

2014-15 Governing Body Position Statement- mid year

Context

The Governing Body (GB) of TWCPS is currently in the process of reconstitution which all governing bodies have been directed to do. All governors were required to complete a 'Skills Audit'. The GB is keen to maintain and/ or increase the diverse skills that are currently present. We benefit both from the long term commitment to the school of several governors as well as newer governors. Four new parent governors started in September, but one has resigned in-year. We value the skills that many governors bring including financial acumen, critical thinking, management experience and data analysis. Several governors bring educational expertise from different settings. The current make up can be seen in the list below.

The GB is proud of the school's status of a Rights Respecting School and believe this is a central driver for all we do.

Governors continue to improve their skills and therefore increase knowledge and understanding of governance issues. The GB undertakes regular self-assessments. Governors have engaged with county, HMI briefings and training, cluster meetings, interactions with our partner school as well as attending training provided to staff within the school. It is recognised that we are a body made up of different skills and time commitments. Some governors are very active within the school in the week and other governors bring valuable insight and skills to the school outside of school hours.

Governors, from September 2013 have been linked to development priorities of the school, This allows greater accountability with improved quality of reporting to the Governing Body.

This document is designed to give a brief summary of the work of the Governing Body and is split into four sections that mirror those in the Ofsted and Headteacher's report:-

1. Achievement
2. Quality of Teaching
3. Leadership and Management
4. Behaviour and Safety.

The Headteacher's report, GB minutes and GB log provide more detailed information of our work.

1. Achievement

Current Aims

- To raise children's achievement to good, especially in mathematics and writing.

Monitoring

- The Governing Body had continued to hold Rapid Improvement Committee (RIC) meetings every three weeks to scrutinise and monitor progress being made. This has enabled detailed analysis of data and robust questioning regarding the impact of interventions. Subject leaders and NQTs have attended meetings to talk about their work and have answered questions about the impact of their work.
- Individual governors have met with subject leaders and questioned action plans and impact. They have also undertaken learning walks with staff to scrutinise the learning environment or other pre-agreed areas (e.g. Health and Safety.)
- Governors suggested more streamlined reporting forms to be used by Middle Leaders to ease accountability.
- There is more effective reporting on Pupil Premium and the PE Premium.

Future plans

- On achieving "Good" the RIC will continue to meet but not so intensely. However the intention is to continue to improve and become an Outstanding school.
- To focus on children with special needs.
- To continue using tracking systems to monitor systems and ensure progression

2. Quality of Teaching

Current aim

- To ensure all teaching is consistently Good or better.

Monitoring

- Performance and Pay Committee have monitored lesson observations and staff performance.
- RIC has also seen anonymised performance review paper work to ensure that it is robust.
- Governors have carried out learning walks and reported to the Performance and Pay Committee and/ or the RIC as appropriate.
- RIC has monitored the work and development of subject leaders and seen evidence of excellent peer observations and mentoring.
- RIC has monitored the well-being of staff and encouraged various support strategies.
- RIC has monitored the development of the NQTs and have talked to them about their development.

Future Plans

- To promote continuous personal development for all staff and further develop subject leader skills.
- To ensure newly appointed teachers are fully supported.

3. Leadership and Management

Current Aim: Improve the quality of leadership and management by ensuring that: –

- Teachers 'performance targets are closely linked to individual pupils' achievement within a rigorous system of performance management that is closely monitored by the governing body
- Developing the skills of subject leaders so they can rigorously drive forward improvement in the areas for which they are responsible.
- To improve the governing body's ability to drive forward progress.

Monitoring

- The Performance and Pay Committee have worked with the Headteacher to ensure robust performance management.
- RIC have met with subject leaders and seen evidence of their development in undertaking observations, contributing to performance management and mentoring other staff.
- Governors have seen evidence of the strengthening of senior roles and uptake of new responsibilities.
- Governors have undertaken learning walks and some have looked specifically at cross curricular writing and numeracy.
- Regular monitoring of the observation outcomes, and development of subject leaders.
- Regular self-assessment within GB meetings and training in a variety of areas.
- Meeting with partner school to share good practice in governance.
- The GB has raised its profile within the school community for greater accountability and transparency.

Future Plans

- To strengthen procedures to gain staff, parent and children's voices to inform the work of the GB.
- To fully reconstitute the GB by July 2015.

4. Behaviour and Safety

Current Aims:

- To embed a school culture of outstanding behaviour.
- To use the Rights Respecting Status as a driver to ensure that the school upholds and promotes British Values.

Monitoring:

- Governors observe and note behaviour within a learning walk and any interventions. They are continually happy with the assessment that behaviour is outstanding.
- A link governor specifically scrutinises this area on a regular basis with the appropriate staff.
- Another governor regularly carries out a safeguarding record review.

Future Plans

- To continue to work with and implement new guidelines regarding promoting British Values.

TWCP School Governing Body Membership 2015

Governor	Category (before commissioning which will be finalised July 2015)	Term of Office Expiry Date (before commissioning which will be finalised July 2015)
Jan Tetley	Community Governor	31 August 2018
Charlotte Haines Lyon	Community Governor	31 August 2018
Shane Longhorne	Community Governor	July 2015
Sue Battersby	LEA Governor	31 August 2017
Sandra Ulett	Teaching Staff Governor	31 August 2017
Tracy Gleeson	Non-Teaching Staff Governor	July 2015
Marilyn Lunn	LEA Governor	31 August 2017
Ian Lawton	LEA Governor	July 2015
Anita Fieldhouse	Parent Governor	31 August 2018
Gemma Ramnauth	Parent Governor	31 August 2018
Laura Griffiths	Parent Governor	31 August 2018

Clerk of Governors: Carolyn Neal

Attendance Record with Dates for the Governors for 2014-15 (to present)

Governor	Full Governing Body Committee	Finance Committee
Jan Tetley	18.9.14; 12.2.15	22.10.14
Charlotte Haines Lyon	18.9.14; 27.11.14; 12.2.15	N/A
Shane Longhorne	18.9.14	22.10.14; 25.3.15
Sue Battersby	18.9.14	N/A
Sandra Ulett	18.9.14; 27.11.14; 12.2.15	-
Tracy Gleeson	18.9.14; 27.11.14	22.10.14
Marilyn Lunn	18.9.14; 27.11.14; 12.2.15	25.3.15
Ian Lawton	18.9.14; 27.11.14	25.3.15
Anita Fieldhouse	18.9.14; 12.2.15	22.10.14; 25.3.15
Gemma Ramnauth	18.9.14; 27.11.14; 12.2.15	25.3.15
Laura Griffiths	18.9.14; 27.11.14; 12.2.15	22.10.14; 25.3.15