

Governors' Annual Statement 2018-19

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 (terminated June 2019)

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

Following a drive for recruitment of Parent Governors, we have ended the year with a "waiting list" of parents wishing to join us. We are delighted to be able to further strengthen the expertise of a Governing Body, committed to improving the life chances of the young people in our care. Our clerking service continues to be provided by The Bishop Anthony Educational Trust (BAET). Following a review in Spring 2019, BAET has changed its name to the Diocese of Hereford Multi-Academy Trust (DHMAT).

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 Keeping Children Safe in Education, and the Prevent Strategy. The Governors have been trained in Safer Recruitment, and lead by example, as all have been checked (DBS, with Section 128 compliance). 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, LAC, Literacy and Numeracy, as well as safeguarding and Careers Information Advice and Guidance.

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 by Ofsted in September 2015, 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 support the changing leadership structure to improve the effectiveness of the school, alongside over-seeing the building project, and making significant savings to the budget. At the end of her second year in post, the Headteacher, Mrs Paula Hearle, is supported by a leadership team comprising three Assistant Headteachers, with Mr Phil Poulton, relinquishing his role of Executive Headteacher in June 2019, and working as Assistant Headteacher at the school for three days a week, and working two days as Senior Education Officer at the Diocese of Hereford Multi-Academy Trust. It is envisaged that, aside from the cost benefits of the restructuring, there will be continued improvement in capacity of leadership, and much to be gained in terms of support and sharing of good practice within the Trust.

The Governing Body has supported the Headteacher in making significant savings to the school's budget for 2019/20, with a remodelling of the curriculum structure, and the subsequent reductions in staffing through the Employment Protection Scheme, amounting to £125,000. However, the school has not been able to report a balanced budget, and is working with the Trust's Chief Finance Officer, to look at ways of working towards a balanced budget over the next two years.

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, increased achievement and faster rates of progress. They developed and approved the 2018-19 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 2018-19, 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 85% of the plan has been fully implemented and achieved, 10% partially met, and 5% 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, who identified that there is "robust evidence of external scrutiny", deeming that the school is Good, that it has good leadership with outstanding features, and that it can look forward to 2019-20 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.

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. This year, the school has worked with a temporary website, ahead of the launch of the new website in September 2019.

This committee has worked with the School Business Manager and Headteacher to manage a balanced budget for 2018-19, despite the additional strain put on costs with the closure to a large area of the school, and the temporary provision of teaching areas. The school ensured that not a single teaching day was lost during this significant building process.

The committee has recommended a budget for 2019-20, and will work with the Trust's Finance Team, to manage a reduction in the deficit over the next two years. The financial pressures are well-rehearsed nationally, and unless there is a significant increase in funding, 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 supported the introduction of an electronic system for registering visitors to the site (Inventry) to strengthen safeguarding protocols still further. The Safeguarding Link Governor sits on this committee, and she 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.

Meetings attended by Governors 2018/19

Full Governing Body (3 Meetings)

A Ayliffe	3
B Ball	3
R Franks	3
P Hearle	3
R Jeary	3
I Jones	3
S Poolton	3
P Poulton	1
D Tysall	3
W Davies	3
S Cole (Mar 19)	1

Strategy & Resources Committee (3 Meetings)

B Ball	3
P Hearle	3
I Jones	3
R Jeary	2
A Ayliffe	1
P Poulton	1

School Performance Committee (6 Meetings)

B Ball	6
R Franks	5
R Jeary	6
I Jones	5
D Tysall	4
A Ayliffe	5
S Poolton	6
P Hearle	6
W Davies	5
S Cole (Mar 19)	2

Monitoring Group (3 Meetings)

B Ball	3
I Jones	3
D Franks	3
P Hearle	3