

THE GOVERNORS ROLE IN SCHOOL IMPROVEMENT
June 2018

Governors' Core Function	Actions taken	Impact of governor involvement - What improvements have been secured to pupil outcomes, behaviour and safety, leadership and management?
<p>Detailed minutes are in place for all committee meetings and all Link governors complete a Note of Visit that is linked to their strategic role and the whole school vision. Actions and next steps are identified with following meetings planned.</p>		
<p><u>Setting the vision and strategic direction of school</u> Governors' activities include work in the following areas:</p> <p>Leaders have created a culture of high expectations, aspirations and scholastic excellence in which the highest achievement in academic and vocational work is recognised as vitally important</p> <p>Governors strategic in their roles in school</p>	<p>Governors have appointed an acting Head teacher for the year ahead. They have worked with the attached advisor to approach another school to second an acting Deputy Head teacher for one year. Governors have negotiated the salary for both appointments. (Head teacher appointment working party)</p> <p>The various committees have identified a range of CPD to support and prepare the new leadership team in terms of safeguarding pupils e.g. Safer Recruitment, Designated Safeguarding Lead and Health and Safety training. (all committees)</p> <p>Governors have worked with senior leaders to develop</p>	<p>This has secured the leadership of the school at a time of transition. This will form a strong team to continue the development of positive relationships for staff, parents and pupils as well maintaining high standards in learning.</p> <p>This will support the new Senior Leadership Team in starting the new academic year already aware of some their new roles and responsibilities.</p>

<p>Any challenge and support offered through committee work which has resulted in improvement to provision and outcomes.</p> <p>Agreeing policies/ procedures.</p>	<p>a Curriculum Statement that documents the effectiveness of the curriculum in raising standards for all pupils. This is now on the school website. (Curriculum and Standards Committee)</p> <p>Governors reviewed a range of policies identified for review in the school development plan - PE Policy, DT Policy, Teaching, Modern Foreign Language Policy, History Policy and Mathematics Policy. (Curriculum and Standards Committee)</p> <p>The governors have reviewed the Home/ School agreement and their Code of Conduct to communicate a clear message about their view on the inappropriate use of public online forums. (Full Governing Body)</p>	<p>The statement is set out in such a way that it shows the impact on learning and achievement. It demonstrates for all stakeholders how unique the curriculum offer is in supporting the development of the children in our school.</p> <p>Clear policies set out practice and procedures in school. This guides and supports staff in improving outcomes for pupils. A statement was added to all these policies to explain the school's understanding of Mastery, Gifted and talented and Greater Depth. A statement was added to these policies to outline how as a school we work to keep pupil safe online when researching different information. This planned and consistent approach and format for developing policies ensures that all policies are kept up to date and link to each other to develop a "Mastery" approach to teaching and learning.</p> <p>Governors were clear in wanting to show staff and parents that they will not tolerate the inappropriate use of public forums and that coming into school to discuss concerns or worries is always the best way forward.</p>
<p><u>Holding the head teacher to account for the school's educational performance</u> Inspection strands: Governors' activity include work in the following areas: Interviews with pupils about the progress they make.</p>	<p>The Curriculum and Standards Committee agreed to start each meeting by interviewing pupils and looking at their work. The committee have met and talked to</p>	<p>This gives governors a regular opportunity to meet pupils and to seek their views about learning.</p>

<p>Governors assure themselves of the rigour and validity of the assessment process.</p>	<p>School Council members about them working with all pupils in developing new congratulation postcards and pupils from each year group about the gap task work linked to Design Technology.</p> <p>Governors met to evaluate the newly developed system for tracking the attainment and progress of pupils in Nursery and Reception.</p> <p>The Spring term Raising Attainment plan was evaluated and a plan developed for the Summer term.</p> <p>Governors have monitored the new curriculum mats for reading, writing and mathematics to check that there is guidance for more able pupils in knowing what they need to do in order to achieve Greater Depth.</p>	<p>Pupils are becoming more confident in public speaking and thinking through how the curriculum s supporting their learning.</p> <p>Good clear tracking systems have now been developed by the school for all phases in a consistent way. We have developed our own systems to support our assessment procedures.</p> <p>Feedback from monitoring, CPD and performance management targets and data are used to develop a clear action plan for each term ahead.</p> <p>This are now being used with pupils. The next step for governors is to see what impact it is having on more able pupils in knowing what their next steps in learning need to be.</p>
<p><u>Ensuring financial resources are well spent</u></p> <p>Governors' activity include work in the following areas:</p> <p>Budget setting which demonstrates spending choices made in line with school priorities.</p> <p>Strategic and reflective budget planning for spending:</p> <ul style="list-style-type: none"> ○ Pupil Premium Grant ○ School Sports funding ○ Year 7 'catch up' monies 	<p>A balanced budget has been set and agreed for the year ahead. This supported the key areas for development for the year ahead and makes the effective use of the Pupils Premium Grant (Personnel and Finance Committee)</p> <p>Governors agreed a range of policies linked to making the effective use of the school workforce by developing a new Maternity and Family Leave Policy and reviewing the Induction Policy. (Personnel and Finance committee)</p>	<p>The balance budget has taken into account Service levels agreements, National pay increases for support staff and identified resources.</p> <p>The new policies offer guidance to staff and managers in knowing what they are entitled to and arrangements to support provision in school.</p>

<p>Robust evaluation of the impact of spending the above grants to schools with a strong focus on impact on pupil outcomes.</p>	<p>Governors</p> <ul style="list-style-type: none"> • Reviewed their own Health and Safety checklist to monitor the effectiveness of agreed systems in school. • Carried out an indoor and outdoor spot check for health and safety. • Completed the Annual Health and Safety audit with the Head teacher • Reviewed the Accessibility Plan • Used this information and the Fire Risk audit carried out in the Spring term to develop the Health and safety action plan for the year ahead. <p>(Health, Safety and Safeguarding committee)</p>	<p>The audits and checklists support governors in knowing what is working well in school and what needs to be reviewed or put in place to keep all stakeholders safe. In this way the school budget is used effectively to keep resources up to date and the building in a good and safe condition. The Accessibility plan is on the website to communicate to the public the identified actions to ensure engagement for all.</p>
<p><u>Ensuring statutory duties are met, the curriculum offer is appropriate and priorities approved</u></p> <p>Visits to the school to monitor e.g. learning walks/ book scrutiny alongside senior/ middle leaders.</p> <p>Safeguarding responsibilities met.</p>	<p>As part of their action plan to fulfil their statutory duties, governors have worked hard to be in school to meet parents and seek their views. Governors came along to the Internet safety workshop for parents, they joined parents in the classroom for a mathematics lessons and mathematics workshop.</p> <p>The link governor for mathematics worked with SLT to carry out a book scrutiny for mathematics. (John James - link governor for mathematics)</p> <p>The link governor for Foundation subjects work with the History subject leader to identify a link to</p>	<p>This has given governors the opportunity to meet parents and to seek their views about what the school is doing to support them in supporting their children. This has also shown governors the way in which staff have developed a positive relationship with parents who need to confidence in knowing that they can support their children.</p> <p>The link governor joined 2 senior leaders to monitor pupil books in mathematics to judge progress within a lesson and over time. This links to a key action form the Ofsted in July 2017 - to ensure that pupil are challenged from the outset of the lesson.</p> <p>It was good to have a governor guiding the subject leader in seeking support for how to develop a local</p>

	<p>developing a Heritage Local study based on William Reynolds. They then attended staff CPD to monitor how this was being developed within school. (Heather Freeman - Link governor for Foundation Subjects)</p> <p>A new governor was identified as the link governor for Safeguarding. They have attended appropriate CPD through Telford & Wrekin (Heidi Jones - link governor for Safeguarding)</p> <p>Governors updated their safeguarding training and joined all staff in school for the 3 year update CPD session. (all governors)</p>	<p>study. The staff meeting has enthused the staff. This input will be built into the revised Curriculum maps for 2018/19</p> <p>The new link governor has received training and the next step is to spend time in school to check that appropriate procedures are in place for documenting concerns, developing Personal Education Plans and the safe transfer of documents between settings.</p> <p>All governors are aware of the signs of abuse and now how to raise a concern about a pupil or a member of staff including the head teacher.</p>
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