



All Saints Governor News

December 2017

Firstly we would like to wish all staff, parents and children of All Saints a wonderful **Christmas** and **New Year!** It has been a packed term and the last few weeks have seen activity levels increase to almost fever pitch - with Christmas Craft Day, carol concerts at St Michael's and All Saints Churches, nativity plays, class Christmas parties, a whole school trip to the local pantomime not to mention an Ofsted inspection! A tremendous thank you to everyone involved in creating, rehearsing for, putting on and supporting all those fantastic events. It takes considerable determination and resolve, not to mention energy to offer such a variety of entertainments and learning opportunities and it is very much appreciated. A big thank you also to our PTA for their continued fund-raising efforts for the school and particularly for helping to facilitate the Rhodes pantomime trip for another year. Finally thanks to all our parents for their time in filling out the Ofsted Parent View questionnaires. Your efforts showed a fantastic level of parent engagement—something that was certainly recognised by the Ofsted inspector.

As a governing body, we recognise that a lot of what we do goes on behind the scenes. In an effort to increase our levels of transparency, the rest of this edition of the governors' newsletter will be devoted to sharing with you our Governor Impact Statement for the academic year 2016-2017. This illustrates our aims and ambitions as a governing body for last year and, more importantly, is a measure of our success. Any feedback is as always very much appreciated and if anyone would like to know more or register interest in becoming a governor, please speak to either Catherine Cusick, our Chair of Governors or Miss Otranen.

All Saints CE Primary School & Nursery Governor Impact Statement 2016/2017

The role of the governing body is an intrinsic part of the leadership of the school, although often unseen by the parents and other community stakeholders. The annual impact statement is one way in which the governing body attempts to articulate its role in school leadership and the impact it has had on school improvement, and to be transparent about its activities.

The Governor's Handbook 2017 published by the DfE sets out three core functions of effective governance:

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

Ensuring clarity of vision, ethos and strategic direction:

- ◆ July 2016 - Governors met with Subject Leaders to review their subject Action Plans for 2015-16 and to discuss 2016-17 Action Plans
- ◆ Sept 2016 – Governors reviewed the *School Development Plan 2015-16* and discussed the proposed *School's Key Priorities for 2016-17*.
- ◆ Sept 2016 – Governors wrote a *Governor Development Plan 2016-17* which focused on reviewing the vision/mission statement, developing a succession plan to address any gaps in governor skill sets, improving wider community's understanding of the Governing Body and promoting staff wellbeing, through development of staff room. It was reviewed in Sept 2017 and all actions were successfully completed.
 - ◆ During 2016-17 a working party of governors embarked on an extensive consultation process, involving teachers and school staff, parents and pupils to revisit the vision and mission statements of the school. A new vision ***Nurturing, Resilience and Achievement for All*** was agreed along with an associated mission and launched at the start of 2017-18.



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- ◆ Throughout 2016-17:
 - ◇ Foundation governors ensured that Christian values & ethos underpin all aspects of our school life and maintained strong links with All Saints Church.
 - ◇ The Governing Body received regular updates via the *Headteacher's Report* of progress made towards the school development plan.
 - ◇ Governors underwent training in a number of areas such as safeguarding, exclusion, safer recruitment, appeals, Multi Academy Trust (MAT), preparing for OFSTED etc.
- ◆ The Headteacher and Chair of Governors organised a meeting with local primary Church of England schools to discuss the question of forming Multi Academy Trusts and to explore the advantages of federations.
- ◆ Reviewed Governor's Code of Conduct, Terms of Reference and Instrument of Governance and other statutory policies in accordance with the policies schedule.
- ◆ Published newsletters annually to inform stakeholders of governor activities and priorities.

Holding the Headteacher to account for the educational performance of the organisation and its pupils, and the performance management of staff:

- ◆ The Teaching & Learning committee carefully scrutinised half termly:
 - ◇ impact of new teaching initiatives and the effectiveness of the special educational needs provision
 - ◇ the effectiveness and value for money of Pupil Premium and Sports Premium expenditure
 - ◇ pupil outcomes from Early Years Foundation Stage to Key Stage 2, focussing on comparative success of different pupil groups
 - ◇ the diminishing of the difference between disadvantaged children and non-disadvantaged children through a gap analysis
 - ◇ any policies pertaining to teaching & learning
 - ◇ governor visits and a visit matrix to ensure that key school and governor priorities are addressed
- ◆ The Resources Committee rigorously ensured half-termly:
 - ◇ high levels of health and safety standards
 - ◇ good value for money and appropriate financial management
 - ◇ premises are well maintained and any policies pertaining to resources
- ◆ The Governing Body with the guidance of an external advisor from Herts for Learning undertook a rigorous performance appraisal of the Headteacher and set challenging targets
- ◆ The Governing Body reviewed all pay recommendations emerging from staff performance appraisals.
- ◆ The Governing Body ensured that the school is fully compliant with all safeguarding recommendations and that all stakeholders contributed to maintaining a safeguarding ethos.

Overseeing the financial performance of the organisation and making sure its money is well spent.

- ◆ The Resources Committee:
 - ◇ carefully scrutinised the budget, which was then ratified by Full Governing Body.
 - ◇ reviewed and scrutinised finances on a regular basis through a review of accounts
 - ◇ completed benchmarking exercises to ensure value for money
 - ◇ ensured the accounts are appropriately audited and that all financial procedures are followed scrupulously and approval of contractors to be appointed for any capital projects
- ◆ 2016-17 – Governing Body supported the school in developing additional work space for staff to use during their Planning, Preparation and Assessment time, as well as redeveloping the staff room space