

## Governors Impact Statement Summer 2020



The purpose of governance is to provide confident, strategic leadership and to create robust accountability, oversight and assurance for educational and financial performance.

Our governing board has three core functions:

- Ensuring clarity of vision, ethos and strategic direction; STRATEGY
- Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff; DATA
- Overseeing the financial performance of the organisation and making sure its money is well spent. FINANCE

	Governor core function	2019-2020 and general background	Governors involvement/impact
Governor Constitution	People with the right skills, experience, qualities and capacity.	Constitution of Governing Body: 2 Staff governors (Head and Deputy Head) 4 Parent governors 3-8 community governors (providing the governing body with skills in e.g. finance, premises, IT and teaching)	3 new community governors that had been recruited over the summer started in September 2019 and their involvement has improved the effectiveness of the board. They have taken on the roles as Health & Safety, Assessments and Reading and Communications lead, respectively.
	Evaluation to monitor and improve the quality and impact of governance	Total number of governors as of July 2019: 7	All governors have attended a variety of training courses provided by the trust (New governor training, Ofsted framework, Safeguarding, School funding, School data, Risk Management). Attendance of governor meetings has been well throughout the year. Total number of governors at the end of July 2020: 10
	Compliance with statutory and contractual requirements	Governors nominate a Safeguarding governor, who regularly attends the safeguarding meetings of the school.	The safeguarding governor continued in her post and is conducting regular visits with the schools safeguarding team and is also making sure that the governor body is well informed and trained. This role has been particular important during lockdown

		The new compliance officer from the trust continues to support the school with policies and other compliances.	as she has been updated regularly by the school to see how the school is making sure safeguarding of all pupils, especially when not able to attend school has been ensured. One of the new governors has been supporting the SBM with any H&S related issues, which as been particular helpful when developing Risk Assessments for the school re-opening.
	Accountability that drives up educational standards and financial performance:	We hold 2 meetings of the full governing body (FGB) each term one of them dedicated to data, both on educational achievement and attendance/behaviour and the 2 <sup>nd</sup> one focussing on finance and the progress of the SIPs. In addition to that there are smaller meetings of chair or link governors with the business manager, assessment lead, head, SENCO, Safeguarding team, and subject link visits. Many of the planned subject link visits had to be postponed due to the lockdown.	Governors have scrutinised both the performance and financial data in our termly meetings. From March 2020 those meetings have been held online and have been still very constructive. Since there weren't any SATS and a lack of data the focus of those meetings has been shifted. The main focus was now on supporting the school with developing the school's risk assessment and general Health and Safety approach for the reopening of the school, the remote learning efforts and general staff and pupil well-being.
STRATEGY	Strategic leadership that sets and champions vision, ethos and strategy	School Improvement Plan Priorities (SIP) for the academic year 2019/20:  <ol style="list-style-type: none"> <li>1. Standards and Achievements</li> <li>2. Teaching and Learning</li> <li>3. Behaviour and Attitudes</li> <li>4. Personal Development</li> <li>5. Leadership and Management</li> </ol>	Governors are involved at the end of the summer term to shape those SIPs and did so in summer 2019. During the year we receive updates on the progress from the head teacher and make sure that any reasons for targets that haven't been met are given. Due to the lockdown from March most of those priorities became irrelevant for the time being and the governing body focussed on supporting the school during lockdown as outlined above.  During the summer term governors shaped the school improvement priorities for the next academic year, however due to the exceptional situations the final version will be looked at by the governing body in the new academic year.

	Multi Academy Trust	The Trust supported all the schools well during lockdown, when decisions of school opening and other operational matters had to be made.	Governors from Northmead are also involved in the Joint Governing Council (JGC) which facilitates communications between the Trust Board and governors and between schools to improve overall governance. As the chair of this is a rotating position the chair of Northmead was also chairing the JGC for the 2019/20 academic year.
DATA	Educational standards  Data	The current attainment and progress is shared by the assessment lead at our first FGB of the term.	<p>SIP1: Progress and attainment has been monitored by governance throughout the year until March 2020 after which no more data was available and also no SATS were sat. Priority for next year will be to establish the gaps in learning and to monitor the catch up.</p> <p>SIP3: Governors were able to monitor the schools behaviour approach but weren't able to monitor outcomes due to the school closure in the 2<sup>nd</sup> term. For the reopening of Y6 they could see the approach working but this will be a priority when all children will come back in September.</p> <p>SIP4: The safeguarding governor was involved in helping to rewrite the Sex and Relationship policy and attended parents evening to support parents with any questions. A staff survey was conducted, and a parent survey was sent out but due to coinciding with lockdown will have to be redone next year.</p>

FINANCE	<p>Financial Management/monitoring</p> <p>Catering</p> <p>IT</p>	<p>The lead governor for finance and chair have termly meetings with the head and business manager to discuss the state of the school's finances and both then present this termly to the whole governing body.</p> <p>In addition to that the operations manager of the MAT also supports the school and governor through termly meetings.</p> <p>The monitoring of the financial performance also includes looking at spending pupil premium and sports premium funding and focussing on the impact interventions have in both these areas. Due to the school closure a lot of the proposed spending for the sports premium will be postponed.</p> <p>An additional premium that will be monitored on its effectiveness to make a difference to children will be the COVID premium for the coming academic year.</p>	<p>School governors supported the school in the effort to align teachers pay across the academy and are signing of pay increases linked to the performance data (which again was different due to the lack of data for most of the school year).</p> <p>Regular meetings with the IT governor, school IT lead and the company running the school's IT service also take place and where essentially in making sure the school's systems were fit for purpose for remote teaching.</p> <p>SIP2: A couple of the new governors that have taken on the lead on Reading and Math have established links with the respective subject lead and have monitored the progress on the reading approach and math mastery. Other subject link governors also continued to monitor their subjects in particular to support the subject leads under the new Ofsted framework.</p> <p>SIP5: Due to the joint work of the SBM, the trust and the governors the catering deficit has been removed as it is now fully outsourced. New governors have been recruited and all governors attended several training courses including one about the new Ofsted framework. Links with subject leads have been established and several meetings took place before and virtually after lockdown.</p>
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