

GOVERNORS' ANNUAL STATEMENT AND IMPACT REPORT FOR THE SCHOOL YEAR 2018/19

As you may recall, the core functions of our Governing Body are:

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

To this end one of the key focuses for our Governing Body is to ensure that our children are happy and safe in school and make at least good progress. For this to happen the children must be supported by a well led, enthusiastic, competent and motivated staff, working together within a safe, supportive environment.

Governors appreciate that it is their role to ensure that the needs of staff, parents, children and the churches and local community are met, and the School adheres to its statutory duties. To achieve these objectives Governors must build rapport with all stakeholders and continually evaluate the role they have played within the life of the school and their impact on school development and improvement. This statement and report looks back on the 2018/19 school year and forms a part of that evaluation.

It is also important that as a Governing Body we sit in the day to day operational background, but in the forefront of the areas we have responsibilities for.

Vision and Ethos

Each year the Governing Body carries out an extensive listening exercise through our Summer surveys to hear what staff, parents and pupils think about our School and to receive their thoughts on the performance and ethos of the School, and its vision.

Impact: The survey feedback provides an invaluable insight into the success, or otherwise, of the School. The views gathered are considered carefully and where themes and trends for improvement are evident, these are then carried forward into the School Improvement Plan. As a result, the Governors have a good understanding of the needs and opinions of staff, parents and pupils, and are more able to see and understand the needs of the School.

Governors aim to ensure that staff, parents and pupils understand that we are all part of the ongoing journey and vision for the school. Governors wish to share our ambition to challenge everyone to become life-long learners who have the confidence, self-esteem, resilience and desire to achieve excellence in all they do. As a Governing Body we very much advocate open communication and feel we are easily approachable.

School Improvement Plan

Governors work cooperatively with the Headteacher and Senior Leadership Team in the writing and monitoring of the School Improvement Plan. The Plan sets out the school's priorities; identified from survey feedback, data analysis, school self-evaluation and

Ofsted priorities. The Governors agree the Plan at a Full Governing Body Meeting in the Autumn term.

Governors monitor the Plan in detail, visiting the school to see changes in action, reporting back impact and progress to the Governing Body. The School Improvement Plan is reviewed each term at a Full Governing Body meeting and a report on progress is given each term in the Headteacher's report to Governors.

Impact: Governors understand the strategies of improvement that the school leaders have agreed to move the school forward and are able to hold leaders to account as the School improves through the year. This year particular focus has been on literacy, with the introduction of Success for All, and the Governors have high expectations in respect of the progress all children will have made, especially for those with lower starting points. In addition, a careful review of the breadth and depth of the curriculum has been undertaken, leading to the creation of our Curriculum Overview, for implementation from September 2019.

Financial Management

Each March the Governing Body sets the budget for the year ahead; yes it really does run April to March! Whilst the overall budget for 19/20 shows a small intra-year deficit, and a dip into reserves, we are hopeful that increasing pupil numbers and additional Government funding will help offset this position as we move forward.

Each term the Full Governing Body discusses budget issues and makes spending decisions. Our financial procedures are rigorously monitored and we have achieved the Schools Financial Value Standard. Governors pay particular attention to how the Pupil Premium and Sports Premium monies are spent and hold the Headteacher to account to ensure beneficial outcomes are secured.

Impact: Governors know that the budget is very well managed, and all monies are spent wisely.

Governor Visits

Governors visit the School as part of their monitoring of the School Improvement Plan and also to ensure that the School is acting within legal guidelines and requirements. Governors spent time in classes taking the opportunity to see new initiatives in action, talking with staff, parents and pupils about the School.

Impact: In September we asked individual Governors to take specific responsibility for each Year Group including the Nursery. These visits are considered a valuable opportunity for Governors to be able to work closely with staff members and gain a clear picture of teaching and learning in action.

Governors are well informed, and knowledge is shared, so all Governors are well briefed. It also enables stronger relationships between staff and Governors as they are much more visible. Governors are more able to see and understand the needs of the school.

Governors also monitor the provision for children with Special Educational Needs to ensure their needs are being met and they are making progress, through the use of anonymised data

and case studies. The SEND Governor has met with the SENDCo on a number of occasions, to look closely at the provision for children with Special Educational Needs. The SEND Governor then reports back to the Governing Body.

When Governors need to make decisions, they are able to do so reflectively and from a position of knowledge rather than relying on school staff to guide them.

Achievement of Children

Progress and attainment data for all children across the School is carefully analysed by the Leadership Team. The Governors receive update reports, by cohort, on progress across the School and care is now taken to ensure these updates do not add, unnecessarily, to teacher workload.

Governors are familiar with the annual Analyse School Performance reports (ASP), and the 2017 /18 Efficiency Metric, which enables Governors to benchmark the School's performance against similar schools both locally and nationally. The Governors also receive termly reports from our School Standards and Excellence Officer, from Suffolk County Council, and additionally receive external feedback from our Peer Review team.

Impact: Governors know how well groups of children across the school are performing. Where we feel there are issues we ask challenging questions to ensure that any identified problems are addressed. Governors are able to triangulate information and have independent sources of data about the School.

A Safe and Supportive Environment

Being frequently in School Governors can see the behaviour of children at first hand.

Policies and significant decisions related to behaviour and safeguarding are reviewed by the Governors carefully.

Attendance at school, lateness and levels of exclusions are all regularly monitored by Governors and actions planned accordingly.

Each term our health and safety Governor carries out a monitoring exercise and learning walk specifically related to health and safety and the School environment.

All Governors are required to undertake regular safeguarding training and updates and our Safeguarding Governor ensures that this is carried out.

A Safer Recruitment trained person is present at all interviews. This year more Governors undertook the Safer Recruitment training.

Impact: The whole Governing Body is informed of all monitoring activities and the results. This gives both the Governors and the Senior Leadership Team more confidence that Safeguarding is being performed to the best of our ability and the children are as safe as we can make them. Governors are up to date with current thinking on Safeguarding and best practice.

Governor Meeting Attendance

The Headteacher and Chair regularly meet to discuss governance and school related matters. There are six formal meetings of the Governing Body each year. An Executive Committee also normally meets once per term. Governor attendance is good and any absence is fully explained and is normally accepted by the Governing Body.

Impact: Governors are fully engaged with the School and enjoy what they do. Governors take their roles seriously and are up to date with School initiatives.

Policies

Governors review policies on a programmed basis to ensure that all policy and procedures/guidance is current. The Governors ensure that the School complies with the Department of Education mandatory policy list and that the School web site information is kept up to date.

Impact: Governors help to ensure that the School is well run, discuss and debate good practice and adopt and develop policies that reflect the ethos of the School.

Staff Recruitment

Earlier this year the Governors were involved in the recruitment and selection of our new Deputy Headteacher and are involved in all teacher appointments.

Impact: Governors thereby ensure that high quality staff, who share the school's Christian values, ethos and aims, are appointed. Governors also ensure that the legal guidelines under Safer Recruitment are met.

Governing Body Impact Evaluation

In Summer 2018, and again in Summer 2019, a review of the way the Governing Body operates took place, to enable us to continue to improve how we impact the school.

Impact: The Governing Body has a good understanding of its strengths and weaknesses and the expectations of an outstanding Governing Body. Within the School Improvement Plan we have actions in place for continuous development to take the School forward.

Governor Training and Development

Impact: Governors are expected, and do, undertake training on a termly basis, to understand new changes, new ways of working and refresh their skills. This is reviewed at alternate Governing Body meetings and helps ensure we have a good range of skills, training and experience across the board.

The Headteacher and Chair review The Knowledge (Suffolk County Council update

bulletin) on a half- termly basis and discuss any relevant issues in Governing Body meetings, drawing attention to any key elements. All Governors receive a copy of The Knowledge via Governor Hub.

Future and Continuous Improvement

Ongoing and future areas for improving and developing will include:

- Continued focus on quality teaching and teacher workload.
- Pupil progress and attainment
- Supporting the Senior Leadership Team in developing an exciting, broad and balanced curriculum
- Listening to stakeholders

Ahead of us is another busy year for Governors and we will continue to work hard to ensure that the teaching, learning and safety of our children is central to all that we do.

Tim Fairbairn
Chair of Governors

July 2019