



Governors' impact statement: academic year 2014-2015

Governors' role

The role of the Governing Body is an intrinsic part of the leadership of the school, although often unseen by parents and other community stakeholders. This impact statement is one way in which the Governing Body articulates their role in school leadership, the impact it has had on school improvement and is transparent about its activities.

Training

All members of the Governing Body receive initial training and then ongoing training according to their roles. This has been significant in 2014-15 with all committee chairs receiving training as well as those with responsibilities for SEN, finance etc. The impact of this is that the Governing Body are kept abreast of the latest requirements and expectations and are more effective as a result.

Impact of the Full Governing Body meetings

Head teacher's appraisal

The Governing Body carries out the head teacher's appraisal annually. Several Governors have undertaken head teacher's appraisal training and expert assistance was also sought from an independent educational advisor. The appraisal process allows us to look closely at the performance of the head teacher, discuss the areas of strength and weakness in that performance and set new targets against which their future performance will be evaluated. This gives the governing body confidence that the school is being well led and managed.

Governors also gain greater understanding of the areas of strength and weakness within the school. This enables them to challenge the head teacher on how good practice within school is being shared for whole school benefit and how weaknesses are being

addressed. The different sources of data enable us to triangulate information and ensure that conclusions drawn from various sources are consistent.

Reconstitution

In 2014, the structure of the Governing Body was reconstituted when it joined the Exeter Learning Trust. Bowhill's Governing Body now consists of 18 members:

- Seven parent governors
- One Local authority governor
- One staff governor
- One head teacher
- Six co-opted governors
- Two Foundation governors

In addition to the Full Governing Body we also have 4 committees:

- Personnel and Curriculum Committee
- Buildings and Finance Committee
- Action Planning Monitoring Committee
- Pay Committee

All members of the Governing Body sit on either Buildings & Finance or Personnel & Curriculum.

Recruitment

The Governing Body is involved in all areas of recruitment and this year has conducted interviews for the following posts: Teaching Assistants and Clerk to Governors.

Impact of the Personnel & Curriculum Committee

Achievement of pupils

Progress and attainment data for all children across the school, including vulnerable groups, is analysed in this committee. Data is focused on reading, writing and maths. Analysis is done at varying levels, including year groups, classes, pupil premium, high ability and boys/girls. The impact of this is that governors are aware of how children are performing, where there are issues and can ask challenging questions to ensure that any identified problems are addressed in a timely manner. This ensures that the Governing Body know throughout the year how the school is progressing towards the school priorities and targets.

Governors are familiar with Ofsted dashboards which enable them to benchmark the school's performance against other similar schools and nationally. They are also all familiar with the RAISE online data for our school which again shows our performance in the national context.

Safeguarding and Curriculum Provision

Governors review the curriculum provided to ensure it is line with that required and that our children are receiving a broad and balanced education. They ensure safeguarding responsibilities are met and that the welfare needs of the whole school community are addressed making Bowhill a safe and happy place in which to work and learn.

Impact of Buildings & Finance Committee

This committee oversees the financial performance of the school and makes sure its money is well spent. It ensures our buildings and grounds are well maintained, fit for purpose and pleasant place in which to work and learn.

It considers financial issues and in conjunction with the work of the Personnel and Curriculum, ensures that the money is well spent by evaluating the impact of school spending on pupil outcomes. In particular this year, governors have a much clearer idea of how the pupil premium funding is spent and are able to ensure that it is targeted at eligible children in particular. Governors ensure that appropriate financial processes are in place and that any issues raised by the auditors are dealt with appropriately.

Impact of the Pay Committee

This committee oversees the staff appraisal and performance management processes. It routinely meets in the autumn term and occasionally throughout the year as needed. Its impact is in ensuring our staff are delivering a high quality education to our children and being appropriately supported and remunerated for their work.

Impact of the Action Planning Monitoring Committee

This committee was set up following the last Ofsted inspection in October 2014 to oversee the improvement of the school. It meets monthly in term time and is following up on the matters raised at that inspection. It is monitoring the external input to the school and receives data from the head teacher which demonstrate the improvements in outcomes for our children which have resulted from changes in teaching.

It has been tracking the improvements in teaching of maths and literacy in particular. The impact of changes in teaching and hard work of our staff has been clear in the excellent summer 2015 SATS results and in progress across the school in these subjects.

It has also been implementing the findings of the review of governance which followed the Ofsted inspections. This is resulting in better trained governors who are clearer in their responsibilities and more knowledgeable of the school they govern.