candidates Selection Criteria
 - 2 years service
 - No disciplinary procedures taken in past 2 yrs
 - Agree to undergo training
 - Hold minimum stake of shares
- Once elected members of GC vote for the president & vice president

Structure



The Governing Council Remit

- Working with the Board in a participative style to keep the company strong and in employee ownership
- Social impact of future strategy and policy
- Changes in terms and conditions
- Appointing the most senior executive
- The Executive Chair would then select their operating board & notify the GC

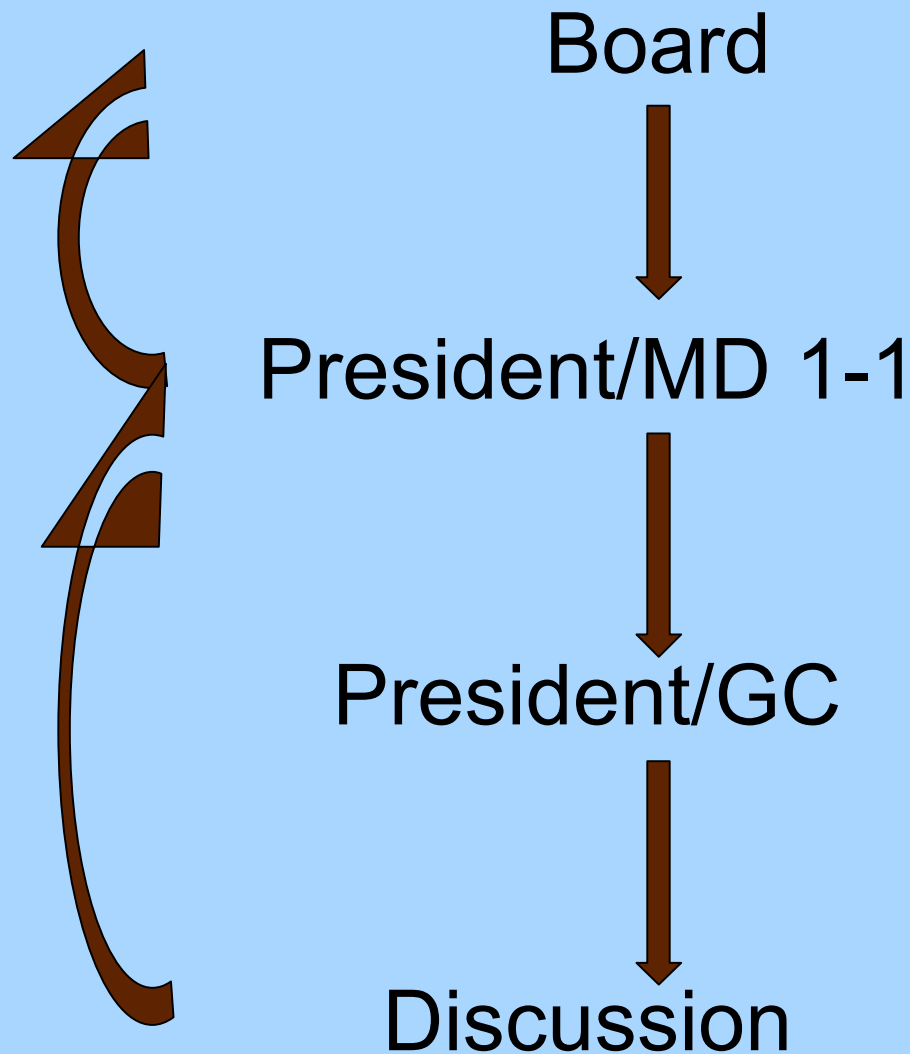
The Governing Council Remit

- Changes to the salary structure or PRE
- Changes to extra hours policy each year
- Changes to any policies
 - Health & safety
- The GC is not seen as a buffer between individuals and managers

Outcomes

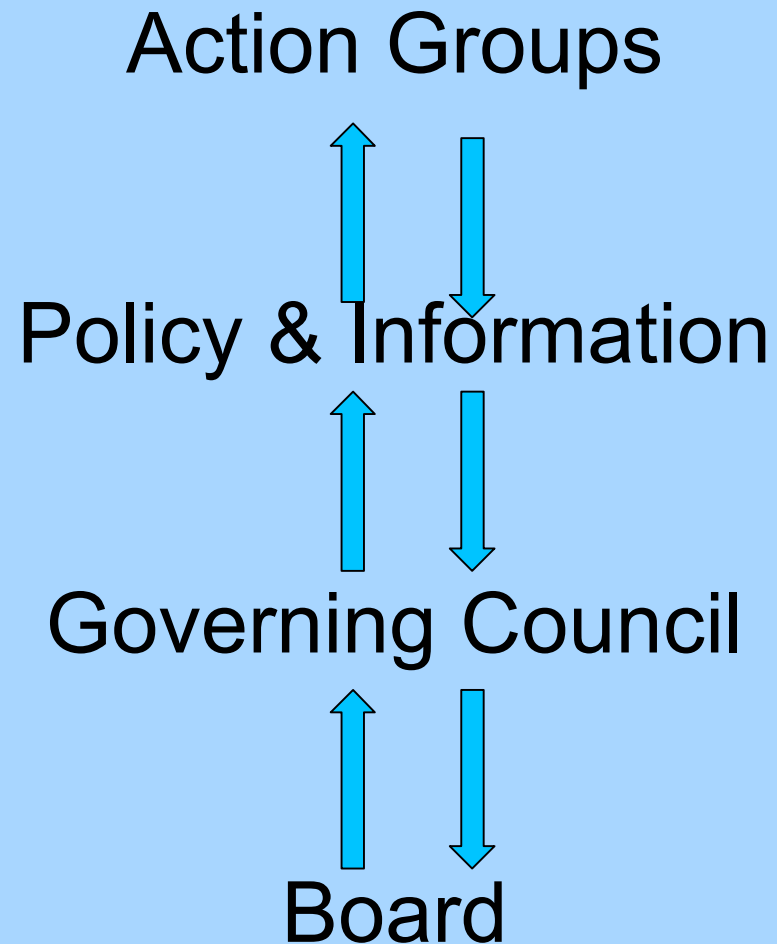
- More informed input to decision making
- Quicker decision making with employee involvement
- A unique employee perspective on decisions
- Ensures that the impact on employees is at the forefront of all decision making

The Decision Making Process



The Governing Council In Practice

Meeting Structure



Examples

- Extra hours reward
- Minimum wage
- Bluespheres acquisition
- MD
- 45 hours
- No pay rise
- RPI PRE

How we see the role

- As a representative of the general assembly not as a 'go between' or shop steward
- Ensuring all departments & people are treated fairly and have the best interests of the business at heart

How we see the skills involved

- Being able to problem solve & reach consensus ensuring confidentiality at all times
- Use your initiative – its often the right decision to make

How we see the challenges we face

- Leave any personal feelings out of the meeting even if the decision affects you directly
- Remember which 'hat' you have on – essential when making decision that affect the General Assembly

How we get this to work effectively

- Open & honest discussion & participation from everyone
- Be there for each other – offer guidance & support
- No matter how heated the discussion gets its never personal

What have we done to overcome any challenges

- Evaluate all possible outcomes – always be thorough
- Identify the problem by clarifying all the information – ask others if necessary
- Be fair & consistent