

Governor Impact Statement 2018/19



Our Vision

Upton Westlea provides every child with a safe and healthy environment in which to learn and develop the skills they need to be effective future citizens.

Our School Council (January 2019) believes our school "is a place where we are inspired to become good learners, achieve our very best and be polite and friendly".

"Inspire, Learn, Succeed"

Governor's Role

The role of the Governing Board is an intrinsic part of the leadership of the school, although often unseen by parents and other community stakeholders. We are here to oversee that the school is providing the best for your child to the best of their capabilities. This impact statement is one way in which the Governing Board articulates their role in school leadership, the impact we have on school improvement and how we are transparent about all our activities.

The Governing Board is made up of a group of dedicated volunteers, who invest their good will and hard work for the sole purpose of improving the education of every child in our school.

Governors, together with the Headteacher, make important decisions on how the school is run. We are here to ensure that every child in the school achieves the best possible outcome during their time in our school. We act as a critical friend to the Headteacher and staff which means we both support and challenge them to ensure the best outcome for the children. We make decisions on policy and strategy for the school and are accountable to parents and carers as well as the wider community and OFSTED.

The Governing Board is measured by three core strategic functions:-

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

The governors bring a wide variety of experience and expertise to the school and this helps ensure that the school is moving forward and standards are constantly raised in a way that is in line with the overarching ethos and vision of the school, along with the statutory directives from the DfE.

We are here to help the school raise standards and improve performance by supporting the work of the Headteacher and staff while at the same time challenging them to ensure the best outcome for all of its children.

The governing body was constituted on 13th March 2019.

The governing body is made up as follows:

- The Headteacher who is a governor by virtue of their role
- 1 staff governor
- 1 LA governor
- 2 parent governors
- 6 co-opted governors appointed by the governing body following an audit of the additional skills the governing body requires.

The Governing Board is always keen to hear from parents and carers about their thoughts and ideas for the school and can be contacted via the school office. We often attend school events throughout the year, you will see us with our official badges on, so please feel free to say hello, ask us questions about the school and give us your views.

Governor Visits

Governors visit the school as part of our monitoring of the SSIP and of specific issues such as attendance and behaviour.

Governors are linked to classes and subject areas and visit regularly meeting with staff and children. In this way governors' understanding of the school is greatly strengthened. Feedback on all visits is given to the full Governing Board meetings and this allows all governors to be kept informed about progress, and also to be aware of any concerns that need to be addressed.

The Chair of Governors has regular meetings with the Headteacher.

Training

All members of our Governing Board have and continue to receive training. The impact of this is that the Governing Board are kept abreast of the responsibilities with regard to the latest requirements and expectations. Governors are also knowledgeable of new initiatives/policies. Learning and actions from training are shared at Full Governors Board meetings.

Recent training has included:

- Health and Safety
- Safeguarding
- GDPR
- PREVENT & FGM
- Safer Recruitment

Impact of Full Governing Board Meetings

Each term Governors are invited to attend three sub-committees:

- Leadership and Management (including budget, staffing, data)
- Teaching and Learning
- Community (Health & Safety, Safeguarding, Behaviour).

In addition, Governors attend termly Full Governors meetings.

Governors also attend Governor open days, learning walks, receive feedback on book scrutinies and lesson observations, attend school events, receive a monthly Governor newsletter. This enables them to be aware of issues and support the Headteacher on a regular basis.

The impact of this is that Governors understand the areas of strengths and weakness in teaching and practice within the school. This enables them to challenge the Headteacher on how good practice within school is being shared for whole school benefit and how weaknesses are being addressed. The different sources of data (books, lesson observation, in-house data) enable us to triangulate information and ensure conclusions drawn from various sources are correct.

Headteacher Appraisal

The Governing Board carries out the Headteacher appraisal annually alongside Cathy Parkinson, School Improvement Partner. The appraisal process allows us to look closely at the performance of the Headteacher, have discussions about areas of strength and development in performance and set new targets against which the Headteacher's performance will be evaluated. Governors are also very keen to promote a manageable work/life balance for not just the Headteacher but all staff. Staff's mental health and well-being is a paramount priority for all Governors.

Further impact across the school

As Governors we celebrate the fantastic work around the school and provide challenge and support in areas that can improve as well as monitoring progress in all areas.

1. Strategic School Improvement Plan (SSIP)

The governors work co-operatively with the Headteacher, SLT and staff to write and monitor the SSIP. We have played an important role in the development of the SSIP and the monitoring of its progress throughout the academic year. In the previous year our focus has been on the following areas:

- To enhance and support the effective teaching of Maths across the school by adopting and maintaining a consistent approach to teaching through fluency, reasoning and problem solving.
- To raise the quality of teaching writing so that it is consistently good, resulting in improved attainment.
- To raise the quality of teaching reading so that it is consistently good, resulting in improved attainment.
- To develop reading and writing within EYFS: closing the gap between girls and boys so that a greater percentage of boys achieve expected in reading and writing.
- To further develop and enhance the learning support staff.
- To identify and develop children identified as Gifted and Talented across the curriculum.

The current SSIP is based on priorities identified from data, school self-evaluation and OFSTED priorities. The SSIP is set out with clear aims, the key tasks which will be completed in order to achieve these aims and the success criteria in order to measure outcomes. The SSIP is monitored and reviewed termly, normally in committee, with an evaluation overview being presented to the full governing body alongside the Headteacher's report.

The current targets of the SSIP are to:

- To identify, embed and review a new assessment system for Maths and English and Foundation subjects to show progress.
- To enhance and support the effective teaching of Maths across the school by giving the children more planned opportunities for problem solving and reasoning.
- To raise the profile of the 'Arts' throughout the school
- To diminish the gap between boys and girls attainment in speaking, reading, writing and maths in EYFS.
- To improve the Emotional Health and Well-being of the children, staff and parents at Upton Westlea.
- To raise the quality of teaching writing so that it is consistently good, resulting in improved attainment.

2. Finance

Governors approved budgets across the year and fed into planning for the future in uncertain financial times, balancing prudence whilst ensuring children receive a broad and balanced curriculum. Governors have reviewed the Manual of Financial Control and the schools Statement of Intent. Governors have also completed the Schools Financial Value Standard (SFVS) with the Headteacher and Bursar.

Governors have approved:

- Staff training for Continued Professional Development (Teachers, TAs and Governors)

- New Sex Education Programme
- E-Aware online safety programme for the whole school
- Painting of the hall and canteen area
- New boiler installation (in conjunction with CWAC)
- Repairs to the Y5/6 roof (in conjunction with CWAC)

Governors make sure that the budget is not 'in deficit' despite ongoing challenges.

3. Recruitment

Two governors have attended 'Safer Recruitment Training' ensuring the Governing Body have the skills necessary to recruit the right teachers for children at Westlea. Governors have supported the Headteacher in accommodating the part-time requests of teachers returning from maternity leave.

4. School Environment

Governors have fully supported the Headteacher with building works/improvements within school including a new adventure playground (supported by a grant from the National Lottery), Y1 Wildlife Area, Reception and Nursery outside areas.

5. Progress and Attainment

Data for all children across the school, including vulnerable groups, has been analysed. Data focuses on reading, writing and maths. Analysis is completed at varying levels including year groups, pupil premium, boys/girls, SEN, Forces. The impact of this is that Governors are aware of how children are performing, where there are issues, challenging questions can be asked to ensure that any identified problems are addressed in a timely manner. This ensures that the Governing Body know throughout the year how the school is progressing towards the school priorities and targets.

6. Link Governors

Link governors have responsibility for specific areas of interests and classes within the school. Each link governor receives an action plan for their subject and discusses issues, strengths and areas for development via face to face meetings or e-mails with their subject lead.

Governors have a greater understanding and insight into the running of the school. We are able to see the pressures and difficulties staff face regarding different cohorts and subject demands. Governors are able to see how different classes work and how children behave, we are also able to feedback any areas for development. Most importantly we can celebrate the achievements of the whole school, groups and individuals. We also feel it is an excellent opportunity for the children to meet us and discuss the role we play in the successful running of our school.

7. Statutory Duties

We are very mindful of our statutory duties as a Governing Body and over the course of the year we have paid particular attention to Health and Safety requirements, staff and pupil mental health and well-being and Safeguarding.

OFSTED Feedback

We received an OFSTED inspection in November 2017 in which the inspectors visited all parts of the school and met pupils, staff and members of the Governing Board we were delighted to receive an overall rating of 'Good'.

With regards to governance in particular, the inspectors said:

"An enthusiastic, skilful and effective Governing Body"

"The Headteacher, staff, pupils and parents share the Governors strong and aspirational vision for the school"

"The Governing Body makes a positive contribution to school improvement. Governors have an accurate understanding of how pupils progress in their learning"

"Governors carefully check on the use of external funding for physical education and sport, the use of the pupil premium grant and SEN and/or disability funding for the Eden Centre. Governors ask pertinent questions and hold leaders to account in a firm but fair manner".

"Governors take their responsibilities very seriously. They are scrupulous in ensuring that they have the right level of skill and expertise. All Governors undertake training to develop their knowledge"

Information regarding the membership of our Governing Board can be found on our website.

Priorities for 2019-20

1. Continue to visit school for meetings, assemblies, monitoring visits, open days and school events and ensure that all these are well attended with all Governors contributing.
2. To support new Governors and staff within their roles. To recruit, welcome and induct any Governors new to the team. To make every effort to ensure that the makeup of the Governing Board reflects the diverse nature of the school.
3. To continue to ensure well-being and mental health is kept a high priority for all staff and children.
4. To ensure that Governors have a good understanding of data, reports and policies to allow for confidence to question and challenge as well as to celebrate improvements and success.

5. To ensure each Governor has completed up-to-date safeguarding training.
6. Each Governor to know what their new roles and responsibilities within the Governing Board are and be well equipped to carry them out.
7. To be involved in and prepared for dealing with any issues as they arise such as recruitment, health and safety, capabilities, OFSTED inspections etc.
8. Invite children to Governor meetings particularly the 'Teaching and Learning' sub committee to listen to presentations from staff but also to respond to the question 'What does learning look like at Westlea?'

Specific Future and Continuous Improvement

The Governing Board and SLT are constantly striving to improve and develop the school. Specific ongoing and future areas for improving and developing will include:

- Ensuring continued improvement in pupil progress and attainment across all ability groups including vulnerable groups
- Shaping the school's future curriculum

If you would like to ask the governors any questions please contact the clerk, Mrs Nicola Stewart.

Email: schoolgovernance@edsential.co.uk

Please visit our webpage for more information relating to Governors.

<http://www.uptonwestleapprimary.co.uk/page/governors>