

Governance Core Function



2022-23
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?
Ensuring clarity of vision, ethos and strategic direction.	<p>Governors have reviewed the school Vision statement.</p> <p>GB powers and duties</p> <p>New Governors have been issued with the new Governance Handbook and have undertaken training.</p> <p>Each governor has undertaken a skills audit.</p> <p>Academy development planning is shared with governors at LGB meetings.</p> <p>School improvement documentation is shared and scrutinised at LGB meetings to quality assure arrangements.</p> <p>Performance Management targets for the HT are set by the governing board and consider the findings and recommendations from an external advisor. HT's termly targets have been reviewed at LGB through the headteacher's report. The Finance and Remuneration committee were provided a midyear review of the performance progress of all teachers.</p> <p>Appointing key members of the leadership team especially the HT.</p> <p>Agreeing policies/ procedures. Annual review has taken place of key policies to include the Safeguarding, Pay, Admissions, Health and Safety and SEND policies. Governors have ensured compliance.</p>	<p>Governors have an up to date understanding of the school's vision and can triangulate the intent during visits and when synthesising information.</p> <p>Governors are aware of their powers and statutory duties.</p> <p>The governors capture the impact of training.</p> <p>This is used to steer relevant training and development.</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>Quality assurance arrangements are in place to ensure performance management targets link with those for Academy improvement, Academy self-evaluation and Academy development planning.</p> <p>Governors are available to support any leadership appointments.</p> <p>Governors have considered and approved several policies including safeguarding, ensuring that comprehensive policies are in place for the benefit of the staff and the pupils.</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>Governors clear about roles and responsibilities and agreed ways of working.</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.</p> <p>Visits to the Academy to monitor e.g., learning walks/ book scrutiny alongside senior/middle leaders.</p> <p>Governors complete Interim Monitoring Evaluation visits on key strategic areas and report on findings.</p> <p>Link visits are also carried out in which governors work directly with staff and engage with students.</p> <p>Analysis of reports by Sally Noble, Director of Academy improvement, ensures that information provided by the Headteacher is externally validated.</p> <p>Interviews with middle/senior leaders about aspects of the school's work to validate reports provided by the HT, and identify if there any areas of concern.</p>	<p>The 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 challenge the Headteacher to ensure that robust systems are in place to address any identified areas of weakness.</p> <p>Governors are holding leaders to account.</p> <p>Governors can be confident about the reliability of the Headteacher's reports. Governors have met with subject leaders and reviewed pupil's work in the following subjects: Computing, Geography and Maths.</p> <p>Through the link visits into the Academy, governors can hold teachers directly to account for progress.</p> <p>Governors validate all information provided so they have a clear and accurate view of the school's provision and performance. Reviews have been shared on the following subjects: Computing, RE, PSHE, French, Maths, PE and Science.</p> <p>Governor visits 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. Autumn: Health and Safety, Safeguarding, Pupil Premium. Spring: Health and Safety, Safeguarding, Esafety, Curriculum, Writing. Summer: Maths, pedagogical approaches in</p>

	<p>Members of the LGB and a TTMAT Board representative met with the inspector during the Section 8 routine inspection on the 13 and 14 December 2022.</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>Robust evaluation of the Academy's appraisal systems to ensure it supports the Academy's development plan.</p>	<p>Geography and Computing, Pupil Premium, SEND.</p> <p>H&S link governor reviewed the policy and reviewed the school's 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>Governors were able to articulate their core function. Areas of focus included the impact of training, the curriculum and safeguarding.</p> <p>Parent questionnaire sent out in the autumn term and results collated and analysed by the LGB in the spring Term. Governors act on stakeholder's feedback.</p> <p>Governors carried out the HT performance Management Review and HT targets set. See above for impact.</p> <p>Pay & Performance Management Policy agreed to be reviewed at the Spring meeting 2023. The policy set out the decision-making process under which the Academy would determine teachers' pay and to ensure compliance with current statutory requirements. Appraisal Policy considered and approved. Pay policy review in the summer term to ensure there is a consistent approach and same guiding principles across the Trust.</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</p>
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	<p>Governors attend all necessary training to ensure that they are adequately skilled to fulfil their role.</p>	<p>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>The opportunity to work closely with senior colleagues under the guidance of an advisor served to strengthen the wider understanding of the key strategic issues. It also afforded the chance to articulate the impact of progress achieved during the academic year.</p>
Overseeing the financial performance of the organisation and making sure its money is well spent.	<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"> ○ Pupil Premium Grant ○ Academy Sports funding. <p>Reviewing the scheme of financial delegation</p> <p>Efficient use of resources Any exploration of 'best value.'</p> <p>Review of the Academy's risk management report</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>All governors have read the scheme of delegation as part of their joiner pack. Governors are aware of their financial responsibilities.</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 & 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. Attention is given to the implantation of the mitigating controls associated with risks.</p>
Ensuring statutory duties are met and priorities approved.	Academy website is up to date & complies with regulations.	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

	<p>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 and the Governors section.</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 continue to ensure that these documents/policies are reviewed and approved at the appropriate intervals thereby meeting their statutory duties. Termly monitoring schedule has been agreed and adopted by governors.</p> <p>Safeguarding responsibilities met. Maintain an up-to-date knowledge of national guidance concerning safeguarding. Reviewed and updated all relevant policies and procedures and considered any potential safeguarding issues.</p> <p>Governors ensure that safeguarding responsibilities continue to be met. Governor DSL remains appointed. CP policy reviewed in October 2022 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. All governors received safeguarding training in the Autumn Term including the updated KCSIE.</p> <p>Governor DSL attends termly update meetings and has in depth knowledge of the policy and procedures which should be in place, and can offer good practice guidance. The Gov recently reviewed the personal files, and record keeping systems. Good practice recommendations were made. Governor DSL reviewed safeguarding data in the spring Term.</p> <p>HT presented local authority audit report on the school's safeguarding systems, alongside the internal audit arrangements completed by a representative, on behalf of the Trust Board.</p> <p>Admissions.</p> <p>The Academy's admission arrangements are determined annually, including the published admission number (PAN) and the oversubscription criteria. The</p>
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	<p>Curriculum.</p> <p>GDPR</p> <p>SEND SEND Link Governor appointed, with expertise in this area, to ensure provision is complaint and that SEND remains high on the school's agenda.</p>	<p>Academy's admission arrangements comply with the Academy Admissions Code and are fair, clear and objective.</p> <p>Make sure the Academy continues to teach a broad and balanced curriculum reviewed by a Governor in February 2023 (DCL visit).</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> <p>Through termly visits, checked that the school is complying with its legal responsibilities. Reviewed the SEND provision including staff, resourcing and obtained reports from the (SENCo) to understand the steps being taken to ensure compliance. Gained knowledge regarding how the SEND notional budget is used and what impact it has on the progress and attainment of learners. In order to ensure these reviews are conducted in a robust and critical way, governing bodies should consider their expertise in the SEND area as part of governor recruitment or seek external advice during these meetings. Revised and update the school's SEND information report to reflect the changing nature of the SEND cohort.</p>
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