



Fun, Respect & Friendship – Every child matters to us

Shilbottle Primary School

Governors' Impact Statement: Academic Year 2022-23

Governors' Role

The role of the Governing Body is an important element in the leadership and running of the school. This statement is one way in which the Governing Body can articulate their role and the effect they have on standards, improvements and cost efficiencies to parents and other stakeholders.

The Governing Body meets regularly throughout the school year, and discusses all aspects of school life including attendance, achievements, and improvement programmes. At the start of the academic year, subject leaders were invited to give a presentation on their specific areas covering the intent and coverage of their curriculum; at the end of the academic year, each leader provides a summary of the impact of their curriculum area, alongside the next steps for continued progress. The Headteacher's Report to governors provides valuable information on academic achievement of peer groups in all classes and how they rate against the national average. This report breaks down information for comparison of groups of pupils in school. Governors are encouraged to constantly question and challenge any areas of concern and to understand the reasons behind the figures.

All governors are also members of at least one committee covered later in this statement, as well as having specific responsibilities: for example, specialised areas such as Safeguarding, Pupil Premium or SEND. Governors are encouraged to access training which enables them to enhance their knowledge and skills around areas for which they have responsibility. The current governing body has a diverse and extensive make-up including parents, teaching staff, private and public sector, a serving Headteacher, a retired Deputy Headteacher and a retired Clerk of Governors. The number of Governors is currently 6, with two vacancies to be filled.

By regularly visiting the school, meeting staff and observing classes and activities, the governors are able to gain a greater understanding of the day-to-day life of the school and the enthusiasm of both staff and children.

The challenges posed by the Covid 19 pandemic impacted upon the ability of governors to carry out their duties as previously undertaken. However, during this time governors continued to support the school via Zoom/Teams meetings as well as visiting the school when it was deemed appropriate. From the spring term of 2022 onwards, Governor meetings and visits have been able to be conducted as per previously.

Training

All members of the Governing Body receive initial induction training, then ongoing training depending on their roles. All governors are aware of the importance of keeping children safe in education and attend Safeguarding training. Some governors have participated in School Budgeting and Financial Planning to ensure there is an understanding of how the school budget is formulated and that the finances are controlled effectively. Training around Governor Visits and knowledge of how to ascertain pupil progress – both through the curriculum and through progress data – allow governors to assess and monitor the Headteachers Report more thoroughly. The Governing body are abreast of the latest OFSTED Framework requirements and expectations and this in turn has made the Governing Body more effective.

Impact of Governors

In addition to the Full Governing Body, Shilbottle Primary School also has 2 committees:

- Improvements Committee (Incorporating School Improvement Planning and Review, Curriculum, Pupil Progress and SEND)

Jenienne Hinchcliffe, Amy Hunt, Moira Banks (Chair), Gary Parnaby (Headteacher)

- Finance Committee (Incorporating Staffing, Finance, Premises, Safeguarding and Health & Safety)

Vickie Allen, Emma Bryceland, Enid Scott (Chair), Gary Parnaby (Headteacher)



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Sub-group committees meet at least termly. These are responsible for the production and approval of many policies. These committees are also responsible for ensuring that additional funding for SEND and Pupil Premium is spent effectively and appropriately. Analysis of data for all year groups and abilities allows governors to ask challenging questions to ensure any identified problems are addressed in a timely manner. The curriculum is discussed to ensure that it is at least in line with statutory requirements and that children are receiving a broad and balanced education.

Another responsibility is overseeing the financial performance of the school, making sure the budget allocation is well spent, as well as ensuring the buildings and grounds are well maintained, fit for purpose and that the school continues to be a safe and pleasant place to learn and work.

Safeguarding is taken very seriously by all governors and is discussed within committee meetings, as well as within the Full Governing Body.

Headteacher's Appraisal

The Headteacher's Appraisal is carried out annually and specific training for this is provided through the Local Authority. Performance targets are set and agreed with the Headteacher, focussing on areas of strength and areas for development by which their performance can be evaluated. This gives the Governing Body confidence that the school is being led and managed well. Governors also gain greater understanding of the school's strength and weaknesses leading to effective challenge of the Headteacher, on how good practice is shared within school and how weaknesses are being addressed. The governors can also consider how Performance Management (PM) and the Wellbeing of staff is managed. The Headteacher's PM targets are shared with governors and the Head reports to the governors at each termly meeting.

Recruitment

The Governing Body is directly involved in areas of recruitment. Interview panels include Governors who have completed 'Safer Recruitment' training.

Governor Profile

Governor Pen Portraits are on the Shilbottle Primary School website

Representatives of the Governing Body attend special events at school. Link Governors visit school, eg. for Learning Walks or discussions with staff and pupils. Governor Visit forms are completed and filed after each visit. These visits are also discussed and evaluated at FGB (Full Governing Body) meetings.

SIP\SDP

The school has a School Improvement Partner from the Local Authority, and with their help has implemented a School Development Plan. This covers areas for development and improvement which align with the latest OFSTED report. The school received an OFSTED rating of Good in January 2023, with only one area for improvement identified.

Of course, it is vital that the school doesn't just concentrate on this area, but maintains a focussed approach on all of its practices and activities. The plan is constantly reviewed and updated to ensure the Governing Body has a full and accurate view of progress and achievement.

Continuous Improvement and Summary

The governors understand and support the school's plans for improvement and continue to improve their own governance. The governors are committed to supporting the excellent work of the Headteacher, and the staff at the school. The Governing Body would like to thank the staff at Shilbottle Primary School for their phenomenal work and support over the last year. The governors acknowledge that the last few years have been, without doubt, the toughest years in education in living memory and we are thankful for our dedicated staff who have continued to go "above and beyond" that which is expected of them.