

Governing Body Impact Statement 2022-2023

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:

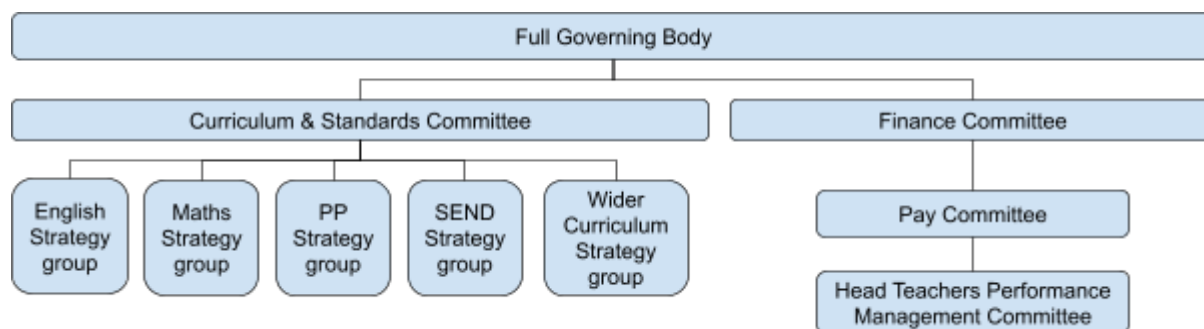
- Ensuring clarity of vision, ethos and strategic direction of the Fryern Federation.
- Holding the Head Teacher to account for the educational performance of the school and its pupils, and the performance management of the staff.
- Overseeing the financial performance of the school and making sure its 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, with additional extraordinary meetings scheduled as required.

We also have two sub-committees that focus on specific areas of governance (Curriculum and Finance) which meet up to 6 times a year and regularly report back to the full Governing Body. The current structure of the governing body is as follows:



In addition to committees, there are 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 SLT's work around the financial challenges that face the school due to decreasing pupil numbers both currently with bulge years now exiting the top of the school, as well as lower birth rates in the local area leading to lower incoming numbers in

Reception. This has included searching for ways to increase income into the school as well as supporting work that has looked to reduce the PAN for upcoming years to ensure the school is not overcommitted financially with smaller classes coming through.

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 improvement initiatives (such as Phonics, Maths Mastery and Maths Fluency). The report also highlights any significant issues facing the school.

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.

In March 2023 Governors accepted the resignation of the Head Teacher Mrs Morrow, due to her retirement. The FGB, with assistance from and drawing on expertise from Hampshire County Council, undertook a thorough process to identify the key skills and attributes required of a new Head Teacher at Fryern and created a tailored job description and person specification to enable the recruitment of a new Head Teacher. Parents, staff and pupils were also consulted in this process. Work done by Governors will enable this recruitment and help the Federation successfully meet future challenges, whilst also providing the inspirational, strategic leadership that will provide the conditions necessary to continually deliver a quality environment for learning. Governors are working to ensure that a new Head Teacher is in place by January 2024.

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 again included discussion around changes in staffing levels due to the second 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 Head Teacher Recruitment (2 Parts). Individual governors attended training courses on a range of areas that support the work being done.

Attendance of the governor meetings 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.

What has the Curriculum and Standards Committee done this year?

Throughout the year members of the Curriculum and Standards Committee met regularly with the Head Teacher and Heads of both the Infant and Junior Schools. Monitoring was focussed on the School Improvement Plan (SIP), and the children's progress and attainment and data following SATS Tests at both Key Stage 1 and 2. Meetings followed agreed agendas and included a curriculum presentations from subject leaders, reports from strategy groups and handled the review and updating of any policies.

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

- Regular meetings with the Senior Leadership Team and Subject Leaders. This year these meetings included presentations from subject leaders across the curriculum covering subjects including History, Art, Music, Science. There were also updates on Computing and insights provided on Let's Think.
- The major SIP developments in Phonics, Mental Maths and Maths fluency were monitored across infant and junior schools, as well as identifying key knowledge and skills in foundation subjects. In EYFS the focus was ensuring a communication rich environment and developing fine motor skills through play.
- An annual learning walk, focused on seeing aspects of the school improvement plan in action. Governors met Subject Leaders across the curriculum, 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.
- Throughout the year, Governor Strategy Group members met with subject leaders for English, Maths, Wider Curriculum, SEND and Pupil Premium to discuss current action plans, updates and any issues and concerns. Each meeting followed an agenda and reported back to both the Curriculum and Standards Committee followed by a summary for the full governing body. The schools received very positive reports this year for both schools from

our LLP and from the moderation meeting following up the support given to our Early Entry Teachers.

- Ensuring teaching staff are being supported in terms of training and Continuous Professional Development (CPD) opportunities.
- 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

The Finance Committee is responsible for supporting and challenging the school leadership through financial monitoring of school spending, taking delegated decisions, ensuring spending is inline 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 up to 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?

The school continued to face financial pressures due to rising costs, particularly in relation to utilities and office supplies and the impact of falling numbers on roll.

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

- Monitored spending against the approved budgets for the financial year 2022-2023. 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.
- Reviewed, challenged and approved the proposed budgets for financial year 2023-2024, whilst taking into account longer term financial challenges which include lower annual income due to falling pupil numbers across the region.
- Received approved pay recommendations from the Pay Committee.
- Reviewed the financial impact of falling numbers on roll (NOR) and recommended changes to the schools published admission number (PAN).
- Challenged the senior leadership team on the impact of falling NOR including the need for future mixed age classes and changes to the future staff structure.
- Agreed to allocate a budget to cover the recruitment costs of the new Head Teacher.
- Reviewed the governors use of Governor services advice, support and training subscription and recommended the minimum uptake by governors in order to demonstrate value for money.
- Reviewed the cost and income of after school provision and approved price increases and operational cost reductions.
- Prioritised capital expenditure to support the continued improvement of facilities and buildings particularly in the infant school.

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.

The committee's work to understand the implications of falling NOR, not just in relation to the Federation but within the local area, has enabled the school to apply for a reduction in the PAN and to schedule future PAN reductions.

This action is a key element of ensuring that the school is able to respond to the financial implication of falling numbers.

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 three times a year - once for the performance appraisal and twice for mid-year for an interim review of objectives.

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

- The HTPM panel met in November 2022 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.

Development and Training

Fryern subscribes to the Hampshire Governor Services and governors are requested to take up training, according to their personal training needs and to fill gaps in skills and knowledge on the board. Examples of governor training undertaken this year were sessions for new governor induction, safeguarding, Safer Recruitment, Performance Management (for governors on the HT Performance Management panel), strategic leadership, SEND and complaints.

The Chair's network meetings and the 'SEND Support Guidance' and 'Attendance' briefings from Hampshire Governor Service were also attended by a representative. These meetings provide a better understanding of the local and national picture and help governors interpret school data and better understand trends. After the retirement announcement of the Head Teacher, Mrs Morrow, governors decided to reschedule the planned Whole Governing Body Training (WGBT) 'Effective Governance' to the following academic year and attended the WGBT 'Headship Selection' instead to prepare for the recruitment of a new Head Teacher.

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/>