

Lorimer Russell-Hayes - National Leader of Governance

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External Review of Governance – ACTION PLAN

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| **Target** | **Actions**  | **Who / When** | **Evidence of Progress** | **Evidence of Impact** |
| Ensure clarity of vision, ethos and strategic direction. | * **Consider when and if governors ask themselves – ‘What difference does this make to the effectiveness of the board?’**
* **Ensure a named governor is made responsible for checking the compliance of the website at least annually.**
* **Consider elements of training required around compliance – section 6 of the Governance Handbook.**
 | GBOngoingCOG/HTEach link meeting (3 times per year)Training Governor(Spring 2020) |  This will be an ongoing question at governing body meetings.This will be the Chair of Governors as link to the HT who is responsible for the websiteThis will be referred to the training governor for consideration | Website fully compliant (May 2020). |
| Hold the head teacher to account for the educational performance of the school and its pupils, and the performance management of staff. | * **Consider whether all governors adhere to the board’s expectations regarding school visits and training undertaken.**
* **Consider putting a date in diaries for a mid-year review of the headteacher’s progress towards his performance targets.**
 | HT/Link governorsBy Spring 2020HT/COG | Review arrangements for SLT link visitsHeadteacher to present a report on progress against performance targets at each full governors meeting | Underway |
| Oversee the financial performance of the school and making sure its money is well spent. | * **Ensure governors continue to be made aware of staff who leave the school; ensure the findings of exit interviews are analysed.**
* **Continue to focus on progress gaps between pupil groups.**
 | HTSpring 2020HTOngoing | Modify the HR processes so that exit interviews are carried out. Present analysis to Resources Committee on a termly basisEnsure that PP spending, in particular, continues to be spent on effectively reducing progress gaps. | Part of process now… |
| Ensure governance practice is effective.  | * **Consider ways of recruiting parent governors via parent leaflets and school events.**
* **Include a review of the impact of any training undertaken in governor feedback.**
* **Consider how best to ensure effective succession, for example, through shadowing or chairing.**
* **Develop the role of the stakeholder voice nominated governor(s) to include analysis of findings and subsequent actions.**
* **Encourage the headteacher to feedback on contributions to/ support from local collaborations, including their impact on the school’s effectiveness.**
 | HTTraining GovernorHT/COGHTHT | Advertise governor vacancies at appropriate events and via the websiteCheck that this is doneEstablish succession plan for CoG for 2020Link Governor to AHT (Assessment) who gathers student voice data to develop and report analysis.Report on SR Heads and PTSA network meetings in reports to governors. | Further parent governors have been recruited – Nov 2019Underway – CoG to remain in post until Christmas 2020 owing to C-19 situationUnderway  |