

## **Governors Annual Statement and Impact Report 2017-2018**

Governors' terms of office are 4 years but often a governor needs to retire early due to work or family commitments and therefore the board can change membership quite frequently. Regular change naturally weakens governance for a short time but can also strengthen it too – new governors often ask more questions as they learn about their school and this is extremely helpful.

Our board of governors has been through this transition with 2 of the 3 governors who met Ofsted inspectors in March 2018 having joined the board since the last inspection.

However, as a result of the changes in membership the board is now stronger and Ofsted noted 'Leaders and governors have ensured that the school has continued to focus on the areas identified for improvement at the previous inspection'.

Our governors now take part in regular training and make regular visits to the school in order to ensure we are aware of the progress being made by the staff and our students. We hold 3 governor days each year so we can visit together and receive presentations from staff on all aspects of school's work.

The three core strategic functions of the board of governors are:

1. Ensuring clarity of vision, ethos, values and strategic direction.
2. Holding our Headteacher to account for the educational performance of the school and its students, the performance management of the staff and
3. Overseeing the financial performance of the school and making sure it is money well spent.

In making any decisions for the school we always mindful that we must ensure that our decisions impact positively on all the students at Brook Green. Our priority is to ensure that our students progress well in their education because they are taught and supported by enthusiastic, professionally competent staff all working together within a safe, supportive and stimulating learning environment.

We meet as a full board of governors nine times a year. Our meetings and the core agendas are planned for the coming year and appear in our governor's handbook published on our website.

The governors attend events to meet our parents and we regularly review the feedback from parent questionnaires to obtain evidence that parents are happy with the school.

### **School Improvement Plan (SIP) and our Visions and Values**

In 2018 we spent considerable time reviewing the visions and values for school. We worked with staff to formulate the new values of Believe, Thrive, Achieve.

Governors also worked with the headteacher and senior leadership team to agree a new Strategic Development Plan which covers the next 5 years – 2018-2023.

## **Governor Action Plan**

As a developing governing board we have produced a Governor Action Plan which identifies the areas we believe we can improve our own practice. This is on the website and is shared with staff in the staffroom.

## **Visits**

Governors have increased their visits to school and are building close partnerships with staff as a result.

Governors produce visit reports which are seen by the headteacher and then circulated to all governors in order to ensure that we are all aware of progress and developments in the school.

## **Headteacher Appraisal**

A committee of governors carry out the Headteacher appraisal annually and also complete a mid-year review. They have received training in the process and we have support from a Plymouth Leadership advisor.

## **Policies**

Governors review all relevant policies on a programmed basis to ensure that all guidance is current and up to date.

## **Staff Recruitment**

The Headteacher, School Business Manager and a number of governors have received training in Safer Recruitment.

## **Governor Training**

All members of the board of governors receive training. Our training is updated regularly on the website.

## **Our successes**

Our input to the successful Ofsted inspection

Our decision to upgrade the staffroom

We presented to staff as part of their CPD programme

We have had a good presence at school events

We have recruited and supported new governors

We have strengthened our review of finances and policy development.

We have increased visits to school