

## Governor Annual Impact and Effectiveness Statement for Youlgrave, All Saints' C of E (VA) Primary School 2020/21

*"Thank you to all for the help, support and hard work put in through the continuing Covid period, this is very much appreciated. All the hard work that has gone into getting the children back to school safely is very much appreciated!"*

Comments (in the staff annual questionnaire) praised the strong leadership, the Head and Governors' appreciation of the staff's heavy workload, and the efforts to maintain a safe environment during the Covid pandemic.

Our role as governors is to provide strategic leadership of the school, support and oversight of operational decisions made by the Headteacher, statutory approval of policies, recruitment and performance management and financial management. This report gives a short insight into the role of the Governing Body and its specific activity for the school year 2020/2021, the year of the Covid-19 closure and re-opening.

Following the disruption to the country and in particular our school, the governors have been very grateful for the efforts of all staff to ensure a smooth transition for children to the online learning platforms and back into the school building. As a Governing Body we have been instrumental in gaining planning permission for the improvements to the playground and supporting the headteacher to get all the statutory policies and procedures up to date following the disruption.

### **Governing Body Members**

A new Chair and Vice Chair were elected by the Governing Body mid-term as part of succession planning for retiring governors. This enabled the outgoing chair of governors to work alongside the new Chair and Vice Chair of governors to enable to a smooth handover. There is currently one vacancy for a foundation governor and one for a parent governor. The board is made up of Foundation Governors (appointed by the PCC but not necessarily church goers), an Ex-Officio Governor to represent the church, parent governors, an appointee from the Local Authority and an elected Staff Governor as well as the Headteacher. Governors are recruited according to the requirement for particular skills and knowledge e.g. financial; legal; business; educational. Each governor completed a skills audit. Each governor is fully DBS checked at the enhanced level. Each governor completed a register of business interests declaration.

### **School Improvement Plan (SIP)**

This is a medium-term planning document designed to focus on the key aspects affecting outcomes for children at our school. It is put together collaboratively between the Headteacher and governors in the Autumn term and is reviewed at each governors meeting. The 2020/2021 SIP

was based on outstanding actions from the last academic year and specific tasks identified from the annual parent/staff and pupil questionnaires completed for the first time in Autumn 2020.

Up to June 2021 the following items had been progressed:

- Development and launch of new school motto **We CARE**
- Subject leaders appointed and reports provided for governors
- New teaching and learning resources purchased
- School of Sanctuary was investigated, family support worker appointed and visited school
- Grant received for pupil wellbeing programme
- The external learning environment has been taken-on by a new working party
- The replacement windows have been completed
- Outdoor area adjacent to Class 1 renovated
- Multi-gym equipment installed in the rear playground
- Wellbeing Committee established

### **Governor Visits**

Each term link governors meet with their subject leader member of staff in school to review priorities for teaching their subjects. This includes looking at the subject policy, how the subject is planned, taught and assessed, classroom visits during lessons and book scrutiny. The aim is to gain an understanding of how subjects are being taught and to support staff in achieving outcomes for children.

Due to Covid-19 and the restrictions placed on us, governors have not been able to visit school as much but remote meetings have taken place each term and we have received comprehensive information from subject leaders. Link governors have reported back to the Full Governing Body. Governors have supported and contributed to the recruitment and selection of new teaching staff by shortlisting and interviewing candidates alongside Mrs Stelling.

Next year, governors will (hopefully) again also be able to visit school to help with staff recruitment, volunteer in class, attend school trips and carry out Health and Safety checks and risk assessments. A visit report form is completed to record any points of interest or concern and is fed back to the rest of the Governing Body.

### **Data Analysis**

With the cancellation of SATs again due to the Covid pandemic, teaching staff have carried out their own assessments of each child in order to provide a baseline at the point of return to school; so that any progress and areas of concern can be properly monitored and inform teaching plans. Attainment data regarding cohorts of children has been regularly reported to the Governing Body for analysis. The Governing Body have interpreted the data and monitoring of pupil progress is always ongoing. Governors looked at progress of particular groups of children e.g. gender, Pupil

Premium and SEND and examined trends in terms of attainment in English and maths. Data on staff and pupil attendance has been reported to the Governing Body.

### **Financial management and recruitment**

The school budget is reviewed and approved by governors before being submitted to DCC in the spring term and then reviewed again before the end of the school year in order that the proposed staffing plan and associated costs for the new school year can be approved. This includes a three-year projection of costs and funding sources and a comparison with other 'benchmarked' schools in our region. Approval is sought by the Headteacher for any temporary staff contracts and additional recruitment as required. Governors assist in the shortlisting and interviewing of new staff. Governors agreed in March to form a separate Finance and Resources Committee in order to facilitate more time overseeing this area and equipping new governors with the skills and knowledge required. This is part of succession planning for when governors reach the end of their term of office and other governors take over their duties.

### **Policies**

Statutory model policies are regularly released by Derbyshire County Council which are amended for relevance to our setting and need governor approval. A full set of these policies and their review dates can be found on the school website. Each meeting around eight policies are reviewed and approved including safeguarding, GDPR, school admissions, social media, behaviour, curriculum policies and off-site working.

### **Meetings**

We hold five full governing body meetings per year and a finance meeting to review the school budget. Attendance is good. We have never cancelled a meeting because it was not 'quorate' (the number of governors needed to ensure that legal decisions can be made) a copy of meeting minutes can be requested from the office. This year, meetings have taken place remotely via Teams in line with government guidance on Covid-19.

### **Training**

Governors attend regular training courses to ensure they are prepared and informed to carry out their roles. All governors have completed the annual Prevent and Channel training (part of the safeguarding requirements) and online safeguarding training. In addition, governors with specific responsibilities have attended financial, leadership and SEND training courses often provided by DCC. Governors also attended the annual Derby Diocese Conference. Governors also liaised with other schools to share and learn good practice. Governors attended training with school staff on Disaster Recovery Planning.

## Holding Headteacher to Account

As well as formal performance management, governors are responsible for ensuring that the Headteacher is managing how staff are delivering outstanding teaching and focused on creating an engaging and motivating educational environment for children. This year there was a focus on reading and writing with special regard to developing boys reading and writing. This was an issue highlighted in our latest Ofsted report. Maths mastery, subject leadership and wellbeing was also a focus across the school. Governors are informed via the Headteacher's reports to the meetings how interventions are being used to focus on these areas and improve outcomes for children.

**Future plans in addition to our regular duties, the first term of school year 21/22 will be concentrating on:**

- The election and induction of a new parent governor
- Supporting the Headteacher in building improvement projects
- The induction of a new foundation governor
- Developing the structure of the governing body and its committees
- Re-establishing regular governor visits to school
- The appointment and induction of a new Clerk to Governors

To contact the Chair of Governors about any governance matter please email: [chair@youlgrave-allsaints.derbyshire.sch.uk](mailto:chair@youlgrave-allsaints.derbyshire.sch.uk) or leave a message at the school office 01629 636289.