



Crabtree Farm Primary School

Governing Body Impact Statement School year 2021-22

The Governing Body has worked closely with the senior leadership to ensure that the work of the school has been able to continue. Despite the challenges of the Covid 19 pandemic the school has continued to operate effectively and efficiently against a background of constantly changing Government guidance, staff and pupil absences and many other factors.

This report provides a brief summary of the work of the school's Governing Body in 2021-22 and its impact on the school and its pupils.

The Governing Body

The Governing Body is made up of parent governors, a local authority governor, staff governors, and co-opted governors. It meets six times a year. A separate finance committee meets before the full governing body meetings and a pay committee meets annually. A professional clerk from the local authority's Governor Services attends and minutes all FGB and finance committee meetings.

This year the Governing Body has been strengthened by the addition of three new governors who have between them considerable expertise.

Governors' meetings

This year, all scheduled meetings have taken place. Governors have chosen to continue to use Zoom. At the six meetings of the full governing body, governors have received regular reports from the headteacher, from the school business manager and the finance committee. Governors have discussed pupils' achievement and progress, safeguarding, progress on the School Development Plan and policy updates. They have asked the headteacher for regular reports on pupil and staff wellbeing. In addition, the headteacher, deputy head and chair of governors have held weekly meetings on Zoom which have proved very helpful.

Finance Committee

The Finance Committee has met four times. It has worked with the school's senior leadership to prepare the three-year plan, the Schools Financial Value Standard (SFVS) and the school's budget and has presented them to the full governing body for approval.

The SFVS helps schools and local authorities meet basic standards for good financial health and resource management. This year the Finance Committee adopted a new approach to completing the SFVS by committing one of its meetings to its preparation. All the members agreed that this was an improvement which gave them clearer insights into managing the school's budget prudently against a backdrop of nationally difficult school finances.

Pay committee

The pay committee has met once to review the performance management of all staff carried out by the senior leadership team and the pay recommendations to ensure that the system is rigorous, but fair and non-discriminatory, and that targets are closely related to school improvement priorities and that pay recommendations are dependent on meeting targets and outcomes for children.

Headteacher appraisal

The governors appointed by the governing body have carried out the headteacher performance management review, holding her to account for the progress made in attaining her personal targets and the attainment of the school's key priorities.

Monitoring the School Development Plan

Link governors have been appointed for the following subjects to monitor the School Development Plan (SDP).

- English (including Reading)
- Maths
- Humanities
- Modern Foreign Languages (Spanish)
- Personal, Social, Health and Economic Education & Relationship and Sex Education
- Sports premium
- Pupil Premium
- Wellbeing
- Science/STEM
- Health and Safety
- Arts
- SEND
- Early Years Foundation Stage

Specific named governors have responsibility for Safeguarding, SEND and Health and Safety, meeting regularly with staff responsible for these areas and reporting back to the governing body.

In order to help governors monitor the SDP effectively, the governors have formed a data group to work with the school to ensure that all governors fully understand the school's performance data and its implications.

Governors' support for school initiatives

Governors have supported the school in developing its middle leaders in response to the last Ofsted report's criticisms. It has also supported the school in reorganising its use of teaching assistants to ensure that the needs of all pupils are met. They have supported the school in its application to achieve the Artsmark Gold award in order to ensure breadth in the curriculum.

SEND

From September 2021 there were 95 pupils that are identified as having SEND Support. This is approximately 22% of pupils on roll (above the national average). The link governor for SEND has worked closely with the SENCo to ensure that the provision for these pupils is appropriate.

Pupil Premium

The pupil premium grant is designed to allow schools to help disadvantaged pupils by improving their progress and the exam results they achieve. 68% of pupils were eligible for the Pupil Premium in 2021-22 and this number continued to rise. The school and governors recognised the need for a review of its Pupil Premium spending but plans for an external review have been hampered by the pandemic. Governors have now approved the school's proposals for the revision to the Pupil Premium programme for 2022-23.

Covid catch up fund

This included three teaching assistants on one year contracts and two National Tutor Programme staff. The Recovery Premium Implementation and Impact Report is on the school website and is updated to reflect how the covid catch up fund is spent.

Policies

Governors ratified policies, including amongst many others, the annual review of the Child Protection and Safeguarding Policy, Special Educational Needs and Disabilities Policy, Teachers' Pay Policy, Admissions Policy, and Supporting Pupils with Medical Conditions.

Training

Governors have regularly attended training sessions organised by Local Authority Governor Services and new governors have attended induction training. Some of the full governing body meetings have begun with a short training and development session.

Next steps

Priorities for the coming year include:

- Finding ways of making good the gaps in pupils' learning
- Preparation for a possible Ofsted monitoring visit.