

St Gilbert of Sempringham Church of England Primary School, Pointon
Governor Impact Statement
2021 / 2022 (Updated August 2022)



St Gilberts Governing Body has three key responsibilities:

- **Ensuring clarity of vision, ethos and strategic direction** - the Governing Body work towards the implementation of the school's strategy. This strategy is to aid improvements in the school, identifying and resolving key issues that will work towards raising the schools' standards and achievements of its pupils.
- **Headteacher Accountability** – Using performance management targets, the governing body work to hold the headteacher to account for the educational performance of the school and its pupils, and the performance management of staff. They use their knowledge and experience to support and challenge (in a constructive way) the headteacher and staff to ensure the best possible outcomes from their teaching.
- **Financial Performance** - Your governing body oversee the financial decisions made by the school, ensuring at all times that the budget remains stable and money has been spent effectively to aid current resources and ensure constant improvements are made

Structure of Governance at St Gilberts:

The Governing Body is currently operating as a 'Circle Model', as opposed the committee-based arrangement of recent years. We feel this structure is working well for us and plan to continue in this manner moving forward.

Due to being a relatively small rural school, we feel this provides a better structure of governance for the following reasons:

- Governors have a good insight into all aspects of the school
- Skills and experience of Governors are not limited to individual committees
- Sense of working together for the school in a more cohesive way
- Consistency of Agenda items, but a switch of focus between meetings
- More holistic approach to the governance of our school
- Meetings are less frequent but cover more aspects of Governance per session
- Allows a clear whole year agenda plan to be put in place, and monitored throughout the academic year
- Full & current structure of the Governing Body (including vacancies) is available to view on our website <https://www.stgilbertspointon.co.uk/>

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Impact of Governance – What have we done?:

Coming out of the pandemic, we have felt it has been paramount to get back to some sort of normality as quickly as possible and to refocus our attentions on areas of improvements to the school.

We have been working hard to build upon and develop last year's plans for 2021-2022.

Throughout 2021 / 2022 Governors have been focused on and are developing our strategies in the following areas of the school: -

- Continued to deliver all legal responsibilities including approval of any necessary policies, budget, safeguarding, health & safety measures.
- Continued Health & Safety provisions in response to the pandemic, including approval of the School's risk assessments
- Better budget scrutiny using a comprehensive list of questions and answers in advance of the budget setting meeting, allowing Governors to digest and understand the financial position of the school clearer, before any setting of budget is approved.
- Approved a sustainable 2022-2023 school budget & medium-term financial plan covering the next 5 years
- Continued with Governor monitoring visits throughout the academic year, focusing on key areas of the school and witnessing evidence of the visit's focus for ourselves
- Continued with teachers presentations to the Governors, outlining the curriculum intent, implementation & impact. Strengths and weaknesses were explored with a view to consolidating teaching practices and delivery to allow continued outcome improvements.
- Refocused on School Development Plan post COVID pandemic
- Recruitment drive for new Governors continued with a good level of success
- Various training courses have been completed by all Governors to reflect their roles within the Governing Body.
- Skills audit has been updated with a view to assessing more regularly moving forward
- Governors played an integral part in launching the new Vision for the school, all in line with the current SIAMS (Statutory Inspection of Anglican & Methodist Schools) framework and requirements. We hope that the new vision is played out throughout school life, and can be witnessed by all stakeholders moving forward.
- A self-evaluation of the Governing Body has been carried out which outlines our current strengths and weaknesses, with next steps that needs to be implemented to ensure we are continuing our development as a board.
- Acted on the findings of recent buildings inspections including new Fire Doors to keep our school a safe environment for all that attend
- Headteacher Performance Management Targets reviewed
- Recruitment of new staff when required, included a new year 5-6 teacher

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Future Plans & Ambitions:

The Governing Body has some key ambitions that it hopes to build on in the upcoming year, and beyond, these include but are not limited to the following:-

- Continue to deliver all legal responsibilities including approval of any necessary policies, budget, safeguarding, health & safety measures.
- Embed the work which has been started in the last academic year into standard practice, including better budget scrutiny, comprehensive procurement procedures of resources and remedial works, and providing better value for money for the building facilities management
- Governor monitoring duties to be reassessed and delegated to the most suitable Governors when new members join
- Governor skills audit to be continually evaluated, and targeted training to be advised in areas that would benefit both the Governors and the School as a whole
- Build stronger relationships with teachers, staff, pupils and parents to show that the Governing Body is here for them all, and better understand any issues that face any member of our School community, and aid with taking a balanced and pragmatic approach in our work going forward
- Evaluate & Monitor the new Safeguarding Audit format so we can continue to keep Safeguarding a top priority and strength within our school
- Continue to monitor the progress and outcomes of pupils against in house and national benchmarking data.
- Focus attentions on the new Ofsted Framework to ensure we are prepared for upcoming inspections
- Focus attentions on the new SIAMS Framework to ensure we are prepared for upcoming inspections
- Embed the new Vision that has been formulated across all aspects of school life, and monitor for visible evidence
- Ensure any recruitments are carried out in line with the Safer Recruitment guidelines, to ensure the delivery of education and safety of pupils continues to be paramount
- Monitor that school policies are being implemented correctly to ensure that policy approval is not viewed as a standard 'paper exercise' by any stakeholders
- Take action on the findings on the Governing Board Self Evaluation so we can continually improve and develop
- More Governor presence at School, and at School events with a view to building and improving a sense of community with the School and the Governors
- Offer relevant and effective challenge and support to the Headteacher, and ensure the wellbeing of staff and pupils is always one of our top priorities
- Continue to evaluate and assess skills and experience of the Governing Body to ensure we are equipped with the right people and structures to support the school fully now and in the future.

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Chair's Final Comments:

It has been a pleasure working with the school for another year, and somewhat of a relief to get back to more normal times post the height of the recent pandemic.

There have been some real highlights this year for the children post covid, including the return of school discos, fundraising events, school trips, the Platinum Jubilee, and sports day to name just a few. It has certainly felt like we have returned to happier times!

On behalf of the Governing Body, I would like to thank Mrs Hunt and the entire network of staff and volunteers for their tireless and dedicated efforts throughout the year, ensuring that pupils' progress and wellbeing is at the forefront of everything they do.

I would also like to recognise and give credit to the children themselves who have embraced another year of school life with a continued enthusiasm for learning, all rounded off with a happy, caring and kind attitude towards others. We are incredibly proud of the young people they are!

I would personally like to thank all of the governors who dedicate their time, skills, care and attention to governance. I am enthusiastic about continually building our skills and experience as a governing body to ensure we are equipped to ensure our school is the best it can be.

Finally, there are always mixed emotions when our current year 6 cohort complete their time with us, most of which have seen all their primary years of education within the St Gilberts family. We will of course miss them greatly but wish them every success and happiness in the next steps of their education at secondary school.

We look forward to welcoming all the children back in September and being part of the next stage of their school journeys as part of our St Gilberts family. 😊