

**Sexton's Manor Governing Body**  
**Impact Statement: 2021-2022**

Sexton's Manor Primary School governors have a wide range of responsibilities and work with the headteacher to ensure that:

- the school's vision and direction is clear through its core values of **Think, Believe, Achieve**;
- children are safe at all times, that they are learning effectively and making appropriate progress;
- the school is financially effective and that planning is in place for immediate and future commitments.

The governing body are constantly striving to improve and develop the school. This was recognised by OFSTED in their latest report.

*'Governors provide strong oversight of the school and have an accurate view of its strengths and weaknesses. They are actively involved in the work of the school and check how well it is implementing agreed policies and plans. They ask searching questions to hold leaders to account but also support the school in its endeavours to do the best for its pupils.'* Ofsted, July 2018.

Governors appreciate, too, the requirements of our children's parents and carers and their need to be satisfied about the overall leadership and management of the school and how it affects safety, attainment and pupils' enjoyment of learning. Consequently, governors continually evaluate the role they play within the life of the school.

<b>Governor Action: What has been done?</b>	<b>Impact of Governor Involvement: What difference has this made?</b>
<b>Governor Core Function: Setting the vision and strategic direction of the school</b>	
School Development Planning	Governors continued to monitor the School Improvement Plan (SIP). Monitoring of school action and development was done through regular reviews from the headteacher, ensuring the school retained a focus on curriculum development. In June, governors met with all staff to discuss ideas and help formulate the new school development plan for 2022-3. Governors continued to oversee school assessment data, termly (see Learning & Achievement minutes).
Supporting Governing Body roles and responsibilities.	Governors continued to undertake regular, online training sessions courtesy of the Local Authority Governance Team and via external (NGA) and national providers (gov.uk). (Evidence on Governor Hub). Training included: Safeguarding, Prevent, Local Authority Briefings, Maintained Finance, Advanced Finance, School Improvement, Succession Planning, Preparing for Ofsted, Pupil & Staff Well-being. In addition, governors continued their use of technology learning to fulfil their duties to attend remote meetings. Governors created and implemented a governor action plan for 2021/2022. The development plan aligned the governors' focus on its core strategies with the fluctuating challenges of maintaining a safe and forward thinking school. The impact has been to see: <ul style="list-style-type: none"> <li>• the successful development of a new School Curriculum;</li> <li>• the introduction of the new, Early Years Foundation Stage framework;</li> <li>• improvement in writing skills across the curriculum through an intense monitoring programme;</li> <li>• the establishment of a full governing body;</li> <li>• the development of the role and expertise of Governors.</li> </ul> There have been six Full Governing Body meetings during the 2021/2022 academic year.
Setting the Performance Management Targets	The governing body carried out the annual, headteacher's appraisal, with an independent advisor, looking closely at the headteacher's performance, areas of strength and those for development. New targets were set. The impact of this is that governors have a good understanding of the headteacher's performance as measured against the National Head Teachers' Standards.
Appointing key	Whenever possible, governors participated in the selection of all teaching staff and used

staff members.	the process to appoint high quality staff who share the school's aims. Governors were pleased to appoint 3 teaching and 2 support staff. Governors also conducted exit interviews with those staff leaving the school.
Agreeing policies and procedures	Policies have been monitored (see Policy Review Schedule). The impact is that all essential and legally required policies are up to date, ensuring compliance with statutory duties.
<b>Governor Core Function: Holding the headteacher to account for the school's educational performance</b>	
Monitoring and evaluating data and holding the headteacher to account for the school's educational performance	Governors have been provided with internal data reports, provided by school leaders, and considered at the Learning & Achievement committee and whole governing body meetings (minutes of meetings). Pupil progress and the effective use of the Pupil and Sports Premium Funding (see Strategy and Impact reports) have been monitored. The impact of this is that governors have some information on how well pupils have responded to the return to full time education following Covid-19 restrictions.
Visiting school to monitor attainment and the implementation of improvement strategies, e.g. learning walks & book scrutinies	With visiting restrictions easing, governors returned to in-school, monitoring visits and produced reports that have been shared with the full governing body (see minutes and individual reviews). Additionally, staff members spoke at FGB meetings about aspects of the curriculum. The impact is that governors continue to have a broad knowledge of the work of the school. Visits included: writing with spelling, handwriting & presentation, Early Career Teaching, PE, reading, mathematics, geography, history, focussed visits with curriculum leads, SEN, Sports Week, safeguarding audit, health & safety check, assembly. A learning walk was done remotely by the headteacher to view displayed work in the autumn term. A further learning walk was carried out by governors, in person, during school hours in the summer term. Subject leads met with their Link Governor: RSE/PSHE, Art, DT, English, maths, SEN.
Responding to Parent, Pupil and Staff Feedback	Pupils have spoken to governors about their learning with positive feedback. Parents' responses and communication with the school was monitored and responded to where appropriate to do so. Staff communication has been maintained, including remotely and via email. The impact of this has been for governors to be kept fully aware of the thoughts of stakeholders towards the school, its support for pupils and its effect upon the community it serves.
<b>Governor Core Function: Ensuring financial resources are well spent.</b>	
Budget setting that demonstrates impact of expenditure.	The whole governing body consider and approve the proposed budgets for the forthcoming year and monitor the financial performance of the school, on a termly basis, to ensure best value for money. The Finance committee, together with the full governing body, have ensured financial probity via fiscal audits. The impact of this is that governors agree and approve the school budget and ensure that finances are used efficiently and effectively across the school.

## FUTURE PLANS

In relation to raising standards, the governing body will monitor educational recovery and the use of additional funding to promote this and the impact of Relationships, Sex and Health Education (RSHE).

The new action plan will focus upon:

- mathematics;
- the provision and progress of disadvantaged pupils;
- the developments and effectiveness of engagement and communication with parents;
- developing the role and expertise of the governing body.

Governors' meetings and monitoring will include both virtual and in-person visits.

**Governor Vacancies** Although the governing body is currently full, we welcome new interest. If you have the time to commit to becoming a school governor please contact the school regarding the role and responsibilities. If you wish to contact the governing board regarding any aspect of this impact statement please direct all correspondence to the Chair, via the office at Sexton's Manor Primary School:

[office@sextonsmanorschool.com](mailto:office@sextonsmanorschool.com) 01284 754371