

**Governor Impact Statement 19-20**

Area of responsibility	What we do	What impact we've had	What we would like to do next
<b>School Improvement</b>	<ul style="list-style-type: none"> <li>● Review the school's academic performance</li> <li>● Monitor the school development plan</li> <li>● Review the school's self-evaluation</li> <li>● Monitor the school's curriculum</li> </ul>	<ul style="list-style-type: none"> <li>● Challenged when SDP targets have not been completed or met</li> <li>● Supported the headteacher in setting measurable targets</li> <li>● Ensured attainment is at a high standard</li> <li>● Attended some staff training</li> <li>● Worked with staff to develop the aims of the curriculum</li> <li>● Taken part in learning walks</li> <li>● Held the headteacher to account for education performance</li> <li>● Monitored subject leader reports on the development of the curriculum and challenged where necessary</li> <li>● Attended school Maths day to gain better understanding of mastery approach</li> </ul>	<ul style="list-style-type: none"> <li>● Review the completed curriculum and assessment systems</li> <li>● Monitor the broad and balanced curriculum</li> <li>● Monitor the wider curriculum opportunities</li> <li>● Improve some ratings on school self-evaluation</li> </ul>
<b>Finance</b>	<ul style="list-style-type: none"> <li>● Review annual budgets</li> <li>● Agree spending over a set amount</li> <li>● Agree spending priorities</li> </ul>	<ul style="list-style-type: none"> <li>● Ensured Pupil Premium and sports funding expenditure report is spent effectively</li> <li>● Agreed funding for IT investment in new wi-fi, new server and conversion to chrome books</li> <li>● Supported savings due to falling numbers</li> <li>● Reviewed PAN to make staffing costs more sustainable</li> </ul>	<ul style="list-style-type: none"> <li>● Adapt staffing structure to ensure it is financially viable</li> </ul>

<b>Staffing</b>	<ul style="list-style-type: none"> <li>● Agree staffing structure</li> <li>● Monitor staff appraisal procedures</li> <li>● Headteacher performance management</li> <li>● Monitor staff wellbeing and workload</li> </ul>	<ul style="list-style-type: none"> <li>● Monitored staff workload survey and agreed actions to reduce workload</li> <li>● Monitored pay progression decisions through challenging procedures</li> <li>● Completed headteacher appraisal, identifying strengths and areas for development</li> <li>● Supported career development through secondment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>● Review staffing structure</li> <li>● Review workload strategies such as marking and homework</li> </ul>
<b>SEND and Disadvantaged children</b>	<ul style="list-style-type: none"> <li>● Monitor the role of the SENCO</li> <li>● Monitor procedures for children with SEND</li> <li>● Review progress of SEND children</li> </ul>	<ul style="list-style-type: none"> <li>● Held the SENCO to account for SEND procedures</li> <li>● Monitored data for SEND children</li> </ul>	<ul style="list-style-type: none"> <li>● Monitor progress of SEND pupils in light of school closures and its impact</li> </ul>
<b>Health and Safety</b>	<ul style="list-style-type: none"> <li>● Review H&amp;S documentation</li> <li>● Monitor the H&amp;S action plan</li> </ul>	<ul style="list-style-type: none"> <li>● H&amp;S audit by the LA achieved high assurance</li> <li>● Ensured H&amp;S procedures were being done correctly through H&amp;S team meetings</li> <li>● Developed the First Aid Policy</li> <li>● Ensured the vast majority of actions on the H&amp;S action plan were completed and that those that weren't would be added to the following year.</li> <li>● Reviewed school opening plans and risk assessment during the Covid-19 pandemic.</li> <li>● Ensured that the school was a safe environment for staff and pupils to return to.</li> </ul>	<ul style="list-style-type: none"> <li>● Review the impact of new heating system from CIF bid</li> <li>● Monitor school opening after pandemic to ensure safety measures remain high</li> </ul>

<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Monitor statutory duties for Safeguarding</li> <li>• Monitor safer recruitment</li> </ul>	<ul style="list-style-type: none"> <li>• Ensured statutory duties were met by meeting with the headteacher to review procedures</li> <li>• Monitored actions from the previous audit to ensure most were completed.</li> <li>• Attended annual safeguarding training to upskill own knowledge but to ensure that the DSL was also meeting safeguarding duties.</li> <li>• Ensured that the DSL and Deputy DSL had updated their training to Level 3</li> </ul>	<ul style="list-style-type: none"> <li>• Arrange an external audit of safeguarding for this year</li> <li>• Governor to attend safer recruitment training</li> <li>• Monitor mental health strategies in school</li> </ul>
<b>Engagement with parents and pupils</b>	<ul style="list-style-type: none"> <li>• Review annual questionnaires</li> <li>• Attend sessions in school</li> </ul>	<ul style="list-style-type: none"> <li>• Challenged responses and suggested ways to improve</li> <li>• Suggested ways to get more responses to can capture a wider audience</li> <li>• Attended assemblies and house days to monitor social, moral, spiritual and cultural education.</li> </ul>	<ul style="list-style-type: none"> <li>• Attend some pupil interviews about the curriculum</li> </ul>
<b>Training</b>	<ul style="list-style-type: none"> <li>• Attend training relevant to governor responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• Upskilled knowledge on the new Ofsted framework and how to support and challenge the school</li> </ul>	<ul style="list-style-type: none"> <li>• New governors to attend induction training</li> <li>• 2 governors to attend other relevant training</li> </ul>