

# **Governors Annual Statement and Impact Report 2020-2021**

In accordance with the Government requirements for all Governing Bodies the three core strategic functions of Biddick Hall Infant and Nursery School Governing Body are:

- Ensuring clarity of vision, ethos and strategic direction
- Holding the Head Teacher to account for the educational performance of the school and its pupils
- Overseeing the financial performance of the school and making sure it is money well spent.

To ensure the effectiveness of these core functions the Governors continually evaluate the role they have played in the life of the school and publish all relevant information to all interested parties. This statement and report form part of that evaluation and publication process.

## **Governance Arrangements**

The Governing Body of Biddick Hall Infant and Nursery School was reconstituted on 10th March, 2015. 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. At present we have four Co-opted Governors on the Board. The full Governing Body meet twice each term with the Finance and curriculum Committees meeting termly. We also have Committees who meet when required to consider staff appointments, Performance Management, Appeals and exclusions.

## **Attendance Record of Governors**

Governors have a good record of attendance at meetings. Due to the COVID 19 pandemic all meetings have been carried out via a virtual platform. Governor attendance records can be viewed on the school website.

## **Work of the Governing Body Including Work of the Committees 2020/2021**

The Governing Body have a sound knowledge of the clear direction set by school leaders for the future work of the school. The schools' accurate self-evaluation has ensured that governors know how good progress has been made in addressing the next steps from the last school inspection. The School Improvement plan is monitored and reviewed termly and an overview of the school current position in relation to self evaluation is presented to governors termly as part of the head teachers report.

## School Improvement targets for 2020-2021

### Quality of Education

- To ensure our responsive approaches strengthen curriculum implementation.
- The school has a strong programme to immediately offer remote learning if necessary.
- Effective assessment of the wider curriculum
- To narrow the gender gap in maths

### Leadership and Management

- Internal support and review will strengthen practice.
- Reflective working will support effective curriculum implementation
- To ensure the impact of strong partnership working with parents and the wider community.
- Governing board drive school improvement

### Personal Development

- To ensure physical and mental health
- To inspire pupils to develop a character which will successfully take them into adulthood.
- Recognising and celebrating equality of opportunity and diversity

### Behaviour and Attitudes

- To reflect upon the impact of Covid on teaching styles and attitudes to learning.
- A strong PSED curriculum supports our school reopening and promotes our rules and the school drivers of interaction, independence and innovation.
- All stakeholders recognise the importance of strong attendance and are relentless in their efforts to achieve this

## **Governor Visits**

Link Governor roles are now well established, although the meeting scheduled was significantly interrupted during Covid with only some of the scheduled meetings taking place via a virtual platform. Our link governor roles mirror the four key areas under which the school will be inspected. There are clear systems in place which support governor school visits as part of monitoring the school improvement plan priorities. The head teacher encourages governors to meet with her prior to any link visits to discuss the focus of their monitoring visits.

Examples of the impact of these visits include

- Termly meetings between the head teacher and the link governor for health and safety always include a health and safety walk around school and have

included discussions on the impact of the COVID risk assessments to mitigate risk to the school community.

- The head teacher, in her role as designated lead for looked after children met with the link governor for pupil premium. The content of the discussion focused on an overview of the pupil premium budget and how the spend is prioritised using a tiered approach.

### **Governor Training**

The Vice chair of the board has responsibility for governor training and she reports to the board termly on courses attended. The Vice chair also collates all responses from the NGA skills audit on an annual basis in order to identify gaps in knowledge specific to individual governors and the board as a whole and identify and sign post governors to the most appropriate training routes. The head teacher attended training on best practices to evaluate the work of the governing board and the impact on school improvement. She is keen to undertake an evaluation with the support of the local authority with a view to achieving Governors quality mark as a longer term aim.

### **Key issues that have faces the board during 2020 -2021**

The Board has supported the head teacher effectively in managing the response to the global COVID 19 pandemic. The chair of governors maintained close contact with the head teacher and they worked closely together to ensure all approved risk assessments were closely followed.

Although school were expected to restrict attendance during the lockdown in January the school were able to offer and encourage the take up of places for all vulnerable pupils as well as those of key workers. We had 129 pupils in school from YN –Y2

Pupils worked in class bubbles and staff worked on a rota basis one week teaching in school, overseeing teaching across the year group and one week leading remote learning. HLTA's and TA's worked in school throughout lockdown leading teaching (HLTA'S) on a planned rota with the teacher or supporting teaching and learning in their designated bubble class.

The school provided a high quality remote learning offer and parents were given support with access to technology and working on remote platforms. All medium term planning was reviewed to ensure the learning could translate to a remote platform, copies of what was taught online were also available as hard copies to support accessibility for parents and children.

Engagement in remote learning was variable and school had a number of support mechanisms in place to target those who were or potentially at risk of disengagement. On average engagement levels were around 67%.

The school have had to manage some significant staffing issues across this year. The Autumn and Summer terms were significantly disrupted with staff self isolating as they had been identified as a close contact of a positive Covid case. Two members of staff tested positive for Covid prior to vaccination and were both quite poorly and returned to school on a phased return in the Autumn term. Two members of staff have also been off long term with non covid related illness, one returned before the end of the school year whilst the absence of the other continued.

### **Assessment of the impact of the Governing Board on the work of the school 2020-2021**

The Governor for Health and Safety met with the Head Teacher termly and they conducted a health and safety walk around the site. Health and Safety is always included in the Head Teacher's termly report to Governors.

Governors have a statutory role in seeing all safeguarding procedures are in place and the head teacher ensures that Governors are invited to join staff at all applicable training.

The Finance Committee meet termly and early in the Summer Term the Governing Body approved the 2020/2021 budget. We are pleased to report the school remains in a good financial position.

The Governing Board review and agree all school Policies on a programmed basis to ensure all guidance is current and up to date. Specific attention is paid to ensure all policies comply with the Department of Education mandatory list and the local authority recommended list. This year we have considered a number of key policies for review as well as implementing new policies. All financial policies were reviewed and agreed by Governors.

School attendance is reviewed termly to monitor in line with Government legislation.

Analysis of school data to monitor the progress and achievement of pupils, to ensure high standards are maintained.

Performance Management of the headteacher

Termly monitoring of the school improvement plan. This is informed through updates in the termly head teachers report to governors and through link governor visits.

### **Ongoing Plans for Governors**

The Governing Body and senior leadership team are committed to constantly improving our school and look forward to maintaining strong working partnerships with all stakeholders. Current and future targets include:

- To ensure curriculum planning is clear and progressive supporting pupils through a programme of work which builds knowledge and skills over time including remote learning.
- That there is good provision to assess and meet the needs of pupils with SEND
- All subject leads are confident in the approaches used to monitor teaching and learning in their areas of responsibility.
- To strongly promote a lifelong love of reading with all stakeholders.
- To ensure leaders are aware of and respond to any workload pressures on staff including during the transitional period beyond COVID 19.
- Those responsible for governance understand the core functions of the board, their role and the impact of their work.
- All stakeholders recognise the importance of strong attendance and are relentless in their efforts to achieve this.
- To review the personal development curriculum taking into account the impact of the pandemic and ensuring the curriculum continues to focus on broader development establishing firm foundations for academic next steps and future life.
- There is a planned whole school approach which teaches pupils to understand and discuss equality of opportunity and diversity.

### **How You Can Contact the Governing Body**

We always welcome suggestions, feedback and views of parents/carers. You can contact the Chair of Governors, Mrs Beth Foster, via the School Office. You can view a full list of Governors and their attendance at meetings on the school website. We hope to add more information on each Governor to the website in due course.