



## Crabtree Farm Primary School

### Governing Body Impact Statement School Year 2024-25

This report provides a brief summary of the work of the school's Governing Body in 2024-25 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 met five times in 2024-25. 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 full governing body meetings. The finance committee meetings are minuted internally.

Governors regularly complete the NGA governor audit. An analysis of the audit responses has indicated that the governors share a wide range of relevant knowledge and experience to support their work on the board.

#### **Governors' meetings**

In 2024-25 governors have conducted some of their meetings face-to-face and some by video. This supports a good level of attendance at all meetings.

At the full governing body meetings, governors have received regular reports from the headteacher, the school business manager and the finance committee. Governors have discussed pupils' achievement and progress, attendance and safeguarding, progress on the School Development Plan and policy updates. They have asked the headteacher for regular reports on pupil and staff wellbeing. Governors play a key role in the drive for school improvement by holding the school to account, at the same time acting as a critical friend and providing support to the school.

In addition, the chair and vice-chairs of governors are available for additional meetings, either in school or remotely, with the head and deputy as required. This ensures the governors have a clear picture of the successes and challenges in school.

#### **Finance Committee**

The Finance Committee has met four times. It has worked closely 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.

The school has faced significant financial challenges, which culminated this year in a staffing restructure. Governors played a significant role in support of this restructure. Taking advice and support from the Local Authority, governors participated in meetings at each stage of the process. Minutes of the FGB and finance meetings evidence the depth of discussion, scrutiny and support provided by the governing

body, as a result of which the head and senior leaders were able to identify a sustainable structure in line with financial requirements.

### **Pay committee**

The pay committee has met to review the performance management of all staff carried out by the senior leadership team and its pay recommendations to ensure that the system is rigorous, 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**

Two governors appointed by the governing body carried out the headteacher performance management review, holding the headteacher to account for the progress made in achieving her personal targets and the attainment of the school's key priorities. Maintained schools are required to appoint an external adviser for guidance, support and consultation on establishing headteacher appraisal objectives. Our School Improvement Adviser normally takes on this role.

### **Monitoring the School Development Plan**

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

- Arts
- Attendance
- Early Years Foundation Stage
- English
- Equalities
- Health and safety
- Humanities
- Maths
- Modern Foreign Languages (Spanish)
- Reading
- Personal, Social and Health and Sex and Relationship Education
- Pupil Premium
- Safeguarding – this is required by the DfE.
- Science
- SEND
- Sports Premium
- Wellbeing

In order to help governors monitor progress on the school development plan effectively, the governors have regular presentations from the assessment co-ordinator. The format of these presentations reflects discussions with the governors about how best to summarise key outcomes.

Some governors have also accessed area specific training, such as the attendance training,

### **SEND**

The number of pupils on roll identified as having SEND remains high. Some of these children have very significant needs and a small number have an EHCP. In order to

meet these needs, governors supported the proposal to develop special in house enhanced provision, the Treehouse. This provision has been very well received by families and children have made good progress across a range of measures. The effectiveness of the provision has been recognised by LA officers.

The link governor for SEND continues to link with the SENCO about all aspects of SEND provision and regular information is provided to the governing body.

### **Pupil Premium**

The number of pupils eligible for pupil premium remains high at 60-70%.

The Pupil Premium link governor has worked closely with the school on developing the strategy, which has been agreed by governors.

### **Safeguarding**

The school continues to address a high number of safeguarding concerns.

The safeguarding link governor is very knowledgeable and brings a wealth of experience to the role. She visits school regularly to link with the safeguarding leads and discuss provision. All governors undertake annual training and receive regular updates about safeguarding practice and developments in school.

### **School progress**

Results achieved by pupils this summer, indicate that the school continues to make good progress in improving outcomes across all key stages.

Governors believe that their contribution to the commendable progress the school has made include:

- The challenge they regularly present to the school
- Their scrutiny of the school's data
- Their support for the school in all areas of the curriculum
- Regular monitoring visits
- Regular scrutiny and approval of school policies.

### **Training**

Governors have regularly attended training sessions organised by Local Authority Governor Services and new governors have attended induction training. Full governing body meetings are preceded by a presentation about one or two curriculum areas, delivered by the subject lead. Other curriculum leads submit reports on a scheduled basis. The assessment co-ordinator also makes a termly presentation re progress. The presentations and reports give governors a clearer understanding of the broader curriculum and provoke lively discussion in meetings.

### **Next steps**

Priorities for governors for the coming year include:

- Continuing to support and challenge the school in its work
- Supporting the school in its work on improving attendance.
- Supporting the school through the current financial challenges and the impact of the staffing restructure.