

## Millfields Community School

# CHAIR OF GOVERNORS' APPRAISAL 2019

NAME	Damian C Holt
APPRAISERS	Jane Betsworth, Ben McMullen, Gordon Murray

**NOTES**

The purpose of the appraisal is to evaluate, strengthen and develop governors' work at board and committee level by:

- identifying good practice
- identifying areas for improvement and training requirements

Scoring is on the four-point scale and grade descriptors used in OFSTED inspections:  
grade 1 – outstanding; grade 2 – good; grade 3 – requires improvement; grade 4 – inadequate

1	2	3	4
Outstanding	Good	Requires Improvement	Inadequate

This assessment remains strictly confidential and will only be seen by the appraisee, the appraiser and the Clerk. The appraisal will be carried out by the Head or Vice Chair of Governors.

Once the appraisal is completed it should be returned to the Clerk to the FGB who will hold a copy and ensure that a training plan is developed.

After the review the Board Member should sign the completed form as should the appraiser, one copy should be kept and another returned to the Clerk.

Millfields Community School  
Chairs' Appraisal



1. In the past year how do you feel that you have contributed towards:

i Oversight of the school's Finances and resources:

Appraiser Assessment      1      2      3      4

Comments: as with every year, Damian plays an active part of the resources committee. He meets with Stefi regularly to check in on the budget- at least three times a year. SFVS monitoring around December time. Damian has a lot of experience with the school budget, and brings knowledge and skills to the support of the school's monetary wellbeing.

ii. In the past year how do you feel that you have contributed towards:

Ensuring the highest standards of safeguarding and child protection are maintained in the school?

Appraiser Assessment      1      2      3      4

Comments:  
Damian regularly checks in with the SCR maintenance at the school. In the last year there were no significant incidents.

iii. In the past year how do you feel that you have contributed towards:

The recruitment, retention and effective management of the staff?

Appraiser Assessment      1      2      3      4

Comments: Damian has performed a strong oversight role in relation to human resources. He was present at the welcome event for staff. He has, appropriately, delegated the interview role to Gordon where needed. Training update needed in relation to safer recruitment.

2. How well do you understand current educational issues and how they affect the School?

Appraiser Assessment      1      2      3      4

Comments: Damian undertakes wider reading around education and school management, he is present on all the key committees, he is up to date with his online training. This year he has been focused on the curriculum being the major issue currently.

3. How effectively do you contribute to meetings?

Appraiser Assessment      1      2      3      4

Comments: Damian always tries to add balance: to give enough airtime and opportunity for discussion on all sides of an issue. He strives to give space for all parties. Aiming towards inclusivity. He runs timely meetings.

4. How do you rate your attendance and punctuality at meetings?

Appraiser Assessment      1      2      3      4

Comments: full attendance, and good punctuality

5. How do you rate your contribution to School life?

Appraiser Assessment      1      2      3      4

Comments:  
Work pressures prevent a greater level of inschool presence, although all the requirements are fulfilled- visits, reports, phone contact with Jane. Damian is also conscious that governors do not need to be constantly present in school

---

Questions based on governor questionnaire feedback

6. How effectively do you induct new governors and ensure their contributions are encouraged and valued?

Appraiser Assessment      1      2      3      4

Comments:  
Damian has shared the induction materials with new governors. Damian has been explicit in encouraging participation of new starters in the governor meetings, and that they are given positions on various committees and working groups.

7. How do you ensure that information is shared between governors to allow for all governors to make informed decisions?

Appraiser Assessment      1      2      3      4

Comments: Damian reflected that the fortnightly conversations with Jane have been harder to fit in with written summaries as had previously happened.

Professional lapse:  
 Rounded year- good outcomes, good feel of the school and the right energy therein.  
 Looking to diversify the body.

8. What have been the best and most challenging parts of the previous year?

Comments: Damian acknowledged that there had been a couple of moments when professionalism of communication had perhaps lapsed. Damian also reflected on the ongoing need to seek greater diversity on the board.  
 Overall, it felt to Damian that the year had been very successful, with excellent academic outcomes, and that the energy and positivity of the school are both very strong.

ACTION	BY WHOM	WHEN BY
Consider whether the CoG HT conversations summaries should resume, as it seems a great way to keep the board up to speed in between governor meetings.	DH JB	Spring

TRAINING REQUIRED	BY WHOM	WHEN BY
Safer recruitment training update for DH	DH	Spring

Signed (Appraiser).....

Date...26.11.19.....

Signed (Appraisee)... ..

Date...26.11.19.....