



Impact Statements for the Governing Body

2021-2022

Full Governing Body

20th October 2021

- Approved the submission of the safeguarding checklist and ensured that there had been due diligence in preparation of the checklist.
- Agreed a set of actions in light of reflections and analysis of the work of the governor body over the last year, and shown adaptability in adopting a new approach which will ensure the execution of the governing body duties and succession planning.
- Continual assessment of the school's situation and responsive to the future needs of the schools, its staff and pupils.
- Looked at how the changes in the SLT will link with other strategic streams of work.
- Taken decisions which will encourage the development for existing staff and seek to retain their expertise and knowledge.

8th December 2021

- Identified the need for particular skills and then the recruitment and appointment of governors with the necessary skills to strengthen the governing body and more specifically the Finance and Personnel Committee.
- Governing body had supported the staff team in refining the SSIP in a way that is now precise, ambitious and clear in how impact is to be identified and evaluated.
- Agreed improvements in the reporting mechanisms on finance for all governors.
- Identified a need for Pupil Voice in respect of safeguarding reports which has developed into a wider scope involving a questionnaire exercise.
- Through the safeguarding monitoring role of governors, there has been an impact on the PSHE/Collective Worship and assembly curriculum.
- Ensured all participants in the meeting have made constructive contributions to the meeting and therefore made a collective positive impact on the school.

23rd March 2022

- Agreement to a new vision and values which fully embeds the school's Christian ethos.
- Agreed future arrangements for Kid's Club which recognised staff needs but ensured that the service is provided in an equitable way.
- Celebrated staff members achievements including the pupil premium reports which demonstrate the strategic aim of encouraging and developing middle and subject leaders.
- Reviewed and adopted a dynamic staffing structure which enables the school to work within current confines but ensures quality provision for children.
- Identified areas and priorities for the development of governors within a structured approach linked to the governor's competency framework.



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- Identified the need to tighten and improve processes relating to changes in governor membership, and agreed a way forward on addressing these shortfalls.

25th May 2022

- In seeking to fulfil their core duty of ensuring clarity of vision, ethos and strategic direction, the governors had:
 - Driven forward a set of actions relating to MAT status which seeks to gain information to enable informed decision making and also aims to ensure that the interests of the school are represented fully in discussions with partner organisations.
- In seeking to fulfil their core duty of holding the Headteacher to account for the educational performance of the school and its pupils, the governors had:
 - Approved three sections of the safeguarding audit and gained assurance that there is full engagement of staff in their safeguarding roles and responsibilities
- In seeking to fulfil their core duty of overseeing the financial performance of the school and making sure its money is well spent the governors had:
 - Scrutinised and approved the budget, ensuring that the school remains financially viable and that the budget supports the strategic aims of the school through the enhancement of provision for current pupils.

21st July 2022

- Agreement that a collective analysis of the impact of the governing body is needed, using externally set benchmarks.
- Received assurance that pupil performance is exceeding national and regional averages but awareness that more work is needed on improving pupil achievement at greater depth.
- Agreement to a more comprehensive approach to impact analysis for the next year, using an external framework enabling governors to evaluate their impact during the course of conducting their business rather than as a reflective exercise.
- Received assurance that the school is meeting its statutory duties with respect to safeguarding and approval of the audit for submission.
- Confirmation and clarity in the role and responsibilities of individuals and the business of meetings for the next academic year.



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Provision and Performance Committee

3rd November 2021

- A focus on ensuring consistency in operations, data and communications
- Recognition that consistency is the lens through which the school needs to ensure impact.
- Recognised that there was also a challenge in ensuring consistency for the governing body as it goes through its current period of transition.
- Recognition that it will take time for the school community to get back to normal after the hiatus cause by Covid.
- Identified that the challenges being faced by the school as a result of Covid were common to other education institutions and sectors.

2nd March 2022

- Looked at, and suggested improvements in the new SEND identification and learning pathways.
- Identified a need for and possible ways of providing a robust governor monitoring process.
- Identified way in which the governing body can actively reflect on the school's visions and values through their monitoring work.
- Identified issues from pupil performance data which need greater focus for resources and agreed how the budget on TAs can be used effectively in ensuring consistently in intervention to improve the learning provision for pupils

29th June 2022

- Agreement that resources should be reallocated to focus on improving relations and communications with parents.
- Assurance as to the quality of the design, intent and implementation of the school's curriculum, and the embodiment of the school's four pillars within it.
- Assurance that the Collective Worship and RE are truly reflecting the school's four pillars in line with the school's Christian distinctiveness.



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Finance and Personnel Committee

6th October 2021

- Change in contingency planning for premises improvement, linked to SSIP and adaptable to future changes in finances.
- Identified need for longer term planning for staffing and in so doing anticipating future learning and welfare needs of pupils.
- Shown flexibility and been responsive to changing needs, allowing the school to carry out its responsibilities effectively.

2nd February 2022

- Monitored expenditure against original agreed budget and ensured midyear changes to expenditure support teaching and learning and mental health additional provision necessary.
- Ensured staffing stability for pupils despite cover staff absences through use of short-term supply contracts.
- Acted in line with full governing body recent discussions and decisions regarding strategic use of carry forward monies to support pupils' provision and enhancement.
- Considered 'future proofing' options in line with previous full governing body decision to consider this strategic aspect of our role partially in respect of the restricting of TA provision

11th May 2022

- Reviewed the financial performance of the organisation 'to make sure its money is well spent' (Governance Handbook) in Expenditure against Budget for 2021-2022 (Accountability)
- Interrogated the Financial Benchmarking Data (2020-21) and assured ourselves that higher expenditure on Support Staff and lower expenditure on Teaching Staff compared to comparator schools are for justifiable and / or understandable reasons (Accountability)
- Evaluated reasons for the MTFP forecasted 5-year predictions (Accountability)
- Assured ourselves that school's budget returns to LCC will comply with financial and statutory regulations (Compliance)
- Considered Health and Safety Monitoring reports and evaluated quotations for planned works (Compliance)
- Assured ourselves that CPD expenditure 2021-2022 supports agreed School Improvement Priorities (SSIP) re. developing middle leadership capacity (Strategic Leadership; Accountability)
- Agreed changes to Staffing Structure which will stabilise PPA cover, provide dedicated and targeted SEND interventions and provide enhancements in form of specialist Art/Music tuition to support development of whole child and curriculum provision (Strategic Leadership – Vision and Ethos)
- Budget review (2021-22) and budget proposals (2022-23) 'enact' governors' commitment to curriculum provision for all and targeted SEND provision where needed and to reduce Carry Forward in spending on existing pupils



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- Gain valuable feedback on staff responses to governing body decision making over staff changes, with agreement for follow actions to seek views on the longer-term impact of decisions, their implementation and impact.
- Reallocation of budget to respond to and build stronger communications with parents, to promote trust within the school's community.
- Scrutiny of the budget and five-year plan, and assurance that the school remains financially viable.
- Scrutiny of the risk register to ensure that the school has identified and put into place mitigation plans for any potential risks to the school.

Other – Standing Committees

- Applied the Governing Body's policies in respect of:
 - Staff Pay and Conditions
 - Pay Committee 20th October 2021
 - HT Performance Management 30th December 2021
 - Complaints – Autumn Term 2021