



Our Lady of Peace Catholic Primary and Nursery School

'With Christ in our hearts, together we grow.'

Governor Impact

Governance Impact Statement with regard to the Governor Handbook (January 2017)

Autumn 2020

Effective Governance at Our Lady of Peace Catholic Primary and Nursery School

Structures

- The governing body is a growing strength of the school with new governors bringing new skills, to continue building on the foundations laid by past and present governors.
- New Governor Induction pack designed and brought into effect Autumn 2020
- The Board meets four times a year and there are three Committees, Leadership & Management, Wellbeing and Curriculum, they also meet three times a year. This structure has ensured that meetings focus on priorities and are run efficiently. Annual reviews of the committees take place to review/ revise format/function/committee members.

Features of Effective Governance – Headings and descriptors are taken from the competency framework

Strong Strategic Leadership by Governors championing our Mission Statement, vision, ethos and strategy has led to impact in the following areas:

- It has been important to allow the school time to settle back into their new way of working since returning in September 2020 and to ensure we support them and encourage well-being for all.
- Options for becoming an academy have been explored and further research carried out. The Diocese are very keen for us to join the MAT in the next academic year and this is something we will be encouraged to vote on.
- The Development Plan for 2020-21 has been successfully implemented with a priority focus on impact on standards, across the school, particularly for minority groups: Pupil premium, EAL, SEN and the More Able
- Ensuring gaps in learning from the summer term are established and can be planned for in the autumn term.
- Clear Mission Statement, vision and ethos on the school on the website. The staff, governors and children have all taken an active role in establishing and have a clear articulation of this
- Safeguarding is a high priority and is on every Board's agenda and the impact of this was demonstrated in the Ofsted inspection (Spring 2019)

Accountability: Drives up educational standards and financial performance

- Rigorous analysis of pupil progress and attainment information with comparison against National benchmarks has had the impact of ensuring that the school's strategic priorities from the School Development Plan are appropriate e.g. Maths, writing, Mastery, minority groups – and ensure that targets for pupils are ambitious

- The Headteacher shares her appraisal targets openly with the Board and this has impacted positively on alignment between Leadership targets, teachers' targets and support staff's objectives. All staff have a whole school target which is linked to the School Development Plan
- Governors have exerted controls for managing finances and resources and this has impacted on propriety and value for money
- Governors and Staff appointed to monitor key areas of the School Development Plan. Regular visits to school reported to monitor progress of the SDP and provide independent evaluation. Governors know their school well and visit termly in their given roles – Safeguarding, SEND, Pupil Premium, Curriculum etc.
- Effective challenge in line with the school policies.

People: right skills, experience, quality and capacity

- Minutes reflect good governance, highlighting good questions, challenge and support. Actions are rarely carried forward.
- The Board has reviewed role responsibilities and so there is clarity about the function and powers of the Board
- A skills audit has been completed and so there is a clear understanding of the skills needed to be demonstrated by new Governors and the need for succession planning
- The Headteacher has a responsibility for training and development in partnership with the Professional Clerk. This has enhanced the status of Governor training and has enabled discussion about the difference that training makes, ultimately impacting upon children

- The appointment of a Professional Clerk has impacted greatly on the Board's understanding of its work and legislation and has enabled dedicated professional working time between the Chair, the Head and the Clerk
- Professional Advisers have increased knowledge sharing and understanding on the Board and fostered closer working between Staff and Governors.

Compliance: statutory and contractual requirements

- Policy Calendar has been updated and there are clear procedures for managing policies. The impact of this is that Governors are able to ensure that statutory requirements are met without spending unnecessary time on reviewing school procedures
- The website has been further developed and this means that Governors can monitor, for example, curriculum compliance
- The school website was reviewed by an external company and enhanced to be fully compliant

Evaluation

- **Support the school leaders during the return to school**
- **Governance impact measured at all meetings**
- **Improved teaching and learning standards**
- **Improved results in KS1 and KS2**

Priorities for Governing Board effectiveness:

Succession planning for the on-going effectiveness of both the board and the organisation

Continue to prioritise key areas from the School Development plan to ensure the standards throughout the school continue to improve in Teaching and Learning

To support the new leadership team as they develop in their roles this academic year and beyond.

To promote and support staff 'professional development' to develop leaders for the future.

To promote and drive the vision and aims of the school forward.

To ensure all Governors, particularly new Governors, have clarity over roles through defined role descriptions

For Governors to take ownership over own professional development by attending training and networking with other Governors.