



## **Governors' Annual Statement 2017-18**

The Governing Body of Ludlow Church of England School consists of twelve governors, and they represent the following categories:

Community Governors (3)  
Co-opted Governors (1)  
Parent Governors (2)  
Foundation Governors (3)  
Staff Governor (1)  
The Headteacher  
The Executive Headteacher

The Governing Body has four main functions, and its four sub-committees have an obligation to perform the following duties:

1. To set the vision and strategic direction of the school
2. Hold the Headteacher to account for the school's educational performance
3. To ensure financial resources are well spent
4. To ensure statutory duties are met and priorities approved

Two years ago, the Governing Body restructured and slimmed down to twelve members, from twenty, as had been the case previously. The impact of this has been much more focused Governance, with expertise and commitment to improving the life chances of our young people evident. The Governing Body has decided to terminate its outsourcing of the clerking of its Full Governing Body meetings, and the information service available, as it now has the service provided by The Bishop Anthony Educational Trust (BAET).

The Governing Body has supplied representatives at staffing appointments this year, offering expertise, guidance and opinion, as well as ensuring safer recruitment and implementation of the Prevent Strategy. The Governors have been trained in Safer Recruitment, and lead by example, as all have been checked (either CRB or DBS). Governors were also key in ensuring that staff were fully conversant with the "Prevent" agenda, to guard against radicalisation.

The Governing Body provides Link Governors for subjects and strategic aspects, such as the performance of students who generate Pupil Premium funding, SEND students, More Able students, as well as Literacy and Numeracy.

The work of the Governing Body has been validated by Ofsted, who stated that the governance of the school:

- is committed to the school's vision of success for each student

- plays an important and very effective part in helping leaders to drive the school forward
- is forensic in its analysis of school data and rigorous in its challenge to school leaders
- is meticulous in its monitoring of how the school uses its funding.

Undoubtedly, the impact of the Governing Body was a significant factor in the school being judged to be *Good, with outstanding features*, as well as receiving a judgement of *Good*, in the SIAMS inspection of May 2017.

The Full Governing Body's main work this year has been to ensure that the new leadership structure improves the effectiveness of the school. The new Headteacher, Mrs Paula Hearle, completed her first twelve months, with Mr Phil Poulton, the Executive Headteacher, assisting leadership two days per week (the other three days being dedicated to The Hereford Academy). Obviously, this was a significant change to the structure, allied with Mrs Lyn Hughes' appointment as Assistant Headteacher, and, latterly, Mr Graeme Sampson joining the SLT as a second Assistant Headteacher. It is envisaged that, aside from the cost benefits of the restructuring, there will be continued improvements across both academies, with best practice being shared, wherever possible.

The Governing Body has ensured that the schools reported a balanced budget, but is cognisant of the increased challenges in this area, moving forwards.

The implementation of the GDPR was a significant task, and Governors hold the Data Protection Officer (DPO) and leadership team to account in terms of establishing the regulations; it is recognition of the quality of the work in this area that the school's DPO has been employed, on a buy-back basis, as the Trust's DPO.

The Governing Body's three sub-committees are:

### **School Performance**

The terms of reference for this committee are:

1. To keep under review the curriculum for the school and the statement of policy and to make recommendations to the governing body where necessary to ensure that the requirements for a first class curriculum and relevant legislation are met.
2. To ensure that sufficient lesson time is provided for students to cover the curriculum and to recommend to the Governing Body any changes required.
3. To consider and recommend the draft School Improvement Plan to the Full Governing Body for approval.
4. To keep under review the school's self-evaluation process, and approve the completed self-evaluation form (SEF).

5. To consider and make recommendations to the Governing Body on the adoption of policies on specific subjects or aspects of the curriculum.
6. To determine such targets as the school is required to set (where the Governing Body has chosen to delegate this responsibility).
7. To receive reports on the monitoring of the performance of students.
8. To submit annual reports to the Governing Body about each subject area.
9. To carry out the Governing Body's responsibilities for the provision of assessment and other curriculum related statistics and information.
10. To ensure that the school's curriculum is compatible with the principles of equal opportunity.
11. To have due regard to issues relating to the curriculum, religious education or collective worship.
12. To ensure provision of religious education in line with the agreed syllabus (community and controlled schools).
13. To ensure that all students take part in a daily act of collective worship/reflection.
14. To consider, where appropriate, how the school might collaborate with other providers to ensure that all students in the area have access to the full range of curriculum opportunities.
15. To consider what range of extended school activities should be offered beyond the school day.
16. To deal with any other curriculum matters as may be referred by the Governing Body.
17. To make recommendations in consultation with the Diocese to assist the Governing Body in fostering the spiritual, moral, social and cultural elements of the curriculum.
18. To ensure appropriate provision for all groups of students.

The committee has reviewed and developed the Self-Evaluation Form, and has regularly received Link Governor Reports and Departmental Review Reports. The challenge and support of this committee has led to curricular change, key staffing amendments and, most importantly, an increase in the progress of our students in many subjects. The committee receives reports related to national datasets (ASP, Inspection Dashboard & FFT), and discusses the outcomes and resultant priorities. Where Governors have outlined strategic change, they have directed, supported or approved modifications to the programme for our students, and the subsequent practices have seen significant improvement. The focus upon the effective planning for the spending of the Pupil Premium Grant, as well as the Year 7 Catch-Up Funding, has led to a significant closing of the gaps, increase achievement and faster rates of progress. They developed and approved the 2017-18 School Improvement Plan, and this is monitored specifically by the Governors' Monitoring Group.

## **Monitoring Group**

The Monitoring Group is an additional, non-statutory committee, formulated in the spring of 2014. This group meets once per term, and has the specific duties of monitoring and “Rag-rating” progress against the School Improvement Plan, monitoring quality assurance process and outcomes, and ensuring that the Headteacher has evidence of improvement and compliance related to the School Improvement Plan. During 2017-18, this committee, which consists of the Chair or Governors, the Vice-Chair of Governors and Senior Foundation Governor, met on three occasions (once per term). This group challenges the Headteacher, as well as requesting information regarding, or demanding changes to, the School Improvement Plan. The impact has been that 86% of the plan has been fully implemented and achieved, 10% partially met, and 4% not achieved. This committee’s work has played a key role in the Ofsted judgement of Good with Outstanding features. This was supported by the Local Authority deeming that the school is Good, that it has good leadership with outstanding features, and that it can look forward to 2018-19 with confidence.

## **Strategy and Resources Committee**

The terms of reference for this committee are:

1. As Governors, to develop direction, review and improve Governance
2. To receive reports regarding school performance and to support and challenge the Senior Leadership team
3. To receive reports from the Headteacher and/or Business Manager on the management of the school’s delegated and non-delegated budgets
4. To ensure the leadership of the school, alongside the Business Manager, adhere to the financial policies and procedure
5. To ensure that safeguarding procedures are exemplary
6. To receive reports regarding sufficiency, suitability and condition issues related to site, by monitoring the work of the Site Staff
7. To develop the school’s marketing strategy

This committee takes an overview of the school’s performance on a range of aspects - vision Governance, results, progress, finances, site and community. It comprises of the most experienced Governors, and has ensured that all statutory policies have been formulated and reviewed.

Importantly, this committee has led discussion, debate, presentations and decision –making regarding academisation. It has ensured that all options have been considered, and made a decision as to whether academisation should be undertaken, and, if so, who should be our partner.

Members of this committee oversee the Headteacher's appraisal, as well as ensuring that pay progression for staff is only approved when appropriate. This committee has also ensured that the school has fulfilled its statutory obligations in terms of information to parents (via the website, which was viewed as best practice by the Local Authority).

This committee has helped ensure that the School Business Manager and Headteacher developed a balanced the budget for 2017-18, as well as ensure that the school kept to its financial plans, under challenging circumstances. The committee has approved the budget for 2018-19, and will ensure that the issues present by demographic shift are accounted for, and that our obligations are met. The financial pressures are well-rehearsed nationally, and unless there is, indeed, a significant increase in per-pupil funding as part of the New National Funding Formula, the school and Trust will face significant issues over the next three years.

The committee has ensured that our site and procedures enable us to maintain outstanding safeguarding practices, and the security of site is paramount. The Local Authority Section 11 Audit supports the impact that this group has had. The committee also prioritised the refurbishment of the reception area, to strengthen safeguarding protocols still further. The Safeguarding Lead sits on this committee, and he meets with the School's Designated Safeguarding and Child Protection Lead, as well as with the Administrator in charge of the Single Central Register (SCR). This has ensured that the SCR is fully compliant, and is an example of best practice.

#### Full Governing Body (3 Meetings)

Mrs Angela Ayliffe	2
Mrs B Ball	3
Mr R Franks	3
Mrs Paula Hearle	3
Mr R Jeary	2
Mr I Jones	3
Mrs S Poolton	3
Mr P Poulton	3
Mrs D Tysall	3
Mr W Davies (Sept 2018)	

#### Strategy & Resources Committee (3 Meetings)

Mrs B Ball	3
Mrs P Hearle	3
Mr I Jones	3
Mr R Jeary	3

#### School Performance Committee (6 Meetings)

Mrs B Ball	6
Mr R Franks	5
Mr R Jeary	6
Mr I Jones	5
Mrs D Tysall	4
Mrs A Ayliffe	6
Mrs S Poolton	5
Mrs P Hearle	6
Mr W Davies (Sept 2018)	

Monitoring Group (3 Meetings)

Mrs B Ball	3
Mr I Jones	2
Mr D Franks	3
Mrs P Hearle	3
Mr P Poulton	2

**Mr Ian Jones - Chair of Governors**

**Mrs Barbara Ball - Vice Chair of Governors**