

**ST HARDULPH'S CHURCH OF ENGLAND PRIMARY SCHOOL BREEDON
ON THE HILL**

ANALYSIS OF RESPONSES TO GOVERNING BODY SELF EVALUATION.

June 2018

Review question	Red	Amber	Green	Comments
1 .Have we completed a skills audit of our Governing Body?			4	Audit completed last year & development opportunities identified. Good spectrum of skills & experience across GB highlighted by Ofsted. Look ahead to when Chair & VC to be replaced.
2 .Do we appoint on basis of skill& do we know how to find people with relevant skills?		1	3	A strong balance of skills across the body. When to advertise for vacancy? We identify gaps in skills & recruit against it e.g. LA governor with finance skill. Suggest recruit using parents, local large employers & SGOSS.
3 .Do we understand our roles and responsibilities?		1	3	Understanding of own roles is good & do training to improve. Induction training could be more effective. A lot falls on Chair; would be better if load shared.
4. Do we have a professional clerk & run meetings efficiently?			4	
5. What is our T & D budget & does every governor receive the support they need to carry out their role effectively?			4	In each Committee meeting feedback learning points from training. We focus on training needs & are aware of LTS offerings. Training is encouraged.
6. Do we know about good practice from across the country		1	3	We do it locally, but not sure about nationally. Chair attends briefings and updates governors.
7. Is the size, composition and committee structure of our GB conducive to effective working?			4	Do really well here. The current system works well for the school. We review our structure & are open to improving as required. Good system for effective communication and decision making.
8. Does every member of the GB make a regular contribution and do we carry out an annual review of the GB's performance?		3	1	Ask parents what they think about governor impact e.g. survey or parent assembly. Well balance GB. Most attend all meetings & contribute. Parents encouraged to feedback & publish govs email on newsletter. Not sure we review effectively. Suggest request & analyse feedback.
9. Have we developed long		1	3	Governors work well with school

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term aims for the school with clear priorities in an ambitious SDP which is regularly monitored and reviewed?				leaders on a long term plan & have clear understanding of priorities and progress made against them. We work well reviewing SIP. Not sure we are ambitious enough & know our long term aims.
10. Does our strategic planning cycle drive the GB's activities and agenda setting		1	3	Generally structure meetings to fall in with key timings but could be more rigid.
11. Do we understand the school's performance data well enough to properly hold school leaders to account?		2	2	The team does it well but those not on A&L committee are less confident. We have improved our understanding & we do challenge & hold leaders to account. We receive data in understandable form. Not sure if anyone has access to full reports; if not it should be made available so can Q @ FGB.
12. How effective is our performance management of the head teacher?			3	Not all Governors are involved but believe is done well. Govs involved have the necessary experience & have external expert adviser present.
13. Are our financial management systems robust and do we ensure best value for money?			3	Difficult to bench mark against others due to small school and lack of year 6 data. SFV's completed & submitted, external audit points followed up. Budget monitored regularly & independent bursar clearly outlines accounts.
14. How do we listen to & understand our pupils, parents and staff?			4	Wide range of ways of communicating with stakeholders. Need to upgrade website. Govs visibly support school events, attend parents evenings to receive feedback from parents.
15. How do we report to our parents & the community regularly?			4	Policies on school website, various other channels of communication & newsletters. Website should be reviewed as is main communication channel. Its content reflects on Governors as well as school.
16. What benefit do we draw from collaborating with other schools and sectors locally and nationally?		1	3	We are informed of collaborations & it is presented to us in meetings. Aware of collaborations but not sure of its benefits. Govs need updating.
17. Do we carry out a regular 360 review of chair's performance?	1	1	2	Do we have a tool for this? Not sure we've done this. We have a strong, effective & self motivated leader. Not sure what happens when term ends.
18. Do we engage in good succession planning?		4		No strong succession plan in place but are discussing. Succession planning needs reviewing as some

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				Govs are new. We do share chairing across committees. Governors should be engaged in succession planning. Leadership distributed across the whole GB. Need to appoint VC prepared to progress.
19. Are the Chair and committee chairs re- elected each year?			4	
20. How has the school improved over the last 3 years and what has GB contribution to this?			4	Visibly improved. Positive impact on the school. Stronger committee structure, improved working relationships with teaching team & a clear plan and vision for the future. Improved significantly over last 3 years with re-alignment of staff & appointment of new teachers. GB has challenged & highlighted where improvements could be made & they have made. I have seen evidence over the last 12 months of the school's desire to improve and grow. We had positive feedback from Ofsted.

Analysis:

Four Governors completed this exercise. Some of the answers were more negative/less confident due to the area of expertise of the governor concerned & the committee responsibilities they have

1. 8/20 received 4xgreen.
2. 6/20 received 3xgreen + 1 amber
3. 2/20 received 3x green.
4. 1/20 was received by 2x green + 2x amber; 3x amber + 1 x green; & 4 amber.
5. Only 1 vote was red!
6. The vast majority of answers were predominantly green i.e. 16/20

Areas for improvement:

1. Q8: All members making a regular contribution to the work of the GB and carrying out an annual review of the GB's performance.
2. Q11: Improve Governors' understanding of the school's performance data well enough to hold the school leaders to account.
3. Q17: Carry out a 360 review of the chair's performance.
4. Q18: Engage in better succession planning.