



Crabtree Farm Primary School

Governing Body Impact Statement School year 2020-21

It has been an extraordinary year for us all facing the challenge of the Covid-19 pandemic and what that has meant in terms of lockdowns and regulations. Despite all the challenges, thanks to the tremendous efforts of the headteacher and the staff of Crabtree Farm Primary School, the school has continued its work effectively and efficiently. The Governing Body has made every effort to support the senior leadership and staff in their work.

This year has seen the appointment of a new headteacher and a new deputy headteacher, who were previously acting head and acting deputy head. The governors were closely involved in each appointment. The governors are delighted that the headteacher and deputy headteacher are both in post, ready to lead the school forward.

This report provides a brief summary of the work of the school's Governing Body in 2020-21 and its impact on the school and its pupils.

The role of the Governing Body

The governors establish the school's strategic direction by:

- Setting the vision, values and objectives for the school
- Agreeing the school improvement strategy with priorities and targets
- Meeting its statutory duties

They ensure accountability by:

- Appointing the headteacher
- Monitoring progress towards targets

They ensure financial probity by:

- Setting the budget
- Monitoring spending
- Ensuring that value for money is obtained
- Ensuring risks to the organisation are managed.

All governors are expected to follow the ways of working set out in the Code of Conduct.

Our school's values and ethos

Every child will:

- Be listened to and valued as a unique individual
- Be safe and protected in their school and wider environment
- Receive high quality, stimulating learning experiences
- Have access to a broad, balanced and enriching curriculum
- Be given the opportunity to attain their full potential, regardless of gender, race, religion or sexual orientation

- Be part of a school community that respects others, school rules, property and the environment

Every member of staff will:

- Be committed to the motto 'every child, every chance, every day; working together'
- Ensure that the safety and physical, mental and emotional well-being of the children is at the heart of what we do
- Be a positive role model to the children
- Commit to the highest expectations of professional conduct and responsibility
- Create an environment filled with positive, exciting and fun learning opportunities
- Be provided with the support and opportunities to progress within the profession and develop their careers

Every parent/carer will:

- Be encouraged to work in partnership with the school to develop their child's learning
- Be provided with regular and timely information on how their child is progressing in school
- Be encouraged to contribute to the life of the school
- Be confident that the school is caring and approachable and that they will be listened to

Members of the local community will:

- Be proud of Crabtree Farm Primary School, keeping it the centre of their community
- Be encouraged to support the children in making the local environment a better place to live
- Be encouraged to contribute to the life of the school

The Governing Body

The School 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 continued but, because of the pandemic, they have been on Zoom or Microsoft Teams.

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, the official risk assessments, remote learning and policy updates. They have been particularly concerned about staff and pupil wellbeing in these difficult times and have asked the headteacher for regular reports.

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 and the school's budget and has presented them to the full governing body for approval. The pay committee has met once.

In addition, the headteacher, deputy head and co-chairs of governors have held weekly meetings on Zoom which have proved very helpful.

Link governors

Link governors have been appointed for the following areas:

- English
- Numeracy and maths
- Science
- SEND
- Humanities
- Modern Foreign Languages (Spanish)
- Reading
- Personal, Social and Health and Sex and Relationship Education
- Safeguarding
- Health & Safety
- Sports premium
- Pupil Premium
- Wellbeing

Because of the pandemic, most governor monitoring visits have taken place this year using Zoom or Microsoft Teams. Governors have reported back to the full governing body using an agreed reporting format. We hope to return to normal on-site monitoring visits during the next school year. Governors have missed not being able to visit classrooms as would normally happen.

Risk assessments

Because of changing situations due to the pandemic, the year has been characterised by the need for detailed risk assessments which have been refreshed numerous times and meticulously adhered to by the school staff. Governors have had the opportunity to comment on these before approving them.

Remote learning

The year has also been characterised by lockdowns and by pupils and staff having to isolate. The staff have made every effort to stay in regular contact with every pupil. The situation has necessitated the provision of remote learning resources and, where possible, the involvement of parents and carers in their children's learning. This was a new situation for all schools and the staff have worked hard to develop expertise in providing suitable ways for pupils to learn at home. They have also worked hard to find ways of overcoming the problems caused by lack of access to the internet.

The headteacher shared a video with governors to give an insight into the way the school was supporting pupils and families throughout the lockdown. The video showed staff delivering work packs, food parcels and the National School Breakfast Programme breakfast packs, as well as taking the opportunity to talk safely to parents and pupils where possible. Governors noted the pride with which staff took part in the deliveries and the positive way in which they were received by parents and pupils.

There is no doubt that the majority of pupils were delighted when they returned to school, happy to see their friends and their teachers and ready to learn. The unavoidable gaps in their learning present the school with further challenges.

Pupil Premium

The school and governors have recognised the need for a review of its Pupil Premium spending. The pupil premium grant is designed to allow schools to help disadvantaged pupils by improving their progress and the exam results they achieve. Evidence shows that children from disadvantaged backgrounds:

- generally face extra challenges in reaching their potential at school
- often do not perform as well as their peers

The school has started to review its thinking about how the funds are allocated but plans for an external review have been hampered by the pandemic.

Nottingham Schools Trust

The school became a member of the Trust in 2018. Through the Trust the school is linked with 35 other schools with whom it works and shares professional development opportunities. The Trust provides the school with a highly experienced School Improvement Adviser who visits the school regularly, reports on progress and provides advice. This provides the school and governors with valuable information about the school's progress. During the last year the school has benefited from 'deep dives' into reading (a School Development Plan priority) and phonics. Governors attended the feedback.

When the headteacher was appointed, the Trust provided an intensive development programme for her as an induction to headship. Governors were involved at every stage of the programme.

Training

Governors have regularly attended training sessions organised by Local Authority Governor Services and all 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
- A review of the Pupil Premium.
- Preparation for an Ofsted monitoring visit.