



GOVERNORS' IMPACT STATEMENT SEPTEMBER 2022 - 2023

INTRODUCTION

The last year has been another challenging one for school leaders, staff and governors but as we emerged from Covid restrictions, life at school felt increasingly 'normal'. It is a good opportunity to take stock and look back at the work of the Governing Body, outlining specific areas of impact as well as detailing our priorities for the current academic year.

Elms Farm Primary School aims to provide an education of the highest quality. Our vision: "Every Child Achieves", ensures that the stakeholders focus on helping every pupil to achieve their potential and become independent learners, ready for the transition to secondary school and well equipped for life beyond Elms Farm Primary School. To deliver this the school must be well-led by an ambitious and inclusive team, working with motivated and skilled staff who feel supported, valued and professionally challenged.

THE ROLE OF THE GOVERNING BODY

The GB plays a crucial part in improving and developing the school through providing both effective support and effective challenge and is responsible for:

- ensuring clarity of vision, ethos, values 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.

GOVERNANCE STRUCTURE

Governing Body consists of 10 appointed and elected governors:

- 1 Headteacher Governor;
- 1 Staff Governor;
- 2 Parent Governors;
- 1 Representative (local authority) Governor;
- 5 Co-opted Governors.

September 23 - Currently there are 2 co-opted positions that are vacant. Following a resignation there is also a vacancy for a parent governor. The Governing body are organising an election to appoint a new parent representative.

MEETINGS

Full Governing Body meetings are held six times a year, once each half term.

A wide variety of business is conducted at full Governing Body meetings. Outlined below is a selection of activities that happen at these meetings across the year:

- Governors received a report from the Headteacher including an update on issues such as progress in all areas of the School Development Plan, pupil attendance, behaviour, safeguarding and staff training. Governors discuss this report and ask questions to challenge all aspects of the school's performance.
- This year the Governing Body made the decision to move away from committees and adopt a circle model. All Governors attend all the meetings. This has ensured the Governing Body have in depth knowledge of the workings of the school.
- School policies and key statutory documents were reviewed and ratified by the full Governing Body.
- The Governing Body received presentations from curriculum leaders and uses these sessions to ask questions about the priorities for those subjects and progress being made towards them. Governors also receive presentations from particular subject leaders in areas where the school might be introducing a new initiative or any areas that they would like to know more about and be able to scrutinise.
- The Governing Body received reports from Link Governors and had the opportunity to ask questions on the priorities and progress for each of the Foundation subjects or other specialist areas of responsibility, for example Inclusion, EYFS.

Over the last year, the Governing Body had to maintain a number of Covid related adjustments:

- Full GB meetings and committee meetings were held either virtually or in person depending on Covid rates and our risk assessments in place at the time.
- The school risk assessment document was continuously reviewed and adjusted as DfE guidelines changed.
- Governors continued to receive written reports from the Headteacher at all Governing Body meetings to capture a detailed written record of events and decision making.
- The frequency of regular meetings between the Chair of Governors and Headteacher continued to be held more regularly to ensure increased support for the Headteacher, regular flow of information to the GB and to allow for swift decision making when necessary.
- The Link Governor roles were reviewed again to ensure they reflected key priorities as the school emerged from lockdown.
- Recruitment for staff posts have been in person where possible and conducted virtually where not.
- Ensuring effective expenditure of Pupil Premium Catch Up Funding & School Led Tutoring Funding.

STANDARDS

The Governing Body is responsible for following pupils' progress and achievement, ensuring the school provides a high-quality teaching and learning experience and delivers a broad and balanced curriculum in keeping with the school's aims and national curriculum requirements. During the year the Governing Body:

- analysed school performance data and reviewed both internal data reports allowing them to track all groups of children within school.

- ensured that they asked about the comparative progress and attainment of different groups including those targeted by the pupil premium grant, children with special educational needs (SEND) and the different ethnicity, gender and ability groups.
- ensured that the pupil premium grant was used to make a positive impact on the outcomes of disadvantaged pupils.
- reviewed the SEND policy, monitored provision and ensured that the school fulfils its responsibilities for pupils with special educational needs and with disabilities.

The Governing Body is also responsible for staffing, which covers the quality of education and the professional development needs of staff. This year, governors have:

- reviewed the staffing structure (teaching and non-teaching) in relation to the school development plan.
- reviewed the appraisal/performance management policy and how staff objectives and CPD are linked to school development priorities.
- scrutinised and contributed to the School Development Plan.
- reviewed pupil progress through discussions with school leaders, data from internal assessments.
- reviewed the provision and progress for children with SEND, assessing the effectiveness of interventions and outcomes.
- supported the SENDCo in representing the School's position to the Local Authority, on children with Education Health and Care Plans.
- retained a strong commitment to funding CPD for staff to ensure that their skills and learning continued to be strengthened and monitored uptake.
- reviewed deployment of the pupil premium grant through termly reports to the Governing Body and scrutinised our pupil premium impact statement and funding plan.
- supported school leaders in the recruitment of staff.
- conducted the Headteacher's Performance review.
- ratified the adoption, implementation and review of staffing policies and procedures to ensure that all principles of good and fair employment practice are adhered to and legal requirements fulfilled.

RESOURCES

Governors are tasked with detailed monitoring of the school's finances. They ensured that:

- the school operated within the financial regulations of the local authority.
- adhered to school finance policies and procurement codes.
- complied with DfE and SFVS (School's Financial Value Standard) requirements.
- responded to any issues arising from the audit of the school's accounts or annual SFVS review.

Governors held the Headteacher to account for the financial performance of the school and scrutinised the draft and final school budgets.

The Governors are also responsible for health and safety, overseeing the maintenance and development of the school site and premises (with sustainability in mind) to ensure it is safe and fit for purpose.

This year, governors have:

- worked with the Headteacher on regular financial monitoring.
- agreed budget assumptions and parameters for budget-setting.
- agreed the use of Parent Pay so that the school becomes cashless.

- agreed to apply to the LA authority to become an EPA school so that creditors are paid in a timely fashion.
- scrutinised the budget and presented it for approval.
- conducted on-site health and safety reviews.
- reviewed recommendations from the fire safety audit and actions required.

SAFEGUARDING & WELL-BEING

The Governing Body is concerned with the health and wellbeing of the children and staff and with maintaining good communications with the school community, taking responsibility for the maintenance and promotion of parental and community engagement. Governors monitored the school's contribution to pupil wellbeing, their behaviour and safety, including promotion of healthy lifestyles and contribution to the wider community.

Governors reviewed policies designed to promote good behaviour and discipline and monitored their implementation and outcomes. They also monitored pupil attendance and evaluated strategies designed to maximise it. They undertook an annual review of safeguarding procedures including the child protection policy, monitoring and evaluating the effectiveness of them. They also monitored and evaluated the welfare requirements of the Early Years Foundation Stage.

- regularly reviewed the health and wellbeing of staff and pupils.
- scrutinised pupil attendance and discussed actions to address any concerns.
- regularly reviewed safeguarding and any concerns arising.
- audited the school website to ensure all statutory information was available.
- reviewed policies ranging from EYFS, to e-safety, anti-bullying and our public sector equality duty.

GOVERNOR ATTENDANCE

Attendance at full GB meetings remains high and Governors have never had to cancel a meeting because it was not "quorate" (i.e. the number of governors needed to ensure decisions are legally made). Attendance data for governors is published on the school website.

Governors have been an active part of school life; attending events throughout the year and completing monitoring visits with leaders.

INDIVIDUAL GOVERNOR RESPONSIBILITIES

Governors have individual responsibilities (link governor roles), which, wherever possible, have some connection to their professional skills, interests, and expertise. This year, the schedule of Link Governor visits was reviewed as the school returned to greater normality in school life.

Link Governors typically met with the school leader for their relevant area at least once a year. These visits focused on evaluating the area against the School Development Plan or other relevant planning documents. For curriculum subjects Link Governors assessed the scope of and sequencing of the curriculum; how the subject is enhanced beyond classroom learning and identify key points to report back to the Governing Body. Core subjects (English, Maths and Science) were reviewed by the whole Governing Body through presentations and Q&A sessions at full GB meetings.

Area of responsibility	Governor
Health & Safety	John Griffin
Safeguarding	Stuart Lomax
Inclusion	Sue Anderson
Pupil Premium	Sue Anderson
EYFS	Elizabeth Gallagher
Curriculum	Hayley Sumner
SEND	Sue Anderson
Finance	Elizabeth Gallagher
LAC	Dana Sukecki

STRATEGIC DIRECTION & THE SCHOOL DEVELOPMENT PLAN

Setting the strategic direction of the school is a key function of governors. They support and challenge the Headteacher and senior leadership team in agreeing the school's priorities, strategic direction, success criteria and monitoring plans.

Governors monitored the School Development Plan (SDP) regularly during the year. They received reports from the Headteacher on progress against the SDP. Governors evaluated the progress towards achieving targets and goals through evaluation of internal data, detailed discussions about children's progress and attainment. This information along with questioning and analysis of data helped to set the SDP for the following year.

The School Development Plan (SDP) 2022/23

The SDP was developed and agreed by Governors in the Autumn term. The headline priorities for the year were:

- **Priority 1:** All pupils achieve highly; the curriculum and high-quality teaching & expectations enables all pupils to reach their full potential.
- **Priority 2:** Ensure that there are high expectations for pupils' behaviour and attitudes which reflect the school's values-pupils are committed to learning & maintain high levels of attendance.
- **Priority 3:** Provide all pupils with a wide range of high-quality enrichment opportunities to progress interests and life skills-pupils are ambitious & lead healthy, active lives.
- **Priority 4:** Ensure effective leadership at all levels to deliver strategic improvements across the school.
- **Priority 5:** Provide high quality provision which enables all pupils to thrive and achieve highly during their time in EYFS.

POLICIES

Governors reviewed all policies on a scheduled basis to ensure that they met the statutory requirements and that all guidance is relevant and up to date. Specific attention was paid to ensure that the school complies with the Department of Education mandatory policy list.

TRAINING

Elms Farm Primary School buys into LA governor training package for our whole governing body. This provides governors with access to a range of training modules across the year. Additionally, all governors can access e-learning. External specialists are also sometimes invited to train the whole Governing Body together.

New governors are expected to attend the Local Authority's induction programme. Governors are encouraged to attend any training that is relevant to the SDP or their Link Governor responsibility in the first instance. Governors may also attend any training that is of particular interest to them.

Over the last year, members of the governing body have attended training on:

- Safeguarding
- Safer recruitment
- Keeping Children Safe in Education
- Head teacher Appraisal
- PE/ Sports Pupil Premium

PRIORITIES FOR 2023/2023

The Governing body will continue to

- ensure clarity of vision, ethos, values and strategic direction
- hold the Headteacher to account for the educational performance of the school and its pupils, and the performance management of staff in line with the SDP
- oversee the financial performance of the school and making sure its money is well spent
- ensure the future-proofing of the school in line with the strategic risk register