

Kingston St Mary Primary School
Governors' Statement and Impact Report 2018-2019

Governors' role

“The governors hold the school firmly to account. They track the performance of pupils effectively. Consequently, they know the school well and work successfully to bring about further improvement.”
(Kingston St Mary Primary School Ofsted Report 2016)

This impact statement aims to explain the role that we play in school leadership and the impact which we have had on school improvement.

The priority for the governors is to ensure that our pupils are happy and make good progress through effective learning and support. We appreciate that for this to happen the pupils must be supported by a well led, enthusiastic, professionally competent and motivated Head Teacher and staff.

Impact of the Full Governing Body meetings

The Governing Body meets throughout the year and in addition to the Full Governing Body we have four other committees:

- Pay
- Head Teacher Performance and Review
- Finance
- Church Distinctiveness

We have found that the change to the Committee structure which was introduced at the beginning of September 2017 has enabled us to become more focused and productive.

We have had Ruth Cook as the Clerk to the Governors for a full school year. Ruth attends the regular Clerk to the Governors meetings in order to keep up to date with all responsibilities, developments and new initiatives. Ruth has proven herself to be a key advisor to the Committee.

Recruitment

The Headteacher, and some governors are trained in “Safer Recruitment”. Governors are involved in the recruitment and selection of all teaching staff and use the appointment process to ensure that high quality staff who share the school’s ethos and aims are appointed. This year the governors played a role in appointing a new class teacher for Owls, as well as two new teaching assistants.

Achievement of pupils

The Head Teacher presents relevant data all governors through verbal and written presentations followed by question and answer sessions. Governors are able to benchmark their data against similar schools, the Local Authority and schools nationally to ensure the school’s standards and expectations are high and are able to be closely scrutinised. It is this level of data analysis that informs and leads school improvement planning. Particular scrutiny is placed on pupil progress across all ability groups including vulnerable groups and on the effective use of the Pupil Premium.

The impact of this is that governors are aware of how children are performing, where there are issues and can ask challenging questions to ensure that any identified problems are addressed in a timely manner. This ensures that throughout the year we know how the school is progressing towards the school priorities and targets.

Training

All members of the Governing Body receive training, as and when it is appropriate. The impact of this is that we are kept up to date with our responsibilities with regard to the latest requirements and expectations.

During 2018-19 new governors took part in Somerset’s Governor Induction Training. The new Chair of Governors attended the Chairs Induction training/

The 2 Co-Chairs attended the regular Chairs Meetings which allowed them to keep up to date with their responsibilities and new initiatives. It also gave them an opportunity to learn from the experiences of other Chairs.

Governor Visits

Governors visit the school as part of their monitoring of the School Development Plan (SDP) and of specific issues such as attendance and

behaviour. The Chairs of Governors have regular meetings with the Head Teacher to monitor and support in a variety of situations.

As governors we monitor the School Development Plan. We do this through monitoring visits, the observations of which are reported back to the full governing body. In this way, all governors have a deeper understanding of the strengths and areas for improvement across all curriculum areas.

Policies

Governors review all relevant policies throughout the academic year to ensure that all guidance is current and up to date. Specific attention is paid to ensure that the school complies with the Department of Education list of statutory policies.

Impact of the Head Teacher Performance and Review Committee

The Governing Body, with feedback from the External Adviser, carries out the Head Teacher's annual appraisal. The appraisal process allows us to look closely at the performance of the Head Teacher and set new targets against which the Head Teacher's performance will then be evaluated.

Impact of the Finance Committee

The Finance Committee considers all financial issues and ensures that the money is well spent by evaluating the impact of school spending on pupil outcomes. The impact of the Governors' role in the school ensures that the budget is managed effectively and improvements are effective and continuous and contribute strongly to positive pupil outcomes. In particular this year, all governors have a much clearer idea of how the pupil premium funding is spent and are able to ensure that it is targeted at eligible children in particular.

Impact of the Pay Committee

The Pay Committee is a similar committee to that of the Head Teacher Performance and Review Committee but looks at staff performance.

Impact of the Church Distinctiveness Group

This group consists of staff, foundation governors and parent representatives. It looks to encourage and support the school in promoting its Christian ethos and values.

It has been arranged for the associate vicar on several occasions to attend and take the religious service.

Additional areas of impact during 2018-19

In 2019 the governors agreed for the decoration of the outside of the school building. This will be funded by a Local Authority Capital Grant. The work was due to be carried out during summer but has been delayed and will now be done during the 2019-20 academic year.

In 2018/19, four governors left the committee, 2 were long serving and had been great supporters of the school over many years, these were Lucy Hay and Jan Holmes. Two more recent governors, Jessica Boyce and Mark Bradford left as they had new full-time jobs.

We have appointed two new governors Daniel Moncreiff and Stephen Meredith, we are currently looking for a new parent governor.

The Joselin trust supported the school with minor grants for prayer class visit to the Wells diocese, and paying for busses to West Monkton for joint services.