

Governing Body Statement (Jan 2017 – December 2017)

The Core Functions of the Governing Body are:

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

Key issues that have been addressed by the Governing Body (Jan 2017 – Dec 2017):

- Promoting School Aims and Ethos
- Progress of School Development Plan Priorities
- Development of Senior Leadership / Middle Leadership and succession planning
- Resources to support conversion to Primary September 2017
- Impact of proposed changes to school funding.
- Governing Body effectiveness and engagement with stakeholders

The Governing Body have responded to these issues by:

- Reviewing the impact of the Values education programme.
- Reviewing the impact of Golden Rules (Whole School Rules) and revised Behaviour Policy to support the Values education and School Aims.
- Reviewing and updating School Policies regularly.
- Approving and reviewing the SEF (Self Evaluation Form) covering the key areas of Effectiveness of Leadership and Management, Quality of Teaching, Learning and Assessment, Personal Development, Behaviour and Welfare, Outcomes for Pupils and Effectiveness of Early Years Provision.
- Reviewing the School Development Plan, agreeing the priorities for the following year and monitoring progress through school visits and meetings.
- Monitoring the impact of new EYFS teaching practices on progress of Foundation Stage pupils.
- Monitoring standards and progress for all pupils.
- Revising the Attendance Policy and improving attendance monitoring
- Appointing a Bedford Borough Consultant to support the Leadership Team with a focus on Inclusion
- Appointing a Deputy Head Teacher following review of the School Leadership structure.
- Monitoring the impact of staffing/leadership structure changes and strategies to ensure they support school development.
- Working closely with stakeholders to secure appropriate accommodation and facilities to support the development of Camestone as a Primary school
- Considering budget implications when securing facilities and resources to support the development of Camestone.
- Ensuring the school obtains best value for money when purchasing goods and services
- Monitoring the budget and agreeing a forecast that plans as far as possible for unannounced changes to funding and expenditure outside of school control.
- Appointing the Assistant Head Teacher and Deputy Head Teacher as Associate Governors.
- Reconstituting the Governing Body in response to development of Camestone as a Primary and the increased capacity required to fulfil all roles effectively.
- Ensuring recruitment to the Governing Body is based on skills, knowledge and behaviours (Competency Framework 2017)

- Improving the regular programme of governor visits including developing Middle Leadership Links to increase accountability for subject areas.
- Continuing to develop the termly Governors Newsletter to Parents including a Welcome newsletter for EYFS Parents.
- Monitoring the impact of strategies implemented since the Parent Survey July 2015 – survey March 2017.
- Annually reviewing:
 - The appointment of Chair and Vice Chair to Full Governing Body and Committees
 - The Terms of Reference (TOR) for the Full Governing Body, Finance Personnel and Buildings Committee, Pay Committee and Performance Management Committee.
 - Scheme of Delegation.
 - The Governors Code of Conduct
 - The Schools Financial Value Standard
 - The skills of governors with Financial Management Responsibilities (members of the Finance, Personnel and Buildings Committee).
- Ensuring transparency of the Governing Body by adding the following to the website:
 - Record of Governor attendance at meetings
 - Governor Register of Business Interests
 - Signed Governors Code of Conduct
 - Terms of Reference and Scheme of delegation for Finance Personnel and Buildings Committee and Pay Committee and Full Governing Body.
 - Governing Body Annual Statement
- Improving Governor skills and knowledge to support delivery of core functions:
 - Skills Audit conducted to identify any skills gaps, identify training needs and aid recruitment. – based on the Department for Education Competency Framework for Governance 2017.
 - 360 Appraisal of the Chair to ensure recruitment to the role is based on appropriate skills and to identify strengths and areas for development.
 - Renewing the Full Subscription to Bedford Borough Governors Training Programme, circulating Training Opportunities and providing opportunity for feedback from Governor training/LA briefings attended.
 - Producing a Governor Annual Programme to include meeting dates and priorities, a Policy Review schedule, Leadership Team Focus and key events/dates.
 - Using Governor Hub to access resources and promote sharing of documents.
 - Continuing to ensure training and focussed updates are delivered at the beginning of Full Governing Body meetings when appropriate.
 - Reviewing allocation of specific Governor responsibilities. E.g. Safeguarding and Wellbeing, Inclusion, Committee membership etc. and ensuring training opportunities are offered when available.
 - Continuing to ensure Curriculum and Standards form the focus of the second Full Governing Body meeting of each term enabling ALL governors to understand and challenge performance.
 - Supporting challenge in Governor Meetings/visits by development of agendas, meeting actions and visit forms that focus on reporting and recording impact.
- Provision of an experienced Clerk by:
 - Providing a Clerk Job Description, Person Specification and Performance Review.
 - Encouraging attendance at Bedford Borough Clerk Forums and other training opportunities.

Impact of the Governing Body {key supporting evidence}

- Values Education and Golden Rules continue to support the school aims. {*Governor Visits/FGB minutes/parent newsletters/OFSTED Report 2017*}
- Key focus on School Development Priorities {*Head Teacher Termly update/FGB Minutes/School Improvement Advisor Visit Report/Parent Newsletter/OFSTED Report 2017*}
- Strengthened School leadership team to support the Headteacher, Supported Subject Leaders with increased accountability and improved succession planning. {*Performance Management Reviews/FGB/Governor Visits/ OFSTED Report 2017*}
- Accommodation and Resources available to support conversion to Primary School within budget {*FGB/FPB minutes/Building Planning meetings and correspondence/New Building/EYFS outdoor space/Staffing/Classroom resources/All-weather PE outdoor space/Improved entrance for Parents and Pupils*}
- Budget Forecasts agreed, potential impact of unconfirmed funding formula considered, consultations responded to and cost saving measures considered and implemented.{*FGB minutes/FPB minutes*}
- Improved engagement with stakeholders. {*Parent newsletters/Governor visits/ Primary New Build Planning meetings and correspondence/Parent Survey*}
- More effective Governing Body {*FGB and Committee minutes/Skills Audit/Reconstitution/ Recruitment/OFSTED Report 2017*}