

# Annual Governance Statement for the Governing Body of Fishburn Primary School 2020/2021



## School Vision Statement

We believe that learning should take place in a happy, caring and stimulating environment in which staff, children, parents and the local community have important roles to play.

To this end we aim:

- to provide a happy, caring environment in which both children and adults feel secure and valued, where they will find satisfaction and pleasure in their work and where learning will flourish.
- to ensure continuity and progression within the curriculum and provide opportunities for children to develop an understanding of the world and their influence upon it.
- to enable children to develop lively, enquiring minds and the ability to question and discuss rationally and to apply themselves to realistic tasks and challenges.
- to encourage individuals to celebrate their own and others' achievements and to develop a wider appreciation of human fulfilment and aspiration.
- to enable both children and staff to fulfil their potential and in so doing, acquire knowledge, skills, concepts and attitudes which will be relevant throughout their lives.
- to believe that we all have a part to play in shaping the future and that we are all valued respected and heard.
- to help children develop spiritually and morally, drawing inspiration from, and developing tolerance of, world religions, cultures and ways of life.
- to develop each individual as a caring, concerned and contributing member of the community.

The Governing Body of Fishburn Primary School has a strong focus on its three core strategic functions:

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding the Headteacher to account for the educational performance of the school and its pupils, and the performance management of staff; and
3. Overseeing the financial performance of the school and making sure its money is well spent.

## **Governance arrangements**

The Governing Body consists of:

- Five Co-opted Governors
- One Local Authority Governor
- Four Parent Governors
- One Headteacher
- One Staff Governor
- One Associate Member
- One Observer

We aim to make the Governing Body as representative of the local community as possible. Co-opted Governors are appointed by the Governing Body and are people who, in the opinion of the Governing Body, have the skills required to contribute to the effective governance and success of the school. The full Governing Body meets once per term and we also have a number of committees to consider different aspects of school in more detail.

Our committees are as follows:

- Appeals
- Curriculum
- Finance and Premises
- First/Pay Review
- Personnel

The Finance and Premises look in depth at revenue and capital expenditure and they ensure the financial stability of the school.

They also ensure that the school meets the legal requirements set by the Department for Education e.g. by ensuring that the School Financial Value Standard (SFVS) standards are met and they monitor and review Health and Safety.

Curriculum track the implementation of the curriculum and monitors/take part in school at a curricular level.

This committee also takes the lead in ensuring that all statutory and non-statutory policies are in place.

Both of these committees meet on a termly basis.

Appeals meets as required to enable people to appeal decisions they are unhappy with.

First/Pay Review meets at least annually to carry out the annual review of staff salaries and as necessary to consider any decision where an appeal may arise.

Personnel meets as necessary mainly in relation to staff appointments.

Our Governing Body meetings are well attended and we have not had any inquorate (not having the required number

	<p>of Governors present to make decisions) meetings this reporting period.</p>
<p><b>Key Issues faced and addressed by the Governing Body</b></p>	<p>Governors and staff must continue to seek to make continuous improvements to the way our children are educated and to adapt to the continual changes to school life.</p> <p>The Governing Body dealt with issues relating to school funding and made appropriate decisions and took appropriate action to ensure the financial stability of school during the 20/21 academic year.</p> <p>Governors have dealt with significant staff changes and turbulence due to various absences by ensuring agreed policies and protocols were followed.</p> <p>School changed significantly during the 2019/20 academic year due to the Covid 19 global pandemic. The Government made the decision that schools would close to the majority of pupils from 23 March 2020.</p> <p>Governors have worked with school leaders to ensure that school remained open for key worker and vulnerable pupils, also during the school holidays.</p> <p>During this time Governors have considered and approved reopening plans, risk assessments and reintegration plans.</p> <p>The Governing Body adapted to the situation and agreed a Virtual Meeting Policy then they began to use technology (Microsoft Teams) to conduct meetings.</p> <p>These changes have resulted in Governors having a very busy year; in addition to the work associated with Covid 19, they have been working with the Local Authority on school improvement and the School Development Plan to make the improvements identified by the Ofsted Inspector following the inspection that took place on 20 March 2019.</p> <p>Governors have focussed on their role in leading the school back to 'good'. The Chair and Vice Chair of the Governing Body have attended SSG (School Scrutiny Group) meetings with officers of the Local Authority; these meeting focus on school improvement activities, outcomes and impact.</p> <p>Governors have approved a number of policies to ensure the school complies with statutory requirements and monitored the budget whilst planning and preparing for the 2020/21 financial year and beyond.</p> <p>The Safeguarding Policy has undergone a number of revisions this year to ensure the school was doing everything it could to safeguard pupils whilst the school was closed to the majority of pupils.</p>

	<p>They have continued to monitor the use and impact of Sports Premium and Pupil Premium funding on a termly basis, through the Finance Committee (standard agenda items) and Full Governing Body (usually through the Headteacher's report).</p> <p>Special interest Governors have continued to visit school to work alongside staff in order to hold school leaders to account and to monitor the quality of education on offer to pupils when they were able to. When it is safe to do so, Governor visits will begin again. In the interim virtual visits will take place.</p> <p>Governors have worked on some of the recommendations of the skills audit by attending appropriate training. Unfortunately, some of the training was cancelled due to the situation with Covid 19. This will be picked up again when it is safe to do so. ASP (Assessing Pupil Progress) training was held just before the lockdown in March 2020.</p> <p>The 2020 Governor Skills Audit is complete and the Link Governor is working on identifying appropriate training and activities to fill any identified gaps.</p> <p>Governors undertook a Review of Governance during the autumn term 2018 and an Action Plan was developed as a result. The LA completed an Evaluation of Impact in January 2020 and all areas were rated green (RAG rating).</p> <p>Once approved, minutes of Governing Body and Committee meetings are public documents you can ask at the school office if you would like to see any of the minutes of our meetings.</p>
<p><b>Assessment of Impact</b></p>	<p>To date, the impact has been the successful partial school opening for key worker and vulnerable children during the Covid 19 global pandemic, the full re-opening of school to all pupils, approval of policies, making appropriate decisions to support the school budget, dealing with significant staffing issues in line with approved policies, attendance at governor training to improve their knowledge and understanding and supporting the rewriting of the School Improvement Plan in an alternative format.</p> <p>Governors have also monitored the budget, and have monitored the expenditure and impact of the Sports and Pupil Premium funding.</p> <p>Governors have kept up to date with Safeguarding issues and have read Part one of Keeping Children Safe in Education 2019 (see Safeguarding file for signed sheets).</p>

	<p>Keeping Children Safe in Education 2020 was circulated at the autumn term 2020 Governing Body meeting.</p>
<p><b>Future plans for the Governing Body</b></p>	<p>The focus for the 2020/21 academic year will be:</p> <ul style="list-style-type: none"> <li>• Dealing with issues relating to school funding.</li> <li>• Ensuring financial stability by making effective decisions.</li> <li>• Monitoring the implementation of the School Improvement Plan.</li> <li>• Responding to the Ofsted inspection report from the inspection on 20 March 2019.</li> <li>• Further developing monitoring systems to gain first-hand experience of school and to hold leaders to account.</li> <li>• Ensuring school remains safe for all pupils during the Covid 19 global pandemic by effectively monitoring the risk assessment etc.</li> <li>• The Chair of Governors will induct the new Governors using the Induction Pack.</li> <li>• Supporting and holding to account the Acting Headteacher and Leadership Team.</li> <li>• Effectively dealing with the ongoing staffing issues and temporary staffing arrangements.</li> </ul> <p>Governors will monitor the impact of the Covid Catch-up funding.</p> <p>Committees will continue to monitor aspects of school including the use and impact of premium funding, the budget, staff performance and the Headteacher's performance.</p> <p>The full Governing Body will continue to meet termly to monitor the work of the school by approving and monitoring the School Improvement Plan and they will continue to set the strategic direction for the school.</p> <p>They will also plan training to meet the needs they identified as a result of the Governor Skills Audit. The Governor Skills Audit will be completed annually going forward.</p> <p>Governors have an agreed an annual schedule of meetings to encourage better attendance and participation in meetings by giving as much notice as possible.</p> <p>Governors will also continue to work on the areas for development identified as a result of the Review of Governance and the associated action plan.</p>
<p><b>Contact Details</b></p>	<p>The Governing Body welcomes suggestions, feedback and ideas from parents/carers. Please contact the Chair of Governors c/o the school office.</p> <p>Details of the full Governing Body are on the school website.</p>