



Governors Impact Statement 2016-2017

Updated March 2017

Holding the Head Teacher to account for the educational performance of the school and its pupils:

- Autumn 2016 the governing body set rigorous performance targets for the Head Teacher in the Head Teacher appraisal
- Autumn 2016 the governing body oversaw the setting of challenging targets for teachers in the appraisal system
- The Head Teacher was encouraged to join a Teaching Alliance
- Learning walks conducted with Head Teacher and a Head Teacher from another school
- Link governor for Assessment and Data met with the Head Teacher to ensure aspirational targets have been set for 2017 and to review progress so far
- Governors challenged Head Teacher with questions relating to data during Strategic and Pupils Committee meeting Spring 2017
- Governors have been part of the monitoring process with a particular focus on disadvantaged pupils and also during a learning walk (see monitoring summary)

Ensuring clarity of vision, ethos and strategic direction:

- The governors approved the reorganisation of the governing body committees – Finance & Personnel, Strategic & Pupils
- The governors approved the School Improvement Plan and have monitored its delivery to date (questions relating to its update can be seen in minutes from the committee meetings)
- The governors supported the Head Teacher in writing the leadership priority and action points for governors
- 3 governors attended the vision and values inset day
- Governors carried out a self-review identifying future needs and actions
- Governors attended governor training OFSTED event led by governor services
- Succession planning is undergoing where Ian Gibson is stepping up to support the vice chair (before his retirement) and is closely working alongside the chair of governors
- March full governors will see a proposed change to the constitution in order to support our strategic thinking as a governing body
- The governing body agreed a redistribution of key roles in school and took up key governor positions
- Governors have requested certain information on the secured governor section on the website – This has been actioned

- Strategic vision document completed by governors
- Ofsted leadership criteria completed in collaboration with governors with evidence base

Overseeing the financial performance of the school and making sure its money is well spent:

- Finance and Personnel committee set up in full governors when committees reorganised in the autumn term
- Governors on the finance & personnel committee oversee all aspects of the school finances
- Governors use the guidance provided by the Local Authority to ensure items are discussed and decisions made at meetings throughout the year
- Pupil Premium link governor has met with Head Teacher to scrutinise the Pupil Premium plan and spending and question the impact (see governor records)
- Special Educational Needs Link governor has met to understand and assess use of Special Educational Needs funding
- 2 governors met with Head Teacher to review proposed financial budget 2017 and to support on future staffing structure for 2016/17
- The resignation of 2 finance governors has led the governing body to write a job specification for the vacant position in order to gain the right skills set – 2 applications have been received from applicants with a strong financial background to be discussed at Full Governors in March

Other evidence of governing body impact on school improvement:

- Safeguarding governor has undergone safeguarding training and has audited single central record procedures
- Well-being governor has delivered training on well-being for staff and has acted as a drop in support
- Governors have attended Christmas play, parents evenings etc. to raise prominence in school
- Regular meetings with the chair and Ian about staffing structure
- A governor is part of the current interview processes ensuring appointments of experience to move the school forward