

## Annual Governance Statement for the Board of Governors at Millfields Community School – July 2017

Governors bring a wide variety of experience and expertise to the school. To demonstrate these, we have just carried out a skills audit based on the NGA competency framework for governors to identify strengths/gaps and align responsibilities with the School Development Plan (SDP).

Over the past twelve months in our role as ‘critical friend’, we have challenged and supported the school in a variety of ways, focusing on these four key strategic functions, in line with the evolving SDP:

1. Set and safeguard the visions, values and ambitions of the school;
2. Oversee the behaviour, progress and attainment of all pupils and hold the Headteacher to account;
3. Oversee the financial performance of the school and make sure its money is well spent;
4. Challenge and support the school through setting priorities, creating accountability and monitoring Key Performance Indicators (KPIs).

|  |   |
|--|---|
| <p>How have we achieved our four aims?</p> | <p>We have been actively engaged in setting the governor strategic priorities from which the school develops the SDP. We believe this ensures a school ethos of high expectation for everyone in the school community. Governors are continually engaged in reviewing and evaluating the delivery of the strategic priorities and the SDP. We scrutinise termly reports from the Headteacher and School Improvement Partner (SIP), and have a small focused group (MAG) who meet with the SLT to monitor progress to achieving targets and goals. We scrutinise data and pupil tracking information, the use of the Pupil Premium Grant as well as budget reports to make sure all pupils are receiving the best possible support to do their very best.</p> <p>We have monitored attendance and strategies to ensure attendance is high and recognise that this is one area that a small group of pupils affect our pupil attendance levels. Audits are regularly carried out in the areas of Safeguarding, Finance and Health and Safety.</p> <p>Each governor, depending on skills, is responsible for either a specific area a=or year group and ensure that we have the necessary skills through training to both challenge and support all aspects of school life, as well as to be strategically aligned to SDP priorities.</p> <p>As a governing board, we carry out link visits on all aspects of the school such as teaching and learning, attendance, behaviour, safeguarding, health and safety We present written reports to the School Committee, take questions and agree actions. We have also attended parent workshops, plays, concerts and other school events, as well as reviewing annual surveys, in order to act on the views of different stakeholders.</p> |
| <p>When will our aims be reviewed?</p>     | <p>We review these on an ongoing basis at termly meetings, as well as through the annual review of the strategy and SDP and the annual evaluation of the effectiveness of the Board of Governors</p>  |
| <p>Future plans</p>                        | <p>We will ensure that through continuous development, governors are fully equipped to provide challenge and support to the school in difficult times.</p> <p>We have seen great success in involving parents, and the school is a great community of people that want our school and all its members to succeed</p>  |

## Annual report

|                          |   |
|--------------------------|---|
| 1. Strategy              | <p>As Governors we have articulated the values which will support the development of the whole child and ensure we develop a love of learning. The six strategic priorities are:</p> <ol style="list-style-type: none"> <li>1. We will embed the new national curriculum, with key skills at the core, enriched by visits and experiences to enable pupils to perform well against national benchmarks to ensure:</li> <li>2. We will promote health and well being</li> <li>3. We will find more 'space' to play and maximise space and opportunity for play and creativity.</li> <li>4. We will develop excellent teaching.</li> <li>5. We will have an effective management structure and development.</li> <li>6. We will maintain and create successful partnerships.</li> </ol> |
| 2. Performance           | <p>As governors, we have ensured the level and quality of rigour and challenge for ourselves and the senior leadership is maintained and enhanced through ongoing training considering changing context politically, economically, sociological and technological.</p> <p>We have conducted rigorous analysis of data, both external and internal, to ensure attainment targets are challenging but realistic. This has involved supporting the school in identifying any disparities in attainment for specific groups and taking appropriate action. Our link governor roles have been aligned with our priorities and other key aspects of school life.</p>  |
| 3. Budget                | <p>We have managed the budget effectively with due regard to best financial practice and the challenges associated with falling budgets. This has enabled us to be responsive and flexible to any unforeseen needs that might arise.</p>  |
| 4. Challenge and support | <p>We take seriously our safeguarding responsibilities and audit all processes to ensure:</p> <ul style="list-style-type: none"> <li>• We maintain safe recruitment practices</li> <li>• All staff have had safeguarding training</li> <li>• DBS checks are current and audited</li> <li>• No child slips through the net</li> <li>• The school is a safe physical environment and nurtures positive mental wellbeing in both children and staff.</li> </ul> <p>We challenged the SLT robustly on outcomes. We looked at the curriculum offer, safeguarding and financial expectations to deliver both value for money and excellence.</p>  |
| 5. Summary               | <p>In addition to our statutory remit, governors seek to be involved in and engage with the life of the school. We continue to see the school evolve in to a successful community of happy, self-confident, articulate, positive learners who are proud of themselves and their school.</p>   |

## About Us

We formally meet at least three times a year to transact school business (and further long term thinking once/twice per year) to support the Head of School and Executive Headteacher in making strategic decisions that will improve outcomes for pupils. Our Board of Governors consists of twelve members and includes representatives from our parents, staff and community.

| <u>Role</u>                              | <u>Forename</u> | <u>Surname</u> | <u>Date term of office ends</u> | <u>Appointing body</u>       |
|--|-----------------|----------------|---------------------------------|------------------------------|
| Chair of Governors                       | Damian          | Holt           | 31/08/2019                      | Appointed by GB/board        |
| Governor<br>Vice Chair of Gov            | Dez             | Veares         | 01/06/2018                      | Appointed by LEA             |
| Governor<br>Chair - Resources            | Hamza           | Yusuf          | 31/08/2019                      | Appointed by GB/board        |
| Governor<br>Safeguarding                 | Sandy           | Stanton        | 31/08/2019                      | Appointed by GB/board        |
| Governor<br>Chair – Children’s<br>Centre | Joe             | Walker         | 31/08/2019                      | Appointed by GB/board        |
| Governor<br>Chair – Curriculum           | Gordon          | Murray         | 31/08/2019                      | Appointed by GB/board        |
| Governor                                 | Angela          | Donnelly       | 31/08/2019                      | Elected by parents           |
| Governor                                 | Chris           | Belgrave       | 31/08/2019                      | Appointed by GB/board        |
| Governor                                 | Ben             | McMullen       | 22/11/2019                      | Appointed by GB/board        |
| Governor                                 | Allen           | Abrahmson      | 31/08/2019                      | Appointed by GB/board        |
| Governor                                 | Jane            | Betsworth      | 31/08/2019                      | Ex-officio by office of Head |
| Governor                                 | Alex            | Cruse          | 31/08/2020                      | Elected by school staff      |

Attendance and Register of Interests - This information can be found on the school website.

### Contact us

If you would like to contact us, please email: [chair@millfields.hackney.sch.uk](mailto:chair@millfields.hackney.sch.uk)

## **Governors Annual Review:**

### **Governing Body Self-Assessment:**

#### **What we do well:**

Challenge the school – we actively interrogate the data and witness ongoing progress in a very complex setting.

Support the school – governors are actively increasing their ‘visibility’ without being intrusive.

Lead on specific events – e.g. democracy week.

School has many specific subject weeks - the GB recognises and actively supports the broader curriculum.

Monitor and challenge the school on the budget to ensure value for money is achieved.

Support education more widely in Hackney – ensuring that the impact on the school is enriching and positive.

The SIP describes the school as outstanding, and has given pointers to improve further.

The GB is recognised as strong, supportive and challenging.

#### **What didn't work so well:**

Attendance remains an area for priority focus – although parents have been chased vigorously, the GB recognises that it must work creatively and in partnership with families to address this issue.

We have had several parent concerns that have needed school and CoGs attention, resulting in a diversion of resources.

#### **Comments for improvements:**

There is a core group of 25 hard to reach families – the GB could work innovatively – overseeing, monitoring and supporting the school, as we work to improve attendance, engagement and ultimately educational outcomes for this group.

The school is recognised as highly inclusive – the GB should play an active role in securing further funding / sponsorship in this area.

#### **Overall:**

Our position is strong. We have a highly skilled, experienced, driven and motivated HT, together with a passionate, professional and committed GB. This places us well to face, negotiate and deal with the demands and challenges of the future.

In particular we recognise that the close scrutiny and management of the budget will be a priority.

The school continues to develop as an example of excellence within the Borough.

We are well placed and ready for OFSTED, but we are never complacent.

We are proud of our achievements but recognise that there is much still to do.