

St Hardulph's Church of England Primary School

Annual Report of Governors and Impact Statement. 2017-2018.

The Governing Body of St Hardulph's school has continued to provide a sense of direction for the work of the School, has supported the work of the school as a critical friend and held the school to account for the quality of education it provides and the standards achieved. This has been done in the following ways:

1. Strategy and Ethos, Vision and Direction.

- a) Governors have considered the use of the school premises and the need for consistent preschool provision. They have consulted on, analysed competition and explored the finances and benefits of managing a school based preschool unit.
- b) In partnership with the Parish Council, Governors have reviewed the outside play equipment and actively taken part in the planning process to replace it.
- c) Governors have supported the head teacher and staff in seeing the rise in popularity of the school resulting in a 30% rise in pupil numbers over the year.
- d) Governors have kept in touch with the development of Multi Academy Trusts locally, attended presentations on their work and discussed at their Full Governors meetings.
- e) Governors have monitored the school website to ensure statutory compliance and usefulness for users. Governors have seen the successful implementation of a secure area of the website for their own use increasing the efficiency of their work.

2. Monitoring and evaluating performance, acting as a critical friend to the head teacher and supporting and challenging her in managing the school

- a) Governors have monitored closely the work of year six and their progress towards their SATS exams.
- b) The Achievement and Learning Committee has monitored the pupil data collected each half term and discussed ways in which any problem areas can be addressed.
- c) Governors have analysed the School Improvement Plan and through their regular monitoring visits have monitored the school's progress towards the targets within it.
- d) Governors have managed the process of performance management of the head teacher and monitored her progress towards her targets throughout the year. Governors have supported the head teacher in the reduction of her hours of work and have monitored the effect of this on her and the senior teacher acting up in her absence.

e) Governors with responsibilities for specific areas of learning such as English, maths, EYFS & Phonics, science, ICT, SEND and safeguarding have liaised with their teacher leads and have monitored those areas of work within the school.

f) The Foundation Governor has supported the work of the RE lead by visiting school, checking on the recommendations from the Diocesan inspection, attending a school trip to a local synagogue and taking an active part in the work of the school in conjunction with the church.

g) The Personal Development, Behaviour and Welfare Committee has monitored the School's behaviour management, attendance, health and safety, nutrition and safeguarding. In particular it has been instrumental in supporting the positive behaviour reward schemes, the school nutrition action group and the Food for Life schemes. It has also implemented a Healthy School Policy to promote the "mind, body and Spirit" of pupils.

h) Governors have encouraged work to improve the take up of school meals and have attended at lunchtimes to experience the School meal time.

3. Ensuring Accountability to the children and parents, the local community, those who fund and maintain it as well as the staff it employs.

a) The Finance Committee have regularly and closely monitored the budget and its spending. It has analysed and discussed the External Audit process and ensured compliance with its recommendations. Sitting as the Pay Committee, it has overseen and monitored the staff structure and pay and appraisal scheme in school.

b) Governors have appointed a Pupil Premium and Sports Grant Governor to take responsibility for the strategy, spending and evaluation of the Grant funding received by the School.

c) In accordance with its schedule, Governors have monitored the review process for all School Policies including a Governors Code of Conduct.

d) Governors have been trained in and supported the school in the implementation of processes to ensure compliance with the General Data Protection Regulations.

e) Governors have liaised with the Church and PCC over the potential use of funds from a moribund trust to benefit the children.

f) Governors have liaised with the Community and providers to enhance the school's outside environment including the garden areas and Pavilion.

g) Governors have appointed a liaison Governor to take part in the PTFA organisation with a view to encouraging and supporting its work and increasing the external funding which can be accessed through it.

h) Governors have continued to ask for and monitor the result of feedback from pupils, parents and carers to improve the voice of stakeholders.

4. Governing Body Self Evaluation and Improvement.

- a) Governors, with the assistance of the Training and Development Governor, have kept their learning up to date by attending and feeding back to fellow Governors, training courses relevant to their responsibilities.
- b) Following the retirement of the Governor Chair of the Finance Committee, Governors conducted a skills audit, the results of which directly influenced the recruitment and induction of a new Governor with considerable expertise in finance.
- c) Governors have undertaken a self evaluation programme to examine the Governing Body's strengths and weaknesses with a view to strengthening still further its work to support and challenge the school. (See the outcome of the self evaluation process below).
- d) Governors have increased their profile within the school community by reporting some of its work through contributions to the school newsletter.
- e) Governors have become more accessible to the School and wider community by establishing and monitoring a Governors email account.

5. Outcome of Governors' Self Evaluation.

Four Governors completed a questionnaire aimed at examining the various areas of work the Governing Body undertakes. 80% of the responses gained the highest rating.

There were only four areas where governors' felt improvements could be made. They were:

- a) Governors to make a regular contribution to the work of the Governing Body and to carry out an annual review of the Governing body's performance.
- b) To improve governors' understanding of the school's performance data well enough to hold school leaders to account.
- c) To carry out a 360* review of the Chair's performance.
- d) To engage in better succession planning.