



Governance Annual Report

Summary of the 2014/2015 year

This year saw the re constitution of the governing board. The aim is to ensure that all governors have expertise within different areas to enable us to act within our remit as efficiently and effectively as possible. The reconstitution saw 3 governors step down who could no longer give their time. Another governor stepped down recently due to relocation. This situation leaves us actively recruiting. See table below for action points.

The governing board, with the help of the new clerk has now re arranged the way meetings are held throughout the year. This has enabled us to become more effective as committees are now held two weeks in advance of full governing body meetings (FGB) and minutes distributed and read before the FGM. This allows for better delegation and more time to discuss important matters at FGMs. The main points for discussion are now planned 12 months in advance to fit in with the school's strategic 5 year plan.

When we went through the head teacher's appointment in early 2014 the governing board was in regular contact with all our stakeholders. That is an area where we feel we can improve as subsequently we have not been as active. See table below.

The Governing Board has worked hard to understand the issues concerning the arrival of the new curriculum and the removal of levels to grade the children. The governing board has supported the head teacher when introducing a new leadership structure, and understands the way in which the children are now measured against age related expectations.

The school's leadership is held to account on a regular basis, both at committee meetings and FGB meetings. All data is analysed on a regular basis and is understood by the appropriate members of the Governing Board. The school's results have continued to improve year on year in KS2. In KS1 the children have made at least expected progress from their starting points.

In summary the governors are happy that the school is fulfilling its vision of being a caring, family-centred school, where individuality is celebrated and each child is encouraged to be their best, and strives to reach the outstanding grade.

Sarah Marston Chair of Governors



Governance Development Plan

Area of Governance	Achieved	Action	By whom	By when
Governing Board Effectiveness	<p>We have conducted a skills audit and are strong in all areas apart from two.</p> <p>The governing body has changed the way meetings are held with the help of the new clerk and this had helped to make us more efficient. The Curriculum and Standards committee is now responsible for looking at data in depth and reporting back to the Full Governing Body.</p> <p>All roles for specific governors are currently filled apart from pupil premium governor and there will soon be a vacancy for Safeguarding governor. We have a vacancy for a LA governor.</p>	<p>To recruit a LA Governor.</p> <p>To recruit a pupil premium governor and a new safeguarding governor</p>	<p>All governors and clerk</p> <p>Full Governing Body meeting</p>	<p>By Christmas</p> <p>End of October 2015</p>
Role of the Chair	<p>Current chair has been in place for 2 years 8 months. Chair is re-elected annually at the first meeting of the academic year.</p> <p>Current chair led the recruitment process of the new head teacher and we successfully appointed first time.</p> <p>360 degree review not held and annual reviews need to be carried out on all governors</p>	<p>360 degree review of the chair</p> <p>Review of each governor's contribution</p> <p>Succession planning for the chair. Chair wants to step down within 2 years maximum due to other commitments</p>	<p>All governors/parents/staff</p> <p>Chair</p> <p>All</p>	<p>By Christmas</p> <p>End of spring term</p> <p>Vice chair who wants to become chair to be appointed as soon as possible</p>



Ethos and Strategy	The school has an SDP which looks forward 5 years. This is set by the Head Teacher in conjunction with the SIP and the Governing Board. Although monitoring does take place against the SDP at regular meetings and the leadership team are held to account we currently don't have in place key performance indicators against which we can monitor our progress	Set key performance indicators for monitoring progress that are covered within the Head Teacher's report	All	Christmas
Engagement	As a governing body we feel that we are well known by some of the school community but could do better overall. We collaborate with other schools well, especially in the local area	To communicate on a more regular basis with the school community via newsletters and the website	Chair	Immediately
Effective accountability	As a governing body there are some members that have a thorough understanding of the data and use this to hold the leadership team to account. Some governors make regular visits to school; others need to visit more to gain a more in depth knowledge of the implementation of the school's strategy. The governing body is aware of performance management of the staff and we have robust financial systems in place	All governors to make at least 2 visits to the school per year which are diarised in advance and are linked to certain aspects of the SDP	All	Immediately
Impact	The school continues to improve results and to improve or maintain numbers on the roll	To continue to strive to make this school outstanding whilst ensuring that each individual child achieves their potential in all aspects of school life.	All	Continuous