

Impact Statements for the Governing Body

2022-23



Ensuring clarity of vision, ethos and strategic direction	Strategic Leadership That Sets and Champions Vision, Ethos and Strategy
	<p>Governing Body</p> <ul style="list-style-type: none"> • Approval of the School Improvement Plan. • Clarity of vision and upholding school values through inclusion and community focus. • Showing leadership beyond the school in supporting and acting collaboratively with other school on standardising and maximising the use CPOMS safeguarding system • Agreement to actively explore the option of joining a DBE approve MAT. • Approved an agreement to ensure that executive leadership of the school is in place from September 2023, providing consistency and continuity for the school community. • Agreed next steps to the recruitment of a substantive headteacher to ensure the longer-term executive leadership of the school. • Succession planning for future Chair of the governing body. • Agreement that the governing body should define own strategic goals during SSIP discussion in September 2023.
	<p>Finance and Personnel Committee</p> <ul style="list-style-type: none"> • Considered and agreed a number of proposals to support pupil progress • Assessed impact of external mid-year funding changes (new MSAG & Energy Efficiency Capital Lump Sum) on school's Five-Year Plan, current year budget / expenditure and Devolved Capital planned works • Identified gap between MSAG and recent national pay awards (22K) and assured ourselves that the budget set and carry forward can support this gap without detriment to pupils • Discussed the connectivity of financial decision making to Four Pillars, e.g. Staff Welfare, EHCP funding • Significant degree of forward planning both through the approval of proposals but also through key decisions ensuring that the school has a viable financial future
	<p>Provision and Performance Committee</p> <ul style="list-style-type: none"> • Scrutiny and agreement to recommend the SIP, encouraging wider dissemination of the summary sheet thus engaging the wider school community. • Recognising challenges for some governors in accessing information and staff time and devising a new approach thus enabling greater inclusivity and collective effort. • Ensuring that a research-based approach drives the strategic direction of the school as defined through the SIP • Development of strategic goals for the governing body during 2023-24 with recommendations to the governing body. • Devised new approach of aspirational and inspirational focus within global, digital and sustainable world. • Agreement as to how the school can have clearly defined strategic benchmarks with its 2023-24 SSIP but enable flexibility in how those are achieved, to accommodate the changes in executive leadership of the school during the year.
	Accountability That Drives Up Educational Standards and Financial Performance
	<p>Governing Body</p> <ul style="list-style-type: none"> • Discussion on MAT and how it could have positive impact on performance of the school. • Report back from the Finance Committee and reviewed the finance reports, accounts and MTFP. • Reviewed Finance Committee's recommendations in light of additional external LCC advice. • Agreed changes to management accounts for staff pay and FSM • Feedback and recommendation from Committees in particular on future strategic leadership and staff welfare. • Agreement that Music and Art will have particular focus in Autumn 2023, with aim of stretching the subjects with intent of 'taking breath away'.

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Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff	Finance and Personnel Committee <ul style="list-style-type: none"> Considered and agreed proposals relating to staffing to support pupil progress. Evaluated impact of LA underfunding of ECHP and SEND funding on overall budget. Through scrutiny of the end of year accounts and the new year budget; challenging questions raised prior to and during the meeting with full answers provided to each question. Monitoring of budgets and agreement around staffing costs to ensure affordability.
	Provision and Performance Committee <ul style="list-style-type: none"> Identifying that attendance needs to be discussed in greater depth by governors at their next meeting. Evaluation of mid year school standards report.
	People With the Right Skills, Experience, Qualities and Capacity
	Governing Body <ul style="list-style-type: none"> Agreement to staff recruitment and flexibility in approach to secure suitable employees. Recognised the expertise and professionalism of subject leads. Consider at length how the governing body can become better aware of the wellbeing of staff and monitor effectively the actions taken when needed. Provided challenge re. HLTA / Teacher M1 recommendations for Cover Discussion on gaps to provide governors assurance as a corporate body. Reflection on the role of the interim head and plan ahead for their input in governors' meetings Agree handover from current to interim Head, and then interim to new substantive Head.
	Finance and Personnel Committee <ul style="list-style-type: none"> Considered and agreed proposals relating to staff well-being. Received update on recent staff appointments, assurances on process and plans to develop the new team. Agreed recruitment which will enable a stabilised teaching cover by HLTAs. Approval of new learning pods which will provide private workspaces. Identified threat to stability due to changes in Head, DHT and AHT changes during the year. Identified staff welfare and workload coaching, aimed at enabling staff to develop and achieve better work life balance. Discussed new staff appointments and how pupil learning will not be disrupted by changes.
	Provision and Performance Committee <ul style="list-style-type: none"> Adopting a flexible approach to provide opportunities for all governors to have an impact and bring their expertise to ensure that the school executive is held to account through the governor monitoring process. Agreement that resourcing of SEND provision needs to be reviewed to enable continuation of good quality provision but mindful of resource constraints.
	Structures that reinforce clearly defined roles and responsibilities
	Governing Body <ul style="list-style-type: none"> Reviewed the impact of reduced local authority capacity and the gaps it leaves for the school. In light of the reduction in local authority support agreed to actively explore joining MAT. Sought assurance that BOO is having impact on anti-bullying focus in the school. Approval of staffing structure for 2023-24, including new job roles for class cover and also an apprentice. Update on new staffing roles within agreed staffing structure. Agreed new monitoring roles informed by skills and experience.
	Finance and Personnel Committee <ul style="list-style-type: none"> Evaluated current H&S reporting and set new expectations for future H&S reporting to Governors. Confirmation of new staffing structure providing clarity of role and structure for the next year. Discussion over operation vs strategic when it comes to reports on health and safety.

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	Compliance With Statutory and Contractual Requirements
Overseeing the financial performance of the organisation and making sure its money is well spent	<p>Governing Body</p> <ul style="list-style-type: none"> • Identification of issues and resolution to GDPR had shown wisdom of taking appropriate actions and demonstrated probity. Seeking assurance that there is a rigorous process not only for our school but also others. • Recognised increase in carry forward but also identified actions to rectify the situation. • Received assurance that the school is compliant with GDPR and safeguarding legal and regulatory requirements. • Review safeguarding reports. • Sought and received assurance from Leadership report. • Authorised commissioning of external auditors to audit school, finds accounts to ensure compliance. • Agreed changes to budget and approved budget.
	<p>Finance and Personnel Committee</p> <ul style="list-style-type: none"> • Identified an area of non-compliance (School Fund Audit), reasons for this and actions to address it. • Identified how adaptations to planned Devolved Capital Schedule of Works can be made in light of building project and external Financial Controls • Received assurance of submission of SFVS • Financial benchmarking to identify alignment with comparative schools. • Compliant with duties as a governing body in ensuring the medium-term financial viability of the school. • Agreed alternative approach to school fund audit to engage contractor as soon as possible to ensure compliance.
	Evaluation To Monitor and Improve and Quality and Impact Of Governance
	<p>Governing Body</p> <ul style="list-style-type: none"> • Agreeing a way forward on governors' self-evaluation and governance review. • Chair of governors involved in Locality Lead meeting and observes and fed back on input of subject leads. • Identified areas of school life and curriculum where governing body needs to review its knowledge based, evidence and monitoring activity. • Review of governors' skills audit and readjustment of training needs in line of review. • New approach to governors' training agreed given importance to share and change in line with learning outcomes. • Evaluation of need to review vision and values and agreement that vision and values are defined by governors, but interpretation needs to be adaptable to new Heads and also for future of the school.
	<p>Finance and Personnel Committee</p> <ul style="list-style-type: none"> • Received financial reports considering the potential impact of current and future estate projects on pupils and staff. • Identified need to ensure that aspects of financial decisions and innovative support related to staff welfare are clearly recorded and identifiable within SEF (e.g. mentoring, new triad system, physical space provision, development of new in-house staff led 'Staff Welfare Survey') • Evaluation of the role of HLTAs to enable TAs to be deployed according to needs and as planned. • Evaluated governors' role in staff welfare in light of staff wellbeing surveys.
	<p>Provision and Performance Committee</p> <ul style="list-style-type: none"> • Evaluating whether the additional resources allocated in summer 2022 for TA support was having an impact on learning provision and pupil data. • Having agreed in Spring 2022 changes to communications with parents in light of a previous parent survey, evaluation of the new data shows significant improvements, demonstrating the impact of the previous agreement.

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Impact Against Our School's Four Pillars

 <p>HOPE</p>	<ul style="list-style-type: none"> • Discussion on academisation in providing support. • Equity in staffing structure • Election of two vice chairs • Kept future budget in mind without negating quality of learning provision. 	 <p>DIGNITY</p>	<ul style="list-style-type: none"> • Respect shown to fellow governors in the meeting. • Analysing impact of Staff Governor shortly going on maternity leave on Staff representation on Governing Body. • Trusting school staff to share knowledge of new Headteacher recruitment. • Provide equity and fairness through agreement to new HLTAs. • Conducted three staff wellbeing surveys and identified actions arising from feedback.
 <p>WISDOM</p>	<ul style="list-style-type: none"> • Members listened to each other's discussion/ comments with respect and constructive discussion occurred. • Use of knowledge and 	 <p>COMMUNITY</p>	<ul style="list-style-type: none"> • Engendering a wider community spirit through the peer review programme and communications of thanks. • Agreed ways in which to minimise impact on school and local community of future building works. • Welcomed and encouraged staff to continue working collaboratively with other schools. • Considered evaluation of individual and collective governor effectiveness and