

Governor Impact Statement 2022

The three core functions of the Governors are:

1. Ensuring clarity of vision, ethos and strategic direction.
2. Holding the Headteacher to account for the educational performance of the school and its pupils, and the performance management of the staff
3. Overseeing the financial performance of the school and making sure its money is well spent.

We have these committees:

Children and Learning
Ethos and Worship
Resources and Finance
Pay committee

The work of the Governors is focused on meeting these above requirements.

We know our school well, listen to our stakeholders and external advisers and feel secure that the statutory and legal requirements are met. We maintain a strong focus on effective safeguarding of children and adults in the school.

1.Ensuring clarity of vision, ethos and strategic direction

We aim to ensure the best outcomes for the children both now and in the future. Our role is to work with the senior leadership team to set and agree objectives for the strategic development of the school and raise standards. This has been achieved through the formation of a task group with a 3 – 5 year strategic development model in mind. The Governing Body is here to act as a critical friend and provide support and challenge to the school. We have reached out to our stakeholders and will continue to do so to get a clear understanding of their expectations.

Governors work with staff to be a mutually supportive, motivated community with the vision at the heart of all we do. We enjoy working as a team and have high expectations. We encourage through praise and reward, value everyone and enable everyone to believe in themselves; value life-long learning, enjoy finding new ways of thinking and learning; take responsibility for our own actions, enjoy sharing our successes and embrace challenges. We welcome and value the support of parents and the wider community.

2. Holding the Headteacher to account for the educational performance of the school and its pupils, and the performance management of the staff.

We have Governors who oversee progress in important elements of the SIP including English, Maths, PE, Pupil Premium, SEND, and Early Years Foundation Stage.

We have continued our annual monitoring cycle which includes these key elements:

- Full Governing Body action plan [included in the Governor section of the website]
- Governing Body Self Evaluation
- Governing Body Skills Audit
- Evaluation of Action plans
- An Annual Impact statement
- The 3 – 5 year strategic plan for the school

In order to hold the Senior Leadership Team to account on the school's performance we have:

- Set out an action plan for monitoring
- Ensured governors' training is up to date especially with regard to Safeguarding and Safer Recruitment
- Attended training with the West Sussex Governance Team on the Impact of Governors – February '22

School Improvement Plan priorities have been monitored and evaluated in a number of supportive and challenging ways. Challenging questions are asked during committee meetings and impact is reviewed at the end of a meeting or the beginning of a next if reflection time is needed.

Governor school visits have been reported through the GVO (Governor Virtual Office). Some have had a subject focus or been related to key school policies or relate to an action on the School Improvement Plan.

Governors have attended school events. Our annual Learning Walk has been used to focus on the wider curriculum including: Science, Art, DT, Geography, History, and provision for vulnerable groups.

Governors have arranged 'Tea and Chat' sessions to meet with parents. Reports of visits and minutes of meetings form a substantial record of the impact of the Governing Body and the contribution we make to the success of the school.

The Ethos and Worship Committee work to enhance the Christian distinctiveness of the school with an overview of the SIAMS inspection framework and where they can have impact through this. The committee are working on 'Growing Partnerships' with St Mary's Church.

The Children and Learning Committee has contributed to the development and evaluation of the School Improvement Plan and reviewed relevant policies. The committee has also focused on the attainment and progress made by the various groups of children at strategic points during the year. Data is made available to Governors throughout the year and the data is discussed in detail.

Particular scrutiny was placed on pupil attainment and progress: including those with Special Educational Needs and Disabilities; More Able children; and pupils with English as an Additional language. The progress of Vulnerable and Pupil Premium children is a continuing focus on each agenda.

The Pay Review and Performance Management Committee have carried out review meetings, holding the Headteacher to account for the progress and attainment of all pupils and the meeting of performance targets by all members of staff including the Headteacher.

3. Overseeing the financial performance of the school and making sure its money is well spent

The Resources and Finance Committee have worked very closely with the Schools Business Manager and Senior Leadership team in setting and monitoring the annual budget. Finance is a focus in all Full Governor Meetings. This has been within the context of increased financial pressures for all schools.

The school has benefited from additional contributions made by Friends of St Mary's PTA and Governors appreciate the hard work of those involved. The Resources and Finance Governors monitor Health and Safety and ensure that the school is compliant and safe to run.

Development and training needs of Governors

We completed our self-evaluation by reviewing our previous action plan and identifying action points to support new and existing members of the Governing Body. We have

undertaken a skills audit and gaps were identified in marketing. We have a vacancy and will be looking for a candidate with these skills when we appoint.

Throughout the year Governors have undertaken training in a variety of areas and a record is kept on the GVO. A priority was to ensure all governors had up to date knowledge and understanding of “the statutory Government guidance, 'Keeping Children Safe in Education.’ We recently had training for all members on the ‘Impact of the Governing Body’ – February 2022.

Our Action Plan for 2020-21 has been reviewed using specified success criteria as a focus for discussion. The majority of targets have been met; and our evaluation of those areas that need further development will inform our action plan for 2021-22.