

Smithy Bridge School

Governor Impact statement 2015-2016

The work of the governing body has had a significant impact on developing the school. Listed below are examples of activities, events, and systems that illustrate the impact of the governing body on school improvement.

School Development Plan (SDP)

In September 2015 Governors and SLT reviewed the school's strengths and weaknesses and identified the key issues to be addressed and how these would be implemented and monitored by school and Governors.

At half termly meetings we received:

- Head's report – Governors asked for Pupil attendance to be included in this for monitoring purposes.
- Pupil data – Deputy Head and Assistant Head provided regular information on pupil progress during this year of change, the new National Curriculum and working without levels.
- Information about interventions – SLT reported on use of Pupil Premium funding, organisation of PP pupils as well as general strategies used in classes to reach targets in key issues.
- Governors were shown how assessment data was inputted to the new assessment program and how Governors can interpret it, now that teachers no longer report in levels.
- The assistant Head brought Maths books to be scrutinised by Governors showing work of different ability pupils for comparison and to explain assessment.
- The Early Years Leader of Learning gave a presentation on Boys' writing, talking through strategies used and showing examples of impact and progress.

These opportunities are just some of the ways in which Governors had the opportunity to challenge and seek clarification on progress and identify how this was impacting on different groups of pupils. It gave them a focus on what to look for and ask about in Link visits. Minutes of meetings demonstrate how governors used this knowledge to inform their questioning. Also, the governors benchmark their data against similar schools, the Local Authority and schools nationally to ensure the school's standards and expectations are high.

Governor visits

In addition, Governors visited the school as part of their monitoring of the SDP key issues, allowing Governors to speak directly to Staff and pupils as well as look at pupils' books. Governors who were able to make these links reported their findings to the full Governing Body and SLT for discussion. These included staff feed-back about the initial impact of the new assessment tool, use of support staff and successful examples of setting in Maths. Governors also linked with Parents at Parents' evening. An 'exit poll' was taken, in line with the SDP focus on Maths, about their child's enjoyment (or otherwise) in Maths lessons. This was extremely encouraging with 98%+ of parents approached saying their child enjoyed his/her Maths lessons.

Policies

Governors review school policies as part of the review cycle to ensure that all guidance is current and up to date.

Staffing & Performance Management

In November 2015, Governors discussed individual teacher performance with the Head teacher in line with their targets and made decisions regarding their salary. This was followed by the Performance Management of the Head. Governors met with an external reviewer to review the

Head's 2014 targets followed by discussion and agreement on her 2015 targets. A mid-year review took place in May 2015.

In March 2016 Governors were also involved in monitoring and supporting the Head through a particularly challenging period with a member of the support staff, involving a misconduct situation.

Financial management

The Resources Committees worked with the Office Manager to ensure that the budget was managed effectively and improvements were effective and continuous.

In 2015-2016 there was particular scrutiny and discussion of the budget in order to enable the appropriate management of funds to enable phase two of the new build to be continued whilst ensuring all aspects of the budget were managed prudently. Weaknesses were identified and challenged by Governors.

Staff recruitment – In 2015-2016, Governors were involved in the recruitment and selection of a Bursar. (Several governors have attended training on Safer Recruitment in order to take part in staff recruitment.)

School Evaluation Form – In the Summer term Governors and SLT discussed the SEF and Governors had an opportunity to input their comments.

Governor expertise – the governors bring a wide variety of expertise to the school and this helps to ensure the school is moving forward. Examples of the impact of governor expertise on school improvement include involvement, advice and training for staff in the over-seeing of Looked-after-Children. Health & Safety advice and site management has also been shared. (Governors complete a Skills Audit upon joining the Governing Body, so that we can ensure their strengths are utilised).

Training

All Governors have undertaken a variety training during the academic year which benefits the school, enabling Governors to understand the issues and challenge with knowledge when required. Examples are: *Preparing for inspection; Safeguarding children; Understanding RAISE on line; Understanding the school budget; Safer recruitment*

Self-Review

At the start of the 2015-2016 academic year Governors reviewed their strengths and weaknesses and drew up an action plan to address these and improve their impact.

ST September 2016