

Tanfield School

Specialist College of Science & Engineering



GOVERNOR STATEMENT

The work of the Governing Body

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, and the performance management of staff

- Overseeing the financial performance of the school and making sure the money is spent well.

We have a programme of meetings throughout the school year which focus on specific areas of governance. (*See handbook for further information*)

Specific experience in the following areas exists throughout the Governing Body:

- Experience/understanding of Governance;
- Understanding and experience of strategic planning

- Experience of education
- Experience of project management;
- Experience of Human Resources;
- Experience of performance management appraisal;
- Experience of financial planning/management;
- Experience of premises/facilities management;
- Links with the local community/businesses;

Examples of the work we have done in Governing Body meetings 2017-2018

In particular, the Governing Body has worked closely with the new Headteacher. As a critical friend, the governing body provides:

- support
- constructive advice
- second opinions on proposals made
- help as required
- challenge and questioning
- interrogation of information

Full Governing body.

- Full review of the governance committee and focus group structure.
- Revised committee structure formed, streamlining and reducing committees. Review of governors with special responsibility in key areas. Using governor time more effectively by focusing on key strategic areas. Governors will continue to monitor the effectiveness of these changes and their impact on school life.
- We have appointed seven new Governors - some appointments have been based on identified skills gaps. (Skills audit)
- Full review of governor training needed to ensure roles are supported by a secure knowledge base. Mentoring to be offered to all new governors. This will ensure that capacity is built within the governing body.
- We undertook training to improve our own skills. Internal governor body training has included looking at how governors monitor what is happening in school and the impact of our monitoring systems.

- In order to strengthen the Leadership and Management of the school the Governors agreed a restructure of staffing. Governors to monitor the impact of the appointments.
- Improved and rigorous procedures for the performance management of staff were implemented, taking account of Teacher Standards.
- As part of the Headteacher's report, the School Improvement Plan was regularly reviewed at full Governing Body level to ensure progress against priorities.

- Members of the Leadership Team have attended Governing Body meetings to brief on their specific areas of responsibility, with Governors both supporting and challenging information given to ensure continued progress and use of best practice.

External advisors and Improvement Partners were welcomed into the school to ensure continued improvement and progress. Outcomes of such visits have been shared with Governors and will be used to inform future direction. (Reports this year include: Subject Reports – English, Maths, Geography, History Maths. Others: - Pupil Premium, Assessment)

- We regularly visited the school to take part in events, and attend meetings with various staff members. We were involved in transition initiatives, such as Open Days

and Open Evenings to increase our profile, meet stakeholder groups and to encourage increased numbers on roll.

Finance, Buildings and Personnel

- Within a challenging financial situation, governors were able to set a budget.
- Spending is prioritised according to need.
- Roles have continued to increase. The provision of subsidised bus routes, provision of transition support and marketing materials to parents and partner primary schools are examples of interventions that support this improvement.
- Governors continue to oversee the management and maintenance of the building stock. Health and safety, security, accessibility and safeguarding to be paramount in all decision making.
- Governors to continue assessment of the site with a sharp focus on safeguarding, health and safety, accessibility and security. Asset management plan to be maintained to ensure school remains fit for purpose.
- Governors will continue to assess and monitor termly the school's financial situation.

Curriculum and Standards

We specifically focused our work on ensuring the implementation of strategies for whole school improvement related to the action points identified in the 2016 Ofsted report and the 2017 examination results.

- School policies and procedures were regularly reviewed/updated throughout the year, in accordance with new legislation, to ensure full compliance. Policies are available on the school website.
- Governors will continue to review and monitor policy updates. Policies will be quality checked to ensure we remain compliant with legislative and procedural changes. Policies will also reflect the values and ethos of the school.

The 2016 OFSTED report stated that governors should 'have effective systems in place to check on the quality of teaching and learning in each subject'. Governor monitoring has centred on attending the Head Teacher's subject review with each subject leader. This has enabled governors to gain a better overview of what is happening in each department. The Reviews cover:

- Pupil progress. Awareness of school performance data and the impact on students
- Results of drop in observations
- Work scrutiny
- Curriculum Development

- Department SEF

(A developing model)

- These meetings show how the Headteacher is holding Subject Leaders to account. The impact of this is that governors understand and gain knowledge in areas of strengths and weakness in teaching and learning.

Pupil Welfare

Governing body continue to prioritise safeguarding to the highest level.

- Safer recruitment procedures implemented, reviewed and monitored fully. Training is kept up to date for staff and governors.
- Governors safeguarding compliance checklist completed by designated safeguarding governor in partnership with the safeguarding team.
- Staff and Governors have completed appropriate training about their roles and responsibilities, including safeguarding, health and safety and prevent. Refresher training is made available to staff and governors who need it.
- The Governing body will continue to receive reports outlining how the school is implementing safeguarding procedures within the school. The governors also support the school and the Senior Leadership Team to seek out and implement best practice within school in relation to safeguarding.
- Governors are presented with Behaviour and Attendance data. They have a clear understanding of reasons behind the data. One action from this is the agreed restructure of the pastoral provision. Governors to monitor impact.

Governor Priorities for 2018-2019

- Pupil progress
- Monitoring of action points from Subject Reviews
- Work on Stakeholder views
- Review the use of Pupil Premium
- Focus on development of KS3 curriculum
- Monitoring of new T&L strategies