



Governor Impact Statement

Whole School Aim

To enable and empower all members of our school community to achieve success to the best of their ability.

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. We are here to oversee the school is providing the best for your child to the best of their capabilities. This impact statement is one way in which the Governing Body articulates their role in school leadership and the impact we have had on school improvement. The Governing Body is made up of a group of dedicated volunteers, who invest a huge amount of good will, hard work and time for the sole purpose of improving the education of every child in our school. The Government expects us as your Governing Body to be a dynamic group of highly skilled individuals who focus on supporting the Head Teacher and all the staffs to shape the strategic direction of school. As Governors we are accountable for the performance of our school; we are measured by three core strategic functions:

- Ensuring clarity of vision, ethos, and strategic direction
- Holding the Head Teacher to account for the educational performance of the school and its pupils
- Overseeing the financial performance of the school and making sure the money is spent well

Training

All members of Governing Body have and continue to have significant training. The impact of this is that the Governing Body are kept abreast of their responsibilities regarding the latest requirements and expectations. Learning and actions from training is shared at Full Governing Body meetings.

Impact of Full Governing Body Meetings

Each academic year, Governors are invited to attend six full governor meetings. In addition, Governors may also attend monitoring visits at the school; the purpose of this is determined by areas of focus on the school self-evaluation report. For example, meeting with pupils, reviewing behaviour, or progress in books. The impact of this is that governors understand and gain knowledge in areas of strengths and weakness in teaching and practices within the school. This enables us to reflect on how good practice within school is being shared to benefit everyone, and how areas of weaknesses or concern have been identified. We use different sources of information from the school and around the country to try and get the full picture about how the school is doing.

Impact of Finance and Resources Committee Meetings

The school budget is scrutinised and reviewed in detail at these meetings. On this committee, we have governors with strong finance skills who review end of year budgets, attend pre-budget meetings and question deficit/surplus balances. Using benchmarking information, the committee scrutinise the effect of pupil numbers on the budget and how this impacts on staffing and resources. Through working closely with the school bursar and the headteacher, the Finance and Resources Committee supports the school and holds it accountable to ensure effective budgeting.

Safeguarding

The monitoring of safeguarding practices is a key priority for governors and is ongoing throughout the year. Along with the Headteacher, governors conduct an annual safeguarding audit and monitor the actions identified from the audit. Safeguarding reports presented at FGB meetings provide an opportunity to challenge the safeguarding culture of the school and ensure robust procedures and practises are in place. Safeguarding questions are asked during governor visits through discussions with pupils. The impact of this challenge and monitoring is a confidence in the strong safeguarding ethos at Black Horse Hill Junior School.

Recruitment

Members of the governing body regularly join members of the leadership team as part of our school recruitment process.

School Policies

Governors review and approve policies annually. This takes place throughout the year in FGB meetings and Finance and Resources Committee meetings. The Headteacher is asked to give examples of when the policies have been used to ensure the policies are being followed and practiced and to ensure policy review is not just a paper exercise. Policies are updated on the school website.

Head Teachers Appraisal

The Governing Body carries out the Head Teacher Appraisal annually. Governors use expert assistance from an independent educational advisor to carry out the appraisal. The appraisal process allows us to look closely at the performance of the Head Teacher, have discussions about areas of strengths and where necessary, areas for development. New targets are then set against criteria which the Head Teachers performance will be evaluated.