

Melbury Primary School Governing Body Impact Statement

School Year 2022-23

This report provides a brief summary of the work of the school's governing body in 2022-23 and its impact on the school and pupils.

The Governing Body

The Governing Body is made up of parent governors, a Local Authority governor, staff governors and co-opted governors. The full governing body meets 3 times a year. A separate Finance and Personnel committee and a Strategic Development Committee, meet a minimum of once termly. At times, working parties comprising representatives from the school and from the governing body, meet to progress specific pieces of work. A pay committee also meets annually.

A professional clerk from the local authority's Governor Services attends and minutes all full governing body meetings. Other meetings are minuted by members of the committee/school staff.

Skills and experience of the governing body are reviewed using the National Governors Association audit tool. The analysis of responses will identify any significant gaps in governor knowledge and experience and will inform future recruitment.

The governing body works closely with school leadership to ensure that the school continues to work effectively.

Governor meetings

During 2022-23, the governing body has returned to face to face meetings, with members joining on-line if unable to attend in person. All scheduled meetings have taken place.

At each meeting, governors receive regular reports from the head teacher, the school business manager and other staff members. Agendas are set through discussion with the chair and the school leadership, based on the established termly format, recommended by governor services. Areas regularly discussed include: pupil outcomes, attendance, safeguarding, pupil premium, SEND and finance. Governors will also be included in strategic decision making such as those relating to curriculum development and the school development plan. Through these discussions – at full governing body and at committee meetings, the governors are able to gain a clear understanding of the school and act as a critical friend.

Finance committee (F and P)

The Finance and Personnel committee meets at least once termly. At each meeting the school business manager and head teacher present clear information about the school's finance and progress against the three year plan. Any significant variances are considered and actions agreed. Members of the finance committee also contribute to the completion and monitoring of the SFVS.

Staffing issues are also brought to this meeting for information and discussion.

The outcomes of the F and P committee are presented to the full governing body.

Pay Committee

The pay committee meets annually to review the performance management of all staff, carried out by the senior leadership team and to consider the pay recommendations. The committee ensures the process is fair and consistent and that targets are in line with the school development plan

Headteacher Appraisal

Governors are appointed to carry out the headteacher performance review, alongside the School Improvement Adviser, who is appointed as an external adviser to the panel. In discussion with the head, targets are reviewed and new objectives set.

Strategic Development Committee (SDC)

Members of SDC work with the school to monitor the school development plan and consider matters relating to curriculum planning and delivery. Outcomes of discussions are reported back to the full governing body.

In addition, link governors have been appointed to monitor each of the following areas:

Overall curriculum, English, Maths, ICT, Humanities, Art, DT, Music, Spanish, PE, Science, RE, PSHE, Health and Safety, Safeguarding, Pupil Premium and catch up funding, attendance.

At each full governor meeting, link governors have the opportunity to report back on school visits and to discuss findings as appropriate.

SEND

In summer 2023, 30% of pupils were identified as requiring SEND support or an EHCP. This figure is higher than the national average but the link governor has worked with the SENCO to ensure processes and provision are in place for these pupils. Provision and outcomes for pupils with SEND is also reported on at termly governor meetings.

Pupil Premium

In Summer 2023 44% of pupils, were eligible for pupil premium funding. This figure is also higher than the national average, reflecting the challenges the school community faces. Governors have approved the latest school pupil premium strategy, (dated??) and receive a regular report.

The link governor meets with the pupil premium lead to gain a clear understanding of the strategy, implementation and outcomes.

Catch up funding

The use of the funding is reported on regularly to governors. The strategy and impact report are published on the school website.

School Progress

Governors' contribution to the progress made includes:

- Regular challenge to school leadership in meetings
- Scrutiny of school data
- Regular monitoring visits
- Regular scrutiny of school policies
- Regular review of progress against School Improvement Plan

Training

All governors have regular access to training offered by governor services. All new governors are offered an induction programme

All governors have access to The Key for Governors

The school also provides training in certain areas such as safeguarding.