

Annual Governance Statement - Review of 2023-24 and Objectives for 2024-25

1. Role, Responsibilities and Membership of Governing Board

The Board is responsible for promoting high standards of educational achievement and pupil wellbeing in the school. The Board has 3 key responsibilities:

- **Ensuring clarity of vision, ethos and strategic direction**
- **Holding executive leaders to account** for the educational performance of the school and its pupils and the effective and efficient performance management of staff
- **Overseeing financial performance** of the school and ensuring its money is well spent

The Board comprises the following members:

Ex officio	Jon Price (Rector of Brindle) Tracy Austin (Head)
Foundation governors	Emma Cranshaw Ross Ironfield Richard Isherwood Janet Parr Kathy Whyte Debbie Wood
Local Authority governor	Sharon Bryson
Staff governor	Anna Satloka
Parent governors	Kevin Barton Kent Holden

The Board meets termly and at the start of the academic year and its Resources Committee (finance, staffing, premises, health and safety) and Curriculum and Standards Committee (educational standards and pupil wellbeing) each meet and report to the Board termly. Other committees meet as required to consider pupil and staff discipline and complaints. The attendance record of governors is published on the school website and is monitored by the Head and Chair annually.

Individual governors have link roles in relation to particular subject areas. Currently these are: English, maths, PE, RE, Safeguarding and Prevent, SEND, science, training.

2. Academic Year 2023/24

The Board identified the objectives set out below for academic year 2023/24. Comments on progress during the year are printed in italics for each item.

Objective	Actions	Monitored by	Timescale
1. Effectiveness of Board	Monitor meeting attendance patterns for 2022/23 and take any action needed	Head, Chair	Business meeting autumn <i>Head and Chair met to discuss attendance and</i>

			<i>identified two areas to be followed up. The situation subsequently improved.</i>
	Identify and arrange full Board training event(s)	Head, Chair, link governor	By Easter 2024 <i>A training event on academisation was held in July 2023 and one on safeguarding was held in October 2023 for all governors. The former in person course provided helpful context and food for thought while the latter course provided useful information but technical problems with Zoom meant it was less successful than had been hoped.</i>
	Identify training needs and record training on Governorhub	All	By end of summer term 2024 <i>All governors are responsible for updating their training record on Governorhub and identifying training that would help them from the list that is circulated annually. Occasionally courses of general relevance are offered to members as a group.</i>
2. Exploration of academisation opportunities	Attend and reflect on training	All Head, Chair (schedule)	Ongoing <i>During the year the national drive for academisation of schools diminished and the focus returned to whether such action would be beneficial. In the light of this and the training the topic was given a lower priority than previously.</i>
	Board discussion(s) on developing situation and decision made at relevant time	Board	Ongoing; review at end of 2023/24 if no decision
	Identify and explore further needs	Head, Chair	Ongoing <i>No developments at present.</i>
3.Exploration of measures to strengthen	Consider options and their advantages/ disadvantages	Board	By Christmas 2023

financial position			
	Develop plans to implement chosen approach	Head, Chair, professional advisers	Ongoing; phased throughout year <i>As well as careful use of available resources a pre-school was identified as a way to increase numbers without increasing the PAN. The proposal was taken forward with the first children admitted in September 2024. The development involved considerable reorganisation in school and will require careful monitoring.</i>
4.Establishment of voluntary financial support scheme	Set up scheme to give parents/carers opportunity to contribute financially to specific school projects	Head/Chair	Launch early autumn term 2023 and then ongoing
	Operate scheme and monitor progress	School staff	Report to Board by end of summer term 2024. <i>Scheme set up with new books identified as a priority. As with previous schemes take-up has been relatively modest but contributions have been useful. Many parents already give the PTFA generous support.</i>

In addition, the Board has identified the following as its main achievements in 2023/24, including the work of committees:

a) Engagement with issues affecting school

Decision to return to in-person meetings has allowed better engagement between members at meetings and greater familiarity with school environment even though holding meetings in different parts of school was discontinued because of need to have remote access.

Continued participation in school events.

Regular contributions of governors at meetings and willingness to engage with complex issues.

Involvement of some governors in resolving small number of challenging issues affecting school.

b) Training

Two training events for all governors arranged during year.

Individual governors encouraged to attend relevant training to help them in their role.

All members encouraged to keep individual training record up to date on Governorhub.

c) Financial management and Staffing

Financial issue continued to provide a challenge but despite this a balanced budget was achieved with some scope for enhanced future income through the pre-school.

Establishment of conditions to ensure out of hours clubs are on a stronger financial footing.

Continued involvement in some staff recruitment to maintain effective team.

Maintenance of Schools' Financial Value Standard.

Careful consideration of staff grading issue.

Pay review of all eligible staff.

Support for Head during 2024 in managing extremely challenging parent dissatisfaction issue.

Support for Head in managing a small number of special needs issues within school.

Support for Head in managing staff concerns about structural changes in school.

d) Buildings and Health and Safety

Monitoring of potentially expensive issue with roof.

Supporting Head in carrying out necessary checks.

e) Educational Matters

Ongoing engagement with reports provided by Head and link governors and support for approaches taken.

Attention to issues of national concern.

Close scrutiny of issues arising in school related to SEND and potentially to safeguarding.

f) General

2023/24 was a challenging year, especially in relation to a small number of matters which arose in the classroom and via parents, but the Board considers it to have been a successful year.

All governors have contributed to the work of the Board.

3. Academic Year 2024/25

Specific objectives for the next academic year are:

Objective	Actions	Monitored by	Timescale
1. Support Head in embedding new structural arrangements	Consider carefully reports on new arrangements in class 1 and class 2 in relation to daily operation, results, pupil and staff wellbeing.	Board	At each meeting.
Consider need for any	In light of reports received.	Board.	Each meeting.

modifications to arrangements.			
2. Play full role in SIAMS inspection which is due in autumn term 2024	Identify governors to meet inspectors.	Head, Chair	When dates of inspection known.
Update knowledge of process using online material.	Governors involved to share preparations and knowledge of visit	Governors involved.	From start of autumn term 2024.
Reflect on outcome of inspection	Identify strengths and weaknesses.	Board	As soon as outcome known.
3. Review financial position in light of factors which have changed	Assess effects of new Government policies and internal organisation on financial situation.	Board	By Christmas 2024
	Consider whether any changes are needed to suppliers.	Head, Chair, professional advisers, Board.	Ongoing; phased throughout year
4. Review of policies used in challenging cases in 2023/24	Consider main policies and procedures used in challenging cases in 2023/24 and whether any changes would simplify matters.	Head/Chair Any proposed changes via Board.	Launch early autumn term 2024 and then ongoing
	Reflect on any lessons of cases for improved practice.	Head/Chair	Report to Board by end of spring term 2024