

Governors Impact Statement from October 13

Governors' role

The role of the Governing Body is an intrinsic part of the leadership of the school, although often unseen by parents and other community stakeholders. This impact statement is one way in which the Governing Body articulates their role in school leadership, the impact which they have had on school improvement and be transparent about their activities.

Training

All members of the Governing Body receive training and this has been significant in 2014-15. The impact of this is that the Governing Body are kept abreast of their responsibilities with regard to the latest requirements and expectations. They attend both LA training and school specific training, as well as attending Inset to ensure that this is pertinent and well received. One committee has a regular 10 minute training slot, the focus of which has been technology and sexual health.

Impact of the Full Governing Body meetings

Headteacher's appraisal

The Governing Body carries out the head teacher's appraisal annually. Three Governors have undertaken this role and expert assistance was sought from a Local Authority educational advisor. The appraisal process allows us to look closely at the performance of the head teacher, have discussions about areas of strength and weakness in that performance and set new targets against which the head teacher's performance will be evaluated.

The impact of this is that governors understand the areas of strength and weakness in teaching within the school. This enables them to challenge

the head teacher on how good practice within school is being shared for whole school benefit and how weaknesses are being addressed. The different sources of data enable us to triangulate information and ensure that conclusions drawn from various sources are congruent.

Reconstitution

This year, the structure of the Governing Body was reconstituted in line with new regulations. Mountjoy's Governing Body now consists of sixteen members:

- 1 Headteacher
- 1 staff governor
- 10 co-opted governors
- 3 parent governors
- 1 Local authority governor

In addition to the Full Governing Body we also have three other committees:

- Pupil Welfare and Curriculum
- Finance and Staffing
- Premises

Alongside this we also have a Safeguarding group, consisting of three highly skilled and experienced members

Members of the Governing Body sit on different committees dependent on their interests and skill base.

The impact of reconstitution is that committee meetings are more focused and productive, and all members are aware of all the strategic issues pertaining to the school. Alongside this, the recruitment of new Governors

has further enhanced the skills base, experience and knowledge of the FGB.

Recruitment

The Governing Body is involved in the recruitment of the Head Teacher and senior posts, alongside these Governors will also assist in interviews of others as time commitments allow.

Impact of the Committees

Achievement of pupils

Progress and attainment data for all children and Young People across the school, including vulnerable groups, is analysed. Data is focused on core areas. Analysis is done at varying levels, including Key stages, classes, pupil premium, FSM, category of need and gender. The impact of this is that governors are aware of how children are performing; where there are issues and can ask challenging questions 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.

Governors attend training on data and have a clear understanding of benchmarking and how the school sets challenging targets.

Behaviour

Governors assisted with the writing of the new behaviour policy, ensuring that the school was challenged and looked outwards at what other schools were doing beyond the Local Authority were doing. Behaviour is regularly reported on and again Governors ask pertinent questions that ensure we operate within the law. They have attended Team Teach training and are involved with ensuring that we act as a caring parent would in all that we do.

Community

Governors recognise that the school does not just impact on its' pupils during the day and in term time alone. As such Governors were heavily involved in the campaign to keep our local Full Paediatric Service open, alongside this they also canvassed other FGB to do the same. The potential closure of this facility is now on hold. Governors are also intrinsically involved with ensuring that the LA can and does provide a short break and respite service, local to where its users are based.

Building

Governors have campaigned to ensure that our building is fit for purpose and additions, such as a new kitchen agreed. Governors have written letters and attended MSP meetings to support the school here. The kitchen is currently in the developmental phase.

Finance

Governors are skilled and supportive of the school regarding finances and the challenges that face all schools in working with reduced budgets. Governors have clear understanding of Pupil Premium, Primary Sports Fund and Year Seven Catch Up funding. They review the impact of these in various ways including scrutinising data for different groups and ensuring that interventions are outcome driven and successful.