

BROOMHILL BANK SCHOOL



Governing Body Impact Statement

Created/Reviewed by: Steve Grice	Approved by Full Governing Body : 28 May 2020
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Statutory/Recommended Policy	

Broomhill Bank School

Governing Body Impact Statement

School **governing bodies** provide strategic leadership and accountability in schools and are responsible for working with the school to ensure that it delivers a good quality education. Together with the Executive Headteacher the Governing Body's role at Broomhill Bank School is to set the school's aims and objectives around how the school will develop and improve. The Governing Body provides challenge as well as support and encouragement and monitors the performance of the school, whilst recognising and celebrating achievement.

The role of the Governing Body is a key part of the leadership of Broomhill Bank School. However, the day to day running and management of the school is the responsibility of the Executive Headteacher.

The advice from the Department of Education is that Governing bodies should have a strong focus on three core strategic functions:

1. Ensuring clarity of vision, ethos and strategic direction
2. Holding the Headteacher to account for the educational performance of the school and its pupils and the performance of the staff
3. Overseeing the financial performance of the school and making sure its money is well spent

The Governors at Broomhill Bank School bring a wide variety of experience and expertise to the school and this helps to ensure that challenging questions are asked which are focused on school improvement and that hold leaders to account for pupil outcomes. The Governing Body has resolved to conduct its business by adopting the '2 Teams' model structure and to delegate statutory functions to a Learning and Development Committee and a Resources Committee and in some instances to the Executive Headteacher.

CONSTITUTION

In January 2020, the structure of the Governing Body consisted of a total of 7 Governors:

- 2 Elected Parent Governors
- 1 Staff Governor
- 1 Executive Headteacher
- 3 Co-opted Governors

MEETINGS

The Full Governing Body meets at least three times a year.

In addition, they also have two main committees:

- The Resources Committee
- The Learning and Development Committee

These Committees also meet at least three times during the year. At these Committee meetings the progress of targets in the School Plan are monitored and senior leaders are challenged and held to account on all aspects of the work in the school.

Attendance at all the meetings is good. If personal attendance at the meeting is not possible, video conferencing is available and used regularly.

Once a year, toward the end of Term 6, the Governing Body attends a Strategy Day in school when they work with the Senior Leadership team to evaluate areas of success and those that require improvement and to discuss objectives for the future.

The Full Governing Body Meetings

These meetings are chaired by Mr. Steve Grice and are fed by the two committees and through individual governor responsibilities to provide overall alignment, challenge, review and sign off of school activities to realise its vision and ethos.

The Learning and Development Committee Meetings focus on Teaching and Learning.

These meetings are chaired by Mrs Jane Gardner. The Committee ensures that the School has in place all statutory policies relevant to the committee and keeps these under review on a regular basis, consulting with representative stakeholders as appropriate. They also monitor progress against the curriculum and progress targets of the School Plan and SEF (School Self-Evaluation) in relation to student achievement, learning, attainment, and progress. The Committee continues to monitor the progress and attainment of all students, including focus on students from disadvantaged backgrounds. Governors use internal data, external data, reports from our school improvement partner, and observations of lessons and small group work to monitor pupil progress and pupil experience across both sites. We challenge any underperformance in progress or attainment across key groups to ensure the optimal measures are in place to support pupil development. The Committee is also responsible for reviewing student behaviour and attendance and exclusions. They monitor the residential provision at Broomhill Bank North as well as information available on courses and examinations, the impact of any extended services provided against student achievement and receive reports on staff welfare, the effectiveness of teaching and learning and safeguarding issues.

This year, one of the main focuses has been on the quality of teaching. Monitoring visits have included an opportunity to observe lessons alongside a member of the senior leadership team. This committee has also been looking at the impact of the introduction of CATs testing in the school and how it is being used to set targets for the students and how staff are being trained to use it effectively. The introduction of Student Passports has been discussed and the Committee have been interested to find out how they are being used to plan lessons taking into account the individual needs and learning styles of the students.

The Resources Committee Meetings focus on the school's resources; finances, staffing and buildings. These meetings are chaired by Mr. Steve Grice. The Committee monitors progress against the priorities of the School Plan, particularly those related to finances and premises targets. They ensure that the school has in place all statutory policies relevant to this committee and keep them under review on a regular basis, consulting with representative stakeholders as appropriate. The Committee evaluate and approve the three-year budget plan and monitor the school's benchmarked financial performance against similar schools. They also monitor best value for major purchases and evaluate any virement recommendations. With regard to buildings, the Committee ensures that adequate levels of buildings insurance and personal liability are in place and that Health and Safety regulations are followed and prioritised appropriately. They receive the annual Health and Safety Inspection Report, agree any actions and monitor accidents that are reportable to the Local Authority.

INDIVIDUAL GOVERNOR RESPONSIBILITIES

Safeguarding Governor – Mrs Megan Fradgley

The Safeguarding Governor leverages her professional background in both the legal and healthcare sectors, to bring a strong working knowledge of the principles and delivery of an effective safeguarding regime. This has been enhanced with governor safeguarding training to build knowledge of the legislative frameworks and policies specific to safeguarding in education.

The safeguarding governor works collaboratively with the Designated Safeguarding Lead to ensure the effective safeguarding of children and staff within the school. This includes regular visits to both school sites, including residential provision, reviews of existing policies and procedures, and assessment of staff and student experience of safeguarding at the school.

Data Governor – Dr Dorottya Sallai

Over the past year, the governors have continued to have increased focus on the clarity, availability, integrity, and interpretation of the data on pupil progress and attainment. The governors have strong experience and skills to ensure that the level of analytic questioning provides effective monitoring. Working closely with staff, the use of school data continues to highlight key areas of focus for the school. The school's approach to collecting and analysing data remains effective and has very much reduced the challenges in interpreting data of such small cohort sizes. The focus remains to broaden assessment to include other non-academic indicators and enhance the whole school and two site reporting. The data governor makes sure that other board members understand what the data says about the school's performance. She identifies those issues that need to be discussed and prioritised based on the data and guides the other board members and helps them to increase their confidence and skill. The data governor also identifies training opportunities and encourages the other board members to attend.

OTHER COMMITTEES

In addition to the main committee we have a panel to carry out the Executive Headteacher's annual performance management and pay review.

Performance Management of the Executive Headteacher

A panel of Governors carries out the performance management of the Executive Headteacher once a year. They ensure that this is done in line with national requirements. They have undertaken Headteacher appraisal training and, with expert assistance from an education adviser, set targets focused on pupil progress and staff development. This process allows us to look closely at the performance of the Executive Headteacher and have discussions about areas of strength and development. New targets are set against which the Executive Headteacher's performance will be evaluated and held to account. The impact of this is that the Governors have a good understanding of the Executive Headteacher's performance as measured against the National Standards of excellence for Head Teachers.

Governors with safer recruitment training have sat on interview panels for the appointment of some key leadership positions.

GOVERNOR MONITORING VISITS

All governors visit the school regularly as part of the monitoring of the School Plan and for specific subjects such as Safeguarding. These visits are pre-arranged and provide members of the governing body an opportunity to speak with senior leaders and teaching and support staff and to see the school in action. Feedback on all visits is given to the Full Governing Body meetings and this allows all governors to be kept informed about progress and also to be aware of any concerns that need to be addressed.

GOVERNOR TRAINING

All members of the Governing Body completed a Skills Audit during the past year to help to identify training needs. They attended an induction day when taking on the role and receive regular training which allows them to keep up-to-date with their responsibilities with regard to the latest requirements and expectations as well as local and national Best Practice. A representative from the Governing Body has attended the District Governors meetings that are held three times during the year. Governors have also taken part in on-line training courses from the National Governance Association and Kent CPD Online.