

## Governance Core Function



**2020-21**  
**Summer Term**

Governors Core Function	Key topics and <u>governor activity</u> since the last meeting considering....	Impact of governor involvement – What <u>difference</u> has it made?
<p>Ensuring clarity of vision, ethos and strategic direction.</p>	<p>GB powers and duties.</p> <p>Academy development planning.</p> <p>Setting the Performance Management targets for the HT.</p> <p>Appointing key members of the leadership team especially the HT.</p> <p>Agreeing policies/ procedures.</p>	<p>Governors are aware of their powers and statutory duties. Update provided in the new Governance Handbook.</p> <p>Governors are well informed regarding the detail of the Academy improvement plan. Governors questioning ensures that actions and plans are focused accurately on the areas requiring improvement.</p> <p>HT targets were set at the start of the autumn term. Quality assurance arrangements in place to ensure performance management targets link with those for Academy improvement, Academy self-evaluation and Academy development planning.</p> <p>No such appointments required to date.</p> <p>Governors have considered and approved a number of policies including safeguarding, ensuring that comprehensive policies are now in place for the benefit of the staff and the pupils. Annual review has taken place of key policies to include the Safeguarding and SEND policies.</p> <p>Consideration was given to the Code of Conduct draft policy provided to Governors. This defined the expectations of Governors in the role and the collective commitment which was required to enable the effective performance of the LGB. Governors accepted the protocols.</p>
<p>Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff.</p>	<p>Monitoring and evaluation of data/reports including use of the Inspection Dashboard and external advisors.</p>	<p>Data reports have been considered by the LGB. This regular and detailed analysis by the governors of the Academy data from a variety of sources has enabled the governors to identify the Academy's strengths and weaknesses and to actively</p>

	<p>Visits to the Academy to monitor e.g. learning walks/ book scrutiny alongside senior/middle leaders.</p> <p>Interviews with middle/senior leaders about aspects of the schools work to validate reports provided by the HT, and identify if there any areas of concern.</p> <p>Seeking and acting on the views of parents/ pupils to evaluate their satisfaction.</p> <p>HT performance management review.</p> <p>Challenge to the HT for linking pay to teacher performance.</p>	<p>challenge the Headteacher to ensure that robust systems are in place to address any identified areas of weakness.</p> <p>Analysis of reports by Sally Noble, Director of Academy improvement, ensures that information provided by the Headteacher is externally validated.</p> <p>Through the link visits in to the Academy, governors are able to hold teachers directly to account for progress.</p> <p>Governor visit into Academy to look at the continued development of the new curriculum.</p> <p>Governors have interviewed middle and senior leaders during IME/link visits. <b>Autumn:</b> Health and Safety, Safeguarding, Curriculum, Pupil Premium ESafety. <b>Spring:</b> Health and Safety, Safeguarding, Reading. <b>Summer:</b> Reading, Curriculum, Pupil Premium, Spiritual, Moral, Social and Cultural, Safeguarding, Early Years Provision.</p> <p>H&amp;S link governor reviewed the policy and reviewed the schools systems for maintenance schedules and risk assessments.</p> <p>Safeguarding governor visit into Academy to audit the SCR termly and staff recruitment process and personal files.</p> <p>Parent questionnaire sent out in the autumn term and results collated and analysed by the LGB in the spring Term.</p> <p>Governors carried out the HT performance Management Review in September and HT targets set.</p> <p>Pay &amp; Performance Management Policy agreed. The policy set out the decision</p>
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	<p>Robust evaluation of the Academy's appraisal systems to ensure it supports the Academy's development plan.</p> <p>Governors attend all necessary training to ensure that they are adequately skilled to fulfil their role.</p>	<p>making process under which the Academy would determine teachers' pay and to ensure compliance with current statutory requirements. Appraisal Policy considered and approved.</p> <p>The Headteacher reported that the annual performance management reviews had been completed earlier in the term for all members of the Senior Leadership Team (SLT) and teaching staff. In the latter respect, reviews had been completed by the appropriate SLT members and during the process teachers' targets for this year had been agreed in line with the priorities recorded in the Academy's development plan. With external advisory support, a similar process had also been completed by the Chair and Deputy Chair in respect of the performance of the Headteacher.</p> <p>Safeguarding Recruitment Health and Safety GDPR</p> <p>Next steps Ofsted training specifically designed to support governors to understand the requirements of the new inspection framework.</p>
<p>Overseeing the financial performance of the organisation and making sure its money is well spent.</p>	<p>Budget setting which demonstrates spending choices made in line with Academy priorities.</p> <p>Strategic and reflective budget planning for spending:</p> <ul style="list-style-type: none"> <li>○ Pupil Premium Grant</li> <li>○ Academy Sports funding.</li> </ul> <p>Robust evaluation of the impact of spending the above grants to</p>	<p>The governing body considered and approved the proposed budget and will continue, through the finance committee, to ensure that the spending choices are made in line with the academy priorities ensuring appropriate and needs driven expenditure.</p> <p>It is clear that the governors' targeting of resources, particularly the resources for increased intervention support, has continued to have a positive impact on closing the gap as the progress of PPG pupils is good.</p> <p>Evaluation presented to the finance committee, demonstrates increased levels of participation.</p>

	<p>schools with a strong focus on impact on pupil outcomes.</p> <p>Reviewing the scheme of financial delegation Efficient use of resources Any exploration of 'best value'.</p>	<p>Academy achieved platinum award.</p> <p>All governors have read the scheme of delegation as part of their joiner pack.</p> <p>The governors received a copy of the management accounts on a monthly basis for review and have the opportunity to ask the Finance Director &amp; Financial Controller any questions regarding financial performance. Also, the finance committee reviews and approves the accounts. The academy is forecast to make a surplus in the current financial year.</p> <p>Risk register - The Governors review the risks for the Academy termly.</p> <p>The Academy is currently reviewing the cleaning provision and will be inviting parties to participate in a tender process, including the incumbent provider, during which members of the LGB will evaluate the strength of each proposition from a financial, operational and quality perspective.</p>
<p>Ensuring statutory duties are met and priorities approved.</p>	<p>Academy website is up to date &amp; complies with regulations.</p> <p>Agenda / work programmes reflect annual cycle of timely discussion, review, and approval of key compliance requirements e.g. Child Protection policy and SCR.</p>	<p>Governors monitored the website and ensured that in particular, the Academy complied with the requirement to include details of its provision of PE and sport on its website together with details of how the Academy spends the additional ring-fenced funding for sport. Governors ensured that the website also includes the main policies thereby increasing accessibility to parents. A Governor has recently audited the website, from a curriculum perspective.</p> <p>Governors continue to ensure that these documents/policies are reviewed and approved at the appropriate intervals thereby meeting their statutory duties. Detailed monitoring schedule has been agreed and adopted by governors.</p>

	<p>Safeguarding responsibilities met.</p> <p>Admissions.</p> <p>Curriculum.</p>	<p>Governors ensure that safeguarding responsibilities continue to be met. Governor DSL remains appointed. CP policy reviewed in October 2021 in line with the statutory requirement. Governor ensured that the revised policy includes the new and updated guidance from the government and from the local SCB.</p> <p>Governor DSL attends termly update meetings and recently reviewed the annual audit. Good practice recommendations were made.</p> <p>Governor DSL reviewed safeguarding data and vulnerable pupil data autumn and spring Term.</p> <p>The Academy's admission arrangements are determined annually, including the published admission number (PAN) and the oversubscription criteria. The Academy's admission arrangements comply with the Academy Admissions Code and are fair, clear and objective.</p> <p>Governors have approved SRE for implementation in September and made sure the policy is available to parents. This Policy was adopted after consultation with parents.</p> <p>Make sure the Academy teaches a broad and balanced curriculum reviewed by a Governor in December 2020.</p> <p>Governors have reviewed the schools' GDPR audit by an external body to ensure the Academy complies with the General Data Protection Regulation (GDPR) and Data Protection Act 2018.</p>
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