

Saughall All Saints Church of England Primary **Governing Board Impact Statement 2020-2022**

At Saughall All Saints Church of England Primary School the governing board recognises the importance of identifying and demonstrating the impact of its own governance. The governing board consider this impact statement as an effective way to share the strategic work of the governing board and the contribution to and impact on school improvement and development.

Pandemic pressures

The academic years 2020-2021 and 2021-2022 continued to be disrupted due to the Covid-19 pandemic. Governors tried to keep a normality to the governance of our school. During school closures members of our staff worked stoically to keep the school open for the children of key workers, alongside maintaining working contacts with the remainder of our youngsters.

Governors continued to meet virtually as required to help keep things running and to offer assistance and support to our Head-teacher and her dedicated team. Whilst circumstances certainly made things extremely difficult, by working together, staff continued to educate all pupils.

In this document, we have tried to detail some of the work that our Governors have carried out through challenging times we have remained both measured and resolute, firstly to keep our school in good order and, secondly, in helping to prepare for whatever lies ahead. However, we can assure everybody, that we will continue to do everything that we can to enable all in our school community to "Love, learn and grow together".

Governance structure

The governing board has the strategic responsibility for the effective management of the school, acting within the framework set by national legislation and with due consideration to the policies of the Cheshire West and Chester Local Authority and the Diocese of Chester. The governing board meets as a whole board once per term.

The governing board adopted the use of Governor Hub, a secure online platform for storing documents and communication.

The governing board's strategic objectives

The governing board agreed a strategic plan that sets out the long-term goals for the school. This plan describes what the school will look like in three to five years' time and is underpinned by the school's ethos, vision, and values.

To challenge all children to meet their full potential across the broad curriculum, in a well provisioned teaching environment, maintaining the high standards of personal wellbeing and sports participation whilst maintaining a Good School that strives for Outstanding features through:

- Encouraging increased independent learning and resilience.
- Continuing to ensure that attainment is close to or above national figures at the end of KS1 & KS2.
- Developing writing attainment across the school to ensure that progress at KS2 continues to improve.
- Continuing to improve pupil progress measures in mathematics.
- Continuing to secure further the improvement in attainment for Higher Attaining pupils.
- Using effective performance management to develop further leadership & Governor challenge
- Development of long-term curriculum plans for foundation subjects.



- Increased Governor engagement with the school, holding the Head Teacher to account and greater use of link Governor activities.

The table below explains Governing board's input towards the aims of the School Development Plan 2021-22. Governors receive regular updates on the progress of SDP actions from the Headteacher throughout the year.

<p>(1) The majority of Children to achieve their targets in reading, writing and maths</p> <p>The Headteacher uploads pupil progress data on a termly basis. Governors analyse this data and seek evidence of interventions implemented to address any gaps or areas of concern within Governor meetings.</p> <p>Subject Link Governors meet with subject leaders and report back to the Governors via visit reports.</p>
<p>(2) Raise standards and accelerate progress in Maths</p> <p>The Maths link Governor regularly meets with the Maths subject lead and provides an update to Governors.</p>
<p>(3) Ensure curriculum recovery</p> <p>Governors receive regular updates on how recovery funding was allocated and the impact of any interventions.</p> <p>Governors are able to access subject plans which evidence how teachers tracked and backfilled topics that were not covered due to remote learning and school closures.</p> <p>Progress data evidenced some recovery.</p>
<p>(4) Ensure pupils make consistent strong progress across all subjects</p> <p>Extracurricular activities could resume in 2021-22 and staff provided a vast range of opportunities for pupils via trips, sporting events and after school clubs.</p> <p>Subject link Governors discuss in detail any areas of concern with subject leaders and report back to the Governors via visit reports.</p>
<p>(5) Leaders at all levels can demonstrate their impact on raising standards across the school</p> <p>Governors receive regular updates from the Headteacher which include the current areas of focus for the Senior Leadership Team.</p> <p>Governors network with Governors at other schools and attend networking events/webinars to ensure they are holding leaders to account and monitoring pupil progress against comparative schools.</p> <p>Governors would normally compare progress data against national data but as Standard Attainment Tests did not take place in 2020 or 2021 the board used FFT data.</p>



Governors receive updates from the SENDCo and support where possible to overcome any barriers some pupils may have to learning.

Governors receive updates on pupil attendance as this can impact progress. Governors monitor the actions in place to address persistent absentees.

A group of Governors are part of the Headteachers performance review panel and work with the School Improvement Partner to set Headteacher objectives each year and monitor progress against those objectives.

Governors agree on an annual basis to abide by the NGA Governor Code of Conduct and declare any pecuniary interests. This ensures their actions are appropriate.

(6) Governors to provide increased scrutiny and challenge

Governor questions are captured within the meeting minutes and as comments on Governor Hub which can be seen by all members of the board.

The Chair(s) ensures that new Governors receive adequate induction to ensure they are aware of their responsibilities and the correct way to challenge staff.

Subject leaders present at Governor meetings and answer questions.

Governors review website and policy updates to ensure compliance.

Governor's request confirmation that all staff have read and agree to abide by any school policies on an annual basis.

The School Development Plan (SDP)

The governing board works in partnership with the Headteacher and her Senior Leadership Team (SLT) to set the priorities for the school's development each year. The governing board are responsible for holding the school leaders to account for the progress made towards achieving the objectives and aims of the SDP. The following table provides an explanation of how the governing board has contributed to and monitored the SDP this academic year.

<p>Governing board contribution to developing the SDP</p>	<p>Members of the governing board collaborated with the Headteacher and her SLT, to review the SDP against existing Ofsted priority areas and pupil outcomes.</p> <p>Chair meets with the Headteacher on a regular basis to discuss progress.</p> <p>All meetings monitor the progress of the SDP and discussion is included within minutes.</p>
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Impact identified academic years 2020-2021 and 2021-2022	<p>Support and constructive challenge applied with a particular curriculum focus for foundation subjects.</p> <p>Support to the Headteacher and Staff during this particularly challenging period of operation as restriction lifted and activities resumed to normal.</p>
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Committees

Delegating aspects of our governance responsibilities to committees, enables the governing board to remain strategically focused on the agreed key areas of school development and to work in an efficient way. We decide which Governors will join each committee by analysing individuals' skills and experiences through a skills audit, before assigning committee membership accordingly. Committee membership and the committee structure is reviewed at the end of each academic year.

During the 2021-22 academic year we held one Full Governing Board (FGB) meeting per half term to ensure that all Governors were informed as we have several new Governors on the board and COVID restrictions and pupil catch up meant that school was not operating as it would in a typical year. Curriculum was the focus of discussion at the first FGB meeting of the term, with Finance and operational matters a focus of the last meeting each term.

A group of Governors joined the budget review meetings each term with the Local Authority Finance Officer the minutes of these meetings were shared with all Governors and discussed within the last FGB of the term.

FGB focus	Impact of the committee
Curriculum	Link Governors have reported back to the board on their specific subject areas. These updates provided an overview of the medium and long term plans in place for developmental learning. This has provided the FGB with confidence that the subject leaders are secure with the intent and implementation of their subjects and that the plans are in place for progression from reception to year 6.
Wellbeing	Wellbeing has been of particular concern due to the impact of Covid for both school and home life and as such has received an increased focus for all members of the school community.
Finance	<p>Approval of budget and continuing monitoring and scrutiny of expenditure.</p> <p>The school has a balanced budget, resources are allocated to support those areas of the most need in line with the school development plan and there was no overspend.</p> <p>The school has needed to align budgets this year with demands associated with COVID. We expect that this impact will continue to affect the budget in an undefined manner- spending requirements may change with government advice and are at present unknown. Catch-up programmes will still be required to support pupil learning. We anticipate the cost implications will continue to affect the budget planning going forward.</p>



	Some Governors have access to View Your Education Data and can generate reports and manipulate financial data. Benchmarking is completed on an annual basis by Governors as part of the SFVS submission.
Buildings & Finance	<p>The school had a positive Health and Safety Audit, with no areas of concern being disclosed.</p> <p>The Health and Safety policy is reviewed and amended as necessary every year, and any interim changes required as a result of changing legislation are reviewed by Governors.</p>
Personnel	<p>Annual review and approval of staffing structure and in relation to school improvement priorities.</p> <p>Annual review and approval of the school's pay policy.</p> <p>Review of the performance management approach and anonymised outcomes for approval.</p> <p>Governors assisted the Headteacher with the recruitment of new staff.</p> <p>Of particular focus this year has been the monitoring and awareness of staff wellbeing.</p>

Monitoring activity

One of the key functions of the governing board is to undertake strategic monitoring activity – the purpose of which is to triangulate information shared with Governors by the SLT. The governing board undertakes a wide range of monitoring activities including:

- Senior Leadership Team feedback to Governors at Committee meetings
- Governor link meetings and monitoring visits reported back to Governors.
- Governor support and observation during SAT's week,
- Chair(s) meets (in person or virtually) regularly with the Headteacher
- Safeguarding Governor meets regularly with the SENDCO.
- Regular Governor visits to school and liaison with pupils.
- A Governor liaises with members of the School Council.

The table below gives an overview of Governor monitoring activity during 2020 – 2022.

Monitoring activity	Reason for monitoring activity	Impact of monitoring activity
SLT termly feedback	Improvement awareness of school operations for Governors	More informed and in-tuned Governors.
Governor School Visits	Openness of operation	Highly inclusive feel of the whole school community.
Chair regular meetings with the Headteacher	Open and frank discussions about all school matters	Engagement and involvement in the strategic direction of the school.
Safeguarding Governor regularly meets with the Headteacher	Any issues that arise are shared with Governors as applicable.	Governors are aware of any safeguarding areas of concern or changes in behaviours. A termly review of Safeguarding is undertaken with the Safeguarding lead and the Head teacher. This is extremely important as a monitoring process, particularly at the moment when not all children are in school and therefore, may not be so visible. These meetings are confidential and anonymised and show trends of concerns rather than specific identified cases. The lockdown may well introduce increases in concerns, but the senior leadership team have a secure understanding of the issues relating to children and their families and the support they receive from them is exemplary.
A Governor meets regularly with the SENDCO	Any issues that arise are shared with Governors as applicable.	Governors are aware of any areas of concern and the impact on staff and pupils.



External evaluation

Engaging with external professional expertise supports the governing board to hold the school leaders to account. The board triangulates all of the sources of information and evidence received as well as ensuring we fulfil statutory responsibilities and maintain compliance.

Below is a summary of the external support the governing board has accessed during 2020 - 2022 and the impact of that support:

External expertise	Reason for external expertise	Impact of external expertise
School Improvement Partner (SIP)	To oversee the performance management of the Headteacher To validate and monitor the impact of the School Development Plan and Self Evaluation	All procedures are compliant. Quality assurance.
Statutory Inspection of Anglican and Methodist Schools (SIAMS)	To inspect school against the framework	Strengths identified, as well as areas for development.

Pupil voice

Listening to the views of the pupils who attend Saughall All Saints Church of England Primary School is an important aspect of the work of the governing board.

Below is a summary of how the governing board has engaged with pupils to hear their views and opinions during 2020-2022 and the impact of that activity:

Pupil voice activity	Reason for pupil voice activity	Impact of pupil voice activity
Governor attached to School Council & attended School Council meetings	To raise awareness amongst Governors of ongoing work, and for School Council to work collaboratively with Governors.	Evidenced Headteachers comments relating to pupils. School council are aware that Governors consider their views important.



Engagement with parents and the community

Listening to the views of parents and the school community is also an important aspect of the work of the governing board.

Below is a summary of how the governing board has engaged with parents and the community to hear their views and opinions during 2020-2022 and the impact of that activity:

How the governing board has engaged with parents and the community	Impact of parent and community engagement
Pupil performances for parents when restrictions allowed visitors into school. Governors attended when available.	Members of the wider community attend to support a worthy cause and listen to pupils singing. Parents are provided with an opportunity to observe their child and interact with Governors.
Harvest food collected from pupils	Ongoing support to vulnerable members of the wider community and strengthened relationships with parishioners.
Governors accompany pupils and staff to the pantomime.	A whole school trip that all staff and pupils attend. Parents are aware that Governors attend and facilitate the trip by ensuring sufficient adult: pupil ratios. Provides an informal setting for pupils to meet and talk with the Governors and for Governors to gain the pupils' voice.
Sports Day and sporting events. Governors attend when available.	Parents are provided with an opportunity to observe their child and interact with Governors.
Race for Life Fundraiser – Governors participated/supported	Pupils were able to see Governors were willing to take part and raise funds for charity. This was during a time of restricted visits into school but it was possible for Governors to attend as it was outside.
Governor Newsletter	A termly electronic newsletter is circulated to parents. This ensures Parents aware of board members and how to make contact.

Governor training

The governing board takes their responsibility to stay up-to-date seriously and places high importance on this. Governors log all training and webinars attended onto Governor Hub which can be downloaded.



Governing board self-evaluation

Self-evaluation is a key aspect of effective governance and the governing board is committed to evaluating its own performance and the impact of this to enable the governing board to continue to develop and improve.

Self-evaluation activity	Strengths identified	Development areas identified	Impact identified
“School development and improvement” “Impact of our governorship” features in all FGB and committee meeting minutes	Numerous positives are recorded, where our effective Governorship supports the Headteacher and her SLT with the developments/improvements in the school	Any shortfalls are identified quickly, and actions are taken to tackle the issues/problems straight away	Ongoing
Skills audit collation completed annually	Extensive, wide-ranging expertise amongst current team	Experience/Expertise gaps within the existing team to be addressed: <ul style="list-style-type: none"> Online training available for all Governors 	There are currently no vacancies. The board has a broad diversity, skills and knowledge.

Governing board priority areas for 2022-2023.

To remain in line with the development of Saughall All Saints Church of England Primary School, and to continue to drive improvement through our strategic work, the governing board will undertake a self-evaluation in line with the National Governance Association framework and identify the areas of focus.

To ensure the school and Governors are Ofsted ready.