



# Governors Impact Statement 2019 – 2020



## Strategy

Delegated Responsibility	Governor Assigned	Actions	Date completed by	Impact [Intended/Actual]
Develop and implement the strategic vision for the academy with the Headteacher; ensuring that it is in line with the overall vision and values of the school and that these fit with the values of TKAT as an organisation	Chair of Governors	<ul style="list-style-type: none"> <li>Work with the Headteacher to develop further the vision of Inspire, Challenge, Achieve so it is embedded and embraced by all stakeholders and permeates across all areas</li> <li>Progress regularly discussed at governing body meetings</li> <li>Regular visits by governors and meetings with the Headteacher and SLT Team</li> </ul>	Ongoing	Vision of Inspire, Challenge, Achieve fully embedded Progress discussed through HT report Visits made in person or virtually
	All Governors	<ul style="list-style-type: none"> <li>Review the current curriculum provision to ensure it meets our curriculum intend for all our pupils</li> <li>Discussion of curriculum plan at Quality of Education committee meeting and feedback to Full Governing Body committee meeting for agreement</li> </ul>	Spring Term	Curriculum reviewed, Governors are confident that the Academy's curriculum meets statutory requirements and matches the needs of the pupils in the Academy
	All Governors	<ul style="list-style-type: none"> <li>Quality of Education through curriculum progression and pupil progress is a regular item on agenda of governor meetings</li> <li>Quality of Education agenda to include items on curriculum progression and impact on pupil progress</li> </ul>	Autumn Term	Progress regularly discussed At governor meetings Internal data indicated good progress this year but cannot be verified externally as no exams were held
Determine budgeting and curriculum priorities with the Headteacher	Chair of Governors along with Chair and members of the	<ul style="list-style-type: none"> <li>Cross reference the strategic goals, the School and TKAT's development plan to ensure the school is financially sound and has a 3 year working budget</li> <li>3 year working budget discussed at Business Committee meetings linking to priorities</li> </ul>	Summer Term	The budget and the curriculum are aligned with the Academy's development Priorities and guidelines followed to ensure financial stability



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	business management committee	<ul style="list-style-type: none"> <li>Monitor the working budget for 2019/20 to ensure best value</li> <li>Robust discussions at business committee meeting</li> <li>Agenda item on full governors meeting agenda</li> <li>Ensure financial probity and regulations are met</li> </ul>	Ongoing	Working budgets are monitored on a regular basis with full discussion at BMC meetings with a summary given and FGB meetings
Play an active part in the recruitment of the Headteacher and senior leaders	Chair of Governors and others as appropriate	<ul style="list-style-type: none"> <li>Work with TKAT to ensure that any senior appointment (DHT, AHT and HOF) reflects the school and community needs.</li> <li>Contribute to the appointment process ensuring due process, fairness and accountability.</li> </ul>	As appropriate	N/A this year
Develop and review staffing structures, with the Headteacher supported by the Regional Executive Director from TKAT	Chair of Governors and others as appropriate	<ul style="list-style-type: none"> <li>Annually review the staffing structure considering curriculum needs and budget limitations – receive regular updates from the Headteacher regarding staffing changes, appointments below SLT level and exit interviews</li> <li>Detailed staffing changes on the agenda of each governing body meeting</li> </ul>	Summer Term	Staff changes discussed at BMC meetings Staffing and applicable costs are a priority to meet the curriculum requirements
		<ul style="list-style-type: none"> <li>Review annual pay progression recommendations with the Headteacher at business committee meeting</li> </ul>	Autumn/ Summer Term	Accountability for pay is secured at all levels of the School Pay progression discussed fully at relevant BMC meetings
		<ul style="list-style-type: none"> <li>CPD plan on the agenda of the Quality of Education Committee</li> <li>Feedback and discussion from governor visits on Full Governing Body agenda</li> </ul>	Autumn Term	The impact of leadership and the quality of teaching continues to improve



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Facilitate collaboration across the school and with other local TKAT schools	Chair of Governors	<ul style="list-style-type: none"><li>• Working with the school's senior leadership team to identify areas where the school offers or provides support to improve the quality of teaching</li><li>• Review the impact of support given and received</li><li>• Staff wellbeing discussed at Full Governing Body meetings</li><li>• Support discussed at Full Governing Body meetings with evidence of impact</li><li>• Feedback from governor visits</li><li>• Receive and review "staff voice" reports to measure impact of changes to curriculum and staffing and to monitor the work load and expectations of teaching staff</li></ul>	Ongoing	The SLT are aware where extra support is needed to ensure the quality of teaching continues to improve Staff well being discussed at every FGB Staff retention is stable



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## Knowledge and Accountability

Delegated Responsibility	Governor Assigned	Actions	Date completed by	Impact [Intended/Actual]
Undertake an active part in the performance management of the Headteacher	Chair of Governors	<ul style="list-style-type: none"> <li>Take part in setting targets with the Regional Executive Director.</li> <li>Contribute to the evidence base at keeping in touch and performance review meetings.</li> <li>Headteacher has clear targets relating to the Strategic Development Plan</li> <li>Review the progress of the Headteacher across the year on working towards the school targets</li> </ul>	Autumn Term	Chair took an active role in setting targets, and reviewing them mid-year for the performance management of the HT HT targets were met this year
Support, challenge and hold the leadership to account for the implementation of the school development plan in partnership with the Regional Executive Director	Full Governing Body	<ul style="list-style-type: none"> <li>Review progress being made towards the school's improvement priorities</li> <li>Improvement priorities discussed at each Full Governing Body meeting</li> <li>RAG rating discussed at each Full Governing Body</li> </ul>	Termly	The School is making good progress towards its improvement priorities within the constraints of COVID
		<ul style="list-style-type: none"> <li>Review the School's self-evaluation judgements at Full Governing Body meetings</li> <li>Use external validation to confirm the judgements within the School's self-evaluation</li> <li>Discussion of Headteacher's report at each Full Governing Body meeting</li> </ul>	Termly	Governors are aware of the school's strengths and are ensuring that weaknesses are being addressed through the school improvement plan as identified in Ofsted Dec '19
		<ul style="list-style-type: none"> <li>Review the School's data (dashboard) so that Governors know about the progress of each year group and key groups including disadvantaged and more able and can make year-on-year and national comparisons</li> <li>Headteacher's report identifies progress of key pupil groups at Full Governing Body meeting</li> </ul>	Termly	Progress discussed at meetings with evidence that students made good progress between Sept and March before Lockdown. Before March, outcomes for year 11 were on track to show significant improvement



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Delegated Responsibility	Governor Assigned	Actions	Date completed by	Impact [Intended/Actual]
		<ul style="list-style-type: none"> <li>Review behaviour and attendance, including data about behaviour incidents/attendance by year and by groups showing trends and gaps</li> <li>Attendance a focus at each governing body meeting</li> </ul>	Termly	Standards of behaviour continue to improve Decreased permanent exclusions Improved attendance between Sept and March before Lockdown
	Delegated governor	<ul style="list-style-type: none"> <li>Monitoring the effectiveness of the implementation of the Character and Culture strategy and SMSC within the school.</li> <li>Member of the governing body responsible for Character and Culture to regularly meet the member of staff responsible for Character and Culture and feed back to the governing body</li> <li>Governor visits include section to report back on safeguarding</li> </ul>	Termly	Pupils have the knowledge, skills and attitudes necessary to stay safe and succeed Governors are aware of the statutory requirements for Safeguarding and completed annual training
Develop effective links with the School community and the wider local community	All governors	<ul style="list-style-type: none"> <li>Governing body is represented at parent forums</li> <li>Governing body is represented at open evenings and school events</li> <li>Governors are aware of the contribution through the extended curriculum to developing pupils' cultural capital</li> <li>Student voice to contribute to Quality of Education meeting</li> </ul>	Termly	Governors are aware of and have acted upon the views of pupils and parents through visits and attending events and meetings



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## Probity

Delegated Responsibility	Governor Assigned	Actions	Date completed by	Impact [Intended/Actual]
Develop, implement and monitor strategic and operational policies with the Headteacher	Full Governing Body	<ul style="list-style-type: none"> <li>Ensure all Governors are fully aware of key policies and strategies such as “Equality information and objectives (public sector equality duty) statement for publication” and the PREVENT agenda</li> <li>Policies are circulated to governing body members and discussed at governing body meetings</li> </ul>	Ongoing	All Governors know how the school actively promotes the equalities agenda Policies discussed with appropriate staff
	Full Governing Body	<ul style="list-style-type: none"> <li>Implement a policy review schedule</li> <li>Policies are circulated to governing body members and discussed at appropriate committee or Full Governing Body</li> </ul>	Annually	All statutory policies are in place and up to date
	Delegated governors	<ul style="list-style-type: none"> <li>At least one member of the Full Governing Body is fully familiar with and monitors the Academy’s child protection and safeguarding procedures</li> <li>All members of the governing body trained in child protection</li> <li>Safeguarding discussed at Full Governing Body meetings</li> <li>Designated person on governing body responsible for safeguarding</li> </ul>	Termly	Governors know how pupils are kept safe from the dangers of abuse, sexual exploitation, radicalisation and extremism
		<ul style="list-style-type: none"> <li>At least one member of the Full Governing Body is fully familiar with the school’s Health and Safety procedures and receives regular health and safety reports</li> <li>Regular reports on site safety and security at the Business Management Committee meetings. Any issues raised fed back to TKAT</li> <li>Health and Safety on Business Committee agenda at each meeting</li> </ul>	Termly	The Academy’s Health and Safety audit is successful.



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	Full Governing Body	<ul style="list-style-type: none"> <li>Agree the site and facilities plan with the School Business Manager, site manager and Headteacher – ensuring financial viability and compatibility to the school’s curriculum needs and pupil needs</li> <li>Repairs/improvements to the fabric of the school are prioritised and planned for</li> </ul>	Autumn Term	Pupil numbers continue to rise, the site is safe and secure, well presented and improving in quality and appearance. This will impact on outcomes, pupil well-being and recruitment and retention of staff and pupils
Set and approve the Academy budget, subject to final approval by the Regional Executive Director	Chair of Business Committee + other members	<ul style="list-style-type: none"> <li>Challenge the benchmarking of the school’s budget</li> <li>Challenge spending priorities</li> <li>Ensure the annual budget is in-line with the three year projected budget.</li> <li>Work towards a 5% carry forward</li> <li>Business Committee agree fixed budget each year</li> <li>Regular meetings between the chair of the Business Committee and the School Business Manager to discuss progress against fixed budget</li> </ul>	Termly	<p>The school has a balanced budget. Spending reflects the school’s priorities</p> <p>There is good value for money being secured at all levels of the school’s spending plans and budgets</p> <p>Financial schedules discussed at BMC meetings with a summary given to the FGB</p> <p>No challenge made on benchmarking as third party information not available or appropriate</p>



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Delegated Responsibility	Governor Assigned	Action	Date completed by	Impact [Intended/Actual]
Monitor and challenge expenditure in accordance with appropriate authorisations	Full Governing Body	<ul style="list-style-type: none"> <li>A member of the Full Governing Body meets regularly with the School Business Manager to be kept informed about variances in current expenditure and budget projections</li> <li>Receive external/TKAT financial audits</li> <li>Business Committee meet termly to review current budget projections</li> </ul>	Termly or as appropriate whichever is more often	BMC kept aware of budget variances with reasons Information received from TKAT / External audits is shared and discussed at BMC meetings
		<ul style="list-style-type: none"> <li>Receive the plan to spend additional funding (Pupil Premium and Year 7 catch-up).</li> <li>Receive regular reports on how additional funding is spent and its impact.</li> <li>Challenge where the gaps are not closing.</li> </ul>	As appropriate	Gaps for SEND and disadvantages pupils are closing
		<ul style="list-style-type: none"> <li>A member of the Full Governing Body is familiar with the Code of Practice and the Local offer and is monitoring its implementation.</li> </ul>		Progress gaps for SEND pupils are narrow/closing
Oversee any significant capital expenditure and building projects with the HT	Chair of Business Committee	<ul style="list-style-type: none"> <li>Identified governor has responsibility for strategic oversight of any significant capital expenditure project and feedback to the Governing Body on progress.</li> <li>Capital expenditure discussed at Business Committee meetings</li> </ul>	Ongoing	Governors are aware of the progress and impact of any significant capital expenditure BMC informed of requirements / actions at termly meetings

Reviewed and Agreed by Governing Body

Date 20.10.2020

Signed by Chair C Norton