

Governing Body Impact Statement 2021-2022

The Governing Body of the Federation of Fryern Infant and Junior Schools and all related committees, strategy groups and working parties have three core objectives, which are:

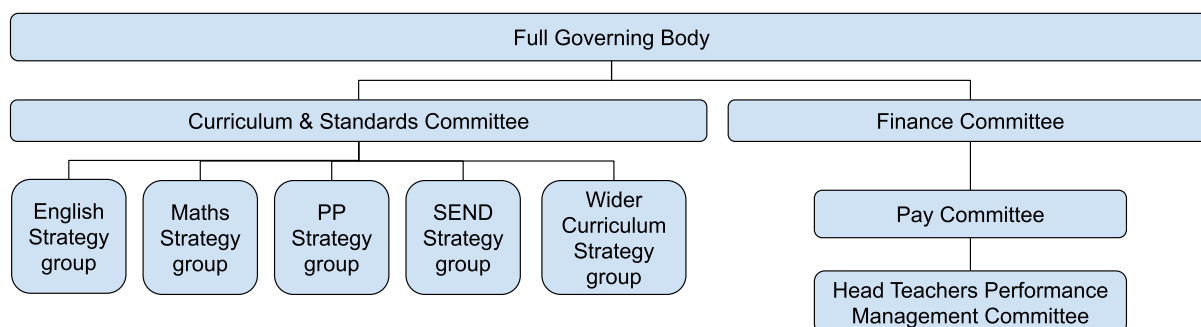
- Ensuring clarity of vision, ethos and strategic direction of the Fryern Federation.
- Holding the Headteacher to account for the educational performance of the school and its pupils, and the performance management of the staff.
- Overseeing the financial performance of the school and making sure its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

The work of the Governors is focused on meeting these requirements. We know our schools well, listen to our stakeholders and external advisers and feel secure that the statutory and legal requirements are met. We maintain a strong focus on effective safeguarding of children and adults in the school.

How often does the Full Governing Body meet?

The Full Governing Body meets six times a year.

We also have two committees that focus on specific areas of governance (Curriculum and Finance) which regularly report back to the full Governing Body. The current structure of the governing body is as follows:



In addition to committees, we also have governors with specific responsibilities in the following areas:

- Safeguarding
- Health and Safety
- Early Years education
- Wider curriculum
- Training

These governors and the strategy groups work with the school and relevant strategy groups to ensure that the school has robust policies and strategies in place to ensure the safety of all children and adults in the school, and that the educational needs of all pupils are being met.

The governing body works closely with the school Senior Leadership Team (SLT) to set objectives aligned with the strategic direction of the school and raise educational standards through the development of the School Improvement Plan.

This year the Governing Body has supported the Senior Leadership Teams' work to review and update the Vision and Values of the school. We ensured that all stakeholders were consulted on aspects of this work such as seeking input from parents for their views on what was important, were

involved in discussions with the SLT and staff working party at various stages to review progression and outcomes, and ensured that updates were provided regularly to all Governors in Full Governing Body (FGB) meetings.

Governors receive a detailed report from the Head Teacher before each FGB meeting. The report provides an overview of the schools operations (such as staffing and attendance levels) and updates regarding key school initiatives (such as the rollout of the new Phonics programme and work being done to ensure clarity of the schools Vision and Ethos).

The report also highlights any significant issues facing the school. During 2021-2022 this has included ongoing challenges resulting from external financial pressures, Covid-19 and snags in the new Junior School building.

The FGB meetings provide the opportunity for governors to understand how effectively the school is operating. Governors seek to provide support and challenge to the school Senior Leadership Team whilst always ensuring focus is maintained on ensuring the best outcomes for the children, both now and in the future.

Other specific functions of the full Governing Body include:

- Reviewing and approving school policies.
- Receiving updates from the Finance and Curriculum and Standards Committees so that all governors are aware of the work being undertaken and any new challenges that have arisen.
- Discussing key issues and making decisions where required. This process is focussed on ensuring that any proposals put forward effectively support and progress the educational performance of the school, are financially sound, and are aligned with the vision, ethos and strategic direction of the school.
- Supporting the Senior Leadership Team in challenging conversations. This year this has included discussion around changes in staffing levels due to the first of the bulge years (where a year has had 3 classes rather than the standard 2) leaving the school.
- Ensuring that the school has a clear School Improvement Plan which is regularly reviewed and updated to ensure efforts are targeted in the right areas as needed.
- Self governance. Governors continue to undertake a regular skills audit to identify any gaps in expertise across the governing body, and attend training courses to ensure they have the right skills and knowledge to support their roles and responsibilities. This year the full governing body attended a training session on changes in Early Years provision. Individual governors attended training courses on a range of areas that support the work being done.

Attendance of the Full Governing Body members can be seen at

<https://www.fryernfederation.co.uk/governors/attendance/>

Curriculum and Standards Committee

Responsible for working with the School Leadership and Teaching Staff to ensure the planned curriculum both fulfils its statutory obligations whilst delivering high quality teaching and learning for all children. Reports to the Full Governing Body.

The Curriculum and Standards Committee monitors and evaluates education provision and standards attainment across all subject areas in line with the School Improvement Plan, with specific strategy groups focussed on priority subject areas of English and Maths, and Pupil Premium (PP) / Special Educational Needs and Disabilities (SEND) groups.

How often does the committee meet?

- Full Curriculum and Standards Committee meets 6 times a year.
- Strategy groups meet 3 times a year and feedback to the full committee.
- Additional meetings are held 3 times a year to discuss related milestone data.

What has the Curriculum and Standards Committee done this year?

The Curriculum and Standards Committee receive reports twice a term from the Head Teacher, and Governors monitor developments through the implementation and impact of the School Improvement Plan.

This year the focus of the committee has been on Covid-19 Catch up and Recovery, Phonics, Writing, Maths and Early Years. At the beginning of the school year, it was clear that covid had impacted on children's learning. Governors felt confident that the school was working hard towards getting the children to the required standards and also provided both children and staff with support for their emotional needs and wellbeing following periods of lockdown and remote learning.

Governors monitored the implementation and progression of the key elements of the curriculum through the following actions:

- Regular Zoom and face to face meetings with the Senior Leadership Team and Subject Leaders. These meetings include presentations from subject leaders across the curriculum covering subjects including Early Years, Communication and Language, Phonics, SMSC, British Values and Design Technology. In addition this year, following specific training in the subject, one governor focussed on how RE was being taught through the curriculum.
- Attending a training session on the new Framework for the Early Years Foundation Stage for all governors. The Early Years governor has continued to monitor its introduction throughout the year and other Governors were able to monitor its introduction during the learning walk.
- An annual learning walk, focused on seeing aspects of the school improvement plan in action. This year focus was given to Maths and the use of Stem sentences, implementation of the three tier Word Aware programme in English, and the new Phonics programme. Governors met Subject Leaders, talked directly to staff and children and viewed examples of work being done across the school. The learning walk is a key opportunity for governors to monitor how the main areas of the curriculum are being implemented across the school and validate first hand how the curriculum is being implemented.
- One governor focused on whole school curriculum planning and the sequencing of lessons into learning journeys for the wider curriculum subjects. They met with several subject leads to discuss the work on sequencing the progression of key skills and knowledge to create a learning journey for their subject. They also discussed the addition of tiered key vocabulary to the lesson planning; looked at planning and workbooks; and spoke with groups of pupils.
- Ensuring teaching staff are being supported in terms of training and Continuous Professional Development (CPD) opportunities.
- Pupil Premium and SEND strategy groups met key staff throughout the year to receive updates on the work being done, discuss barriers to learning, milestone data, and discuss development of action plans and ways forward. New tracking sheets have been introduced to provide more detailed information to be used to identify progress and next stages of learning for these children.

- Twice yearly review of milestone data and end of year data. This gave governors the opportunity to discuss the progress of the children following the Covid-19 recovery and catch up programmes.
- Review of the National data following SATS Tests at both Key Stage 1 and 2 in July. The school was very pleased with the results especially the Maths and the Phonics which have been a major development for this academic year.

Throughout the year Covid-19 continued to impact on school absences of both children's learning and staff absences. This too was monitored by the Curriculum and Standards Committee. The nominated Safeguarding Governors continued to meet with the Head teacher, talk to staff and children and reported back to the Governors at their full governor meetings

What impact has the Curriculum and Standards Committee had, and how has it helped governors fulfil their responsibilities?

Increased governors knowledge of specific areas of the curriculum and how it is changing, which helps ensure suitable questions can be asked of subject leaders. Governors meeting regularly with subject leaders helps to ensure the School Improvement Plan remains in focus for everyone, leading to improved educational outcomes for the children.

Reviewing key milestone data helps ensure governors can track progress of the educational standards across the school, and monitor that actions being taken by the school are improving these standards. This ensures that governors are able to hold the Head Teacher to account for the educational performance of the school and its pupils.

Finance Committee

Prior to this year the financial responsibilities of the Governors were handled at full Governing Body level. Due to ongoing external economic pressures on school finances, a separate Finance Committee has now been re-established to ensure more focus can be given to supporting and challenging the school in this area. The Finance Committee reports to the Full Governing Body.

The Finance Committee is responsible for supporting and challenging the school leadership through financial monitoring of school spending, taking delegated decisions, ensuring spending is in line with the School Improvement Plan, providing overview of budget position and identifying issues, particularly flagging future budgetary challenges to the Full Governing Body and making recommendations to the Full Governing Body where decisions exceed the committee's remit.

How often does the committee meet?

- The Finance Committee meets 6 times a year in advance of each Full Governing Body meeting. This is scheduled so any issues can be escalated to the Full Governing Body in good time.

What has the Finance Committee done this year?

Specific pressures on school finances this year have included the continued impact of COVID-19 (particularly the cost of supply staff to cover teaching staff absence). Current and ongoing pressures on school finances also include rising inflation causing higher overheads for supplies and utilities, and a falling birth rate in the local area which directly impacts income due to a forecast of lower pupil numbers coming into the school over the next 2-3 years.

As part of providing oversight of the schools financial performance the Finance Committee has:

- Monitored spending against the approved budgets for the financial year 2021-2022. Highlighted areas where spending exceeds budget (such as additional supply teacher costs due to COVID-19 related staff absence) and challenged the school leadership to ensure best value for money was being found.
- Supported the process to find a replacement broadband provider which resulted in significant savings against budget whilst improving the broadband provision to the school.
- Reviewed, challenged and approved the proposed budgets for financial year 2022-2023, whilst taking into account longer term financial challenges which include lower annual income due to falling pupil numbers across the region.
- Explored opportunities to increase income (such as ensuring Pupil Premium funding is being received for all eligible pupils, checking what grants might be available to apply for) and reduce overheads without negatively impacting educational outcomes for pupils.
- Received approved pay recommendations from the Pay Committee.

What impact has the Finance Committee had, and how has it helped governors fulfil their responsibilities?

Through regular review and challenge of the budgets with the School Business Manager and Head Teacher the Finance Committee has provided oversight of the schools financial performance, and ensured that money is being well spent for the ongoing benefit of the children's education.

Reviewing the schools proposal to select a new broadband provider is an example of how the Finance Committee has helped ensure money is being well spent.

The Finance Committee has Identified potential opportunities to increase school income, which could help offset the impact of falling pupil numbers in the local area over the next 2-3 years.

Pay Committee

How often does the committee meet?

- The Pay Committee meets twice a year.

What has the Pay Committee done this year?

- Reviewed and approved the Hampshire Council Pay Policy for adoption by Fryern Federation.
- Received, reviewed and approved pay recommendations from the Head Teacher for teaching and support staff across the Fryern Federation.
- Received feedback from the Head Teachers Performance Management panel and approved recommendations.

Head Teachers Performance Management panel

The Head Teachers Performance Management (HTPM) panel reviews the Head Teachers performance against set objectives for the previous year and provides pay recommendations accordingly.

The panel is made up of three governors and an external advisor

How often does the panel meet?

- The Head Teachers Performance Management panel meets twice a year - once for the performance appraisal and once mid-year for an interim review of objectives to review .

What has the Head Teachers Performance Management panel done this year?

- The HTPM panel met in November 2021 to review our Head Teachers performance against agreed objectives. The outcome of the review and pay recommendations were reported to the Pay Committee for approval.

Further information regarding the work done by the Governing Body of The Federation of Fryern Infant and Junior Schools can be found here: <https://www.fryernfederation.co.uk/governors/>