

Interim Executive Board (IEB) Questions and Answers



What is an IEB and when is it appointed?

- An IEB is a temporary board appointed by the Secretary of State for Education.
- If this is triggered by the Department for Education (DfE) then it is often because the school has received an "inadequate" Ofsted rating.
- However, an IEB can also be triggered by the Local Authority, as a protective factor, to support a school where governance and leadership is fragile. This is the case at St Mary's Primary.
- For a church school, decisions and actions are also agreed by the relevant Diocese.

What is the purpose of the IEB?

- To address specific issues identified by the Local Authority (LA) and the Diocese of Guildford.
- To provide strategic direction and drive improvement in standards, teaching, behaviour, and safety.
- To ensure good governance and financial management.
- To support school leadership.

How many members are on an IEB?

- There must be a minimum of two members, but IEBs are typically small, focused groups, with 3–6 members being common.
- There are five IEB members at St Mary's.

What are the responsibilities of the IEB?

- Leadership and governance: Strengthen and challenge leadership, to secure compliance.
- Curriculum and standards: Monitor provision and outcomes, to ensure appropriate teaching and learning for all groups of children.
- Financial management: Oversee budget, pay, and performance, to ensure value for money.
- Safeguarding and inclusion: Ensure robust safeguarding protocols are in place. Ensure inclusion for children with special educational needs and across all vulnerable groups, and monitor accessibility.
- Stakeholders: Support staff wellbeing, and ensure relevant training. Ensure strong personal development and well-being for pupils. Engage with parents as needed.
- Data and monitoring of attendance and achievement: Use scorecards (RAG-rated) and school performance data to track progress against targets and support ongoing monitoring by the Local Authority and Diocese of Guildford.
- Christian ethos: To uphold and develop the Christian ethos of this Church of England School.
- Transition: Plan for the establishment of the new governing body (via a "shadow board").

How will progress be monitored and evaluated?

- There is a tight action plan which addresses the responsibilities of the IEB. This is reviewed and amended at least monthly.
- The Chair of the IEB will report, on a regular basis, to the LA and the Diocese.

How long does an IEB stay in place?

- While there is no set date, they are usually in place for 12 to 24 months, though they can stay longer.
- At St Mary's Primary, a formal review of the IEB will be considered in early September 2026.

How are IEB members chosen and can they be removed?

- Members are appointed based on the specific needs of the school, often including experts in finance and educational transformation.
- There is further information about the members of the IEB in the Members' experience document.
- Members can be removed by the Local Authority (LA) or DfE for reasons like incapacity or misbehaviour.
- Members' appointments were all approved by the DfE.

How does an IEB differ from a normal governing body?

- IEBs are appointed, not elected.
- They are much smaller, more focused, and have the power to make faster decisions than a traditional governing body.

When does the IEB end?

- The IEB ends when the school has sufficiently improved, at which point the LA will arrange for a normally constituted governing body to take over.