



## **Governing Board's Annual Report to Parents 2018/19**

from the Chair of Governors

September 2019

Dear Parents and Carers,

Welcome to Granby Governing Board's Annual Report to Parents which holds the Governors to account for our actions. This 'Assessment of Impact' statement provides information about school governance at Granby and aims to demonstrate the Governing Board's effectiveness in fulfilling our statutory responsibilities. Our main driver is, of course, improving educational outcomes for Granby children.

### **What do Governors do?**

It is the *Governing Body* which is legally responsible for all major decisions about the school and its future – a strategic role. (The Headteacher and Senior Leadership Team are responsible for the day-to-day, operational running of the school.) Governors have a duty to promote high standards of educational achievement throughout the school and we do this principally through our 3 statutory principal functions:-

- *Ensuring the school has a clear vision, ethos and strategic direction*
- *Holding the Headteacher and Senior Leadership Team to account for the educational performance of the school and its pupils and for the performance management of staff*
- *Overseeing the financial performance of the school and making sure Granby's budget is well spent*

Although the governing board as a whole must retain oversight of these core functions, much governance work is delegated to various governor committees - Executive, Finance & Planning, Pay & Personnel and others. (See Governors/Committees/Scheme of Delegation on the school website if you would like more details about governor roles.)

### **Granby Governors' main priority for 2018/19**

Appointing a new Headteacher is undoubtedly the most important role a governing board will ever have to undertake. It is vital that the person appointed is right for the school and the Appointments Panel worked intensively for 6 months of 2018/19 to achieve this – on research, consultation, writing a job description and person specification, creating an application pack, advertising nationally, shortlisting and holding a rigorous 2-day interview process. This involved some Governors in many extra meetings, over and above their commitment to the normal governor business of the year – and subsequently a further selection process appointing 2 Deputy Headteachers to replace Mr Cross in that role! The whole process was a very steep

learning curve but we were guided by our external advisor and our own excellent Clerk to Governors.

The appointment was an opportunity for Governors to consider Granby's needs and future development to inform our selection. We consulted staff, children and parents so that their views could be incorporated into our requirements and we ensured that these groups were also involved in the selection days.

### **Who are Granby Governors?**

The Governing Board is made up of Parent, Co-opted and Staff members and one governor appointed by the Local Authority. (The Headteacher can choose to be a school governor but does not lead the Governing Board – that is the role of the Chair of Governors.) However, we are not delegates so do not represent those particular groups, all working together for Granby School.

We are all volunteers and come from a wide range of backgrounds and the different skills and life experiences we bring add to the diversity of the Governing Board. (We are not necessarily experts in education initially but are committed to training to build our knowledge.) A governor term of office is 4 years so there are periodic elections for Parent Governors!

You can find out more about our individual governors in the 'Governors' section of the school website. This includes terms of office, individual roles and responsibilities and attendance at meetings. You will also be able to see here how the governor committees work.

### **How do we ensure Quality of Governance?**

Newly-appointed governors attend an initial Local Authority training session and also have a mentor appointed from the governing board to support them through the induction process. This enables them to be ready to play an active role in school governance right from the start.

An annual governor skills audit identifies any individual or group skills gaps which can then be addressed by training and by governor recruitment when there is a vacancy on the board. Granby Governors aim to attend at least one training session per term, either to address a skills gap, to develop skills for a specific role on the governing board or to keep up to date with educational or legal changes. New governors have all attended induction training this year. Whole governing board training this year has included a Safeguarding session and staff members have attended our meetings to keep us informed about school initiatives and changes in education. Individual governors have attended a range of training according to their needs. Our Clerk to Governors attends regular clerking briefing updates.

The Governing Board's commitment to training, development, self-evaluation and internal and external review means we can effectively deliver on our 3 core functions.

### **How are Governors held to account?**

Through our Governor Appraisal Policy, The Chair of Governors and Clerk to Governors have an annual appraisal and starting in Autumn 2019 our new appraisal for all governors will be rolled out to help support their development.

Ofsted check that governors are fulfilling our 3 statutory core functions and so promoting high standards of educational achievement.

### **How do Governors monitor School Improvement?**

Governors are responsible for setting the school's strategic framework, identifying priorities for school improvement and monitoring progress towards these goals. We must provide challenge to the school and hold the Headteacher and senior leaders to account for improving the quality of teaching and learning and school performance. We do this through informed and challenging questioning in meetings (with minuted responses), through regular monitoring and analysis of data on children's performance and progress and through school visits to observe school policies and initiatives in place and to see their impact on learning.

Governors aim to make one visit per term to school during the school day. These visits help governors to get to know the school and its pupils, essential if we are to make the best strategic decisions for school improvement. One termly visit is to monitor an aspect of the current School Improvement Plan and another will be to monitor an aspect of the Governor's individual specialism e.g. Health and Safety. Visits can also be an opportunity to monitor that the correct school protocols are being followed (e.g. behaviour, well-being) and possibly to capture the Pupil Voice.

Data and other evidence have shown the Governing Board that Granby Staff are effectively addressing the priorities identified in the School Improvement Plan. Granby children make very good progress between entry in Foundation Stage and leaving at the end of Year 6. The Governors recognise that this fantastic progress and attainment is a culmination of the hard work of *all* Granby staff in a child's journey through school. Governors were particularly impressed with this year's Year 6 results, with an over 80% pass rate in all subjects, above the national average in all subjects and with a very high percentage of children achieving greater depth.

### **How do Governors monitor Financial Management?**

Governors look at school financial statements and ask questions to ensure that the school makes efficient use of its budget and provides best value for money. Our Finance Committee includes governors with an expertise in accountancy and other governors have attended finance training courses so that we are all able to ask appropriate and challenging questions and make financial decisions. The financial data we receive and our termly visits into school help Governors monitor the impact of the financial resources that have been allocated to particular areas.

At a time when school budgets generally are under real pressure, efficient use of Granby's budget and prudent planning mean we remain in a sound financial position and have been able to maintain our high pupil: staff ratio.

### **Pupil Safety and Well-Being**

Governors and staff have a legal duty to keep children safe in education, following statutory guidelines. The Governing Board received Safeguarding training in school this year. (You can find out about the school's Safeguarding and Child Protection Policy on the school website under the 'About us' section.)

School visits can be an opportunity for Governors to monitor that the correct safety and well-being protocols are being followed and can also be an opportunity to sensitively use the 'Pupil Voice' interview to ask children questions about how they are feeling in school.

All Granby Governors have been DBS (Disclosure and Barring Service) checked. This is the government's service to ensure that unsuitable people cannot work with children and other vulnerable groups. All staff and regular volunteers who work in school are subject to statutory checks and are appointed under Safer Recruitment procedures – some Governors have had Safer Recruitment training if they are involved in recruitment interviews.

### **Behaviour**

The Governors' 'Statement of Behaviour Principles' can be found on Governors section of the school website. This is the statutory guidance that governors must provide and review to guide the Headteacher in determining measures to promote good behaviour and discipline amongst pupils.

### **Promoting Partnership and Community Engagement**

The Granby 'family' of school, pupils, parents and the local community is an important part of the Granby ethos and Governors work to promote these links. Inclusion of Parent Governors and Co-opted Governors from the local community on the Governing Board helps to foster community cohesion. The school PTA and Parent Action Group strengthen parental-school links.

Granby Governors aim to maintain a high profile and regularly attend Parents Evenings to be available to talk to parents and to help them Access Parent View on the Ofsted website. Ofsted's questions have been changed this school year to reflect the new Ofsted Inspection framework so we hope as many parents as possible will fill in this new Ofsted survey, either at Parents Evening or at home. Governors monitor feedback from parent surveys and concerns raised.

Your children will be used to seeing Granby Governors as visits into school are an important part of our monitoring and evaluation role, which may include talking to the children about their views. Governors also come into school for informal and social occasions and try to have a presence at the main school events such as Granby Day, Granby fête, World Book Day, school performances, etc. so please do come and speak to us there,

### **School Vision and Ethos**

One of The Governing Board's core statutory responsibilities is to ensure that the school has a clear vision, ethos and strategic direction. At Granby we aim to educate the whole child, nurturing life skills and teaching children to gradually take responsibility for their own learning. We already have Granby's school mission statement '*Encouraging achievement in a safe and caring environment*' and our vision statement for Granby:-

**G**enerous

**R**esponsible

**A**ctive learners

**N**urturing everyone

**B**rave enough to try

**Y**ou can!

Mr Cross and the staff have been looking at the underlying values we all share at Granby and which make Granby feel so special. You will be hearing more about **The Granby Way** – 'be ready, respectful, safe' – over the year.

### **Our Governing Body Priorities for 2019/20**

- Supporting Mr Cross in his role as new Headteacher
- Addressing changes in legislation, including the new Ofsted Inspection Framework
- Developing the effectiveness of the Governing Board by rolling out our new Governor Appraisal Policy
- Continuing to work closely with other local schools, including investigating academisation
- Further developing links with the local community

### **Finally . . .**

On behalf of Granby Governors, thank you to Parents and Carers for all the support you give to the school. It's you, the school staff and governors working together for the very best outcomes for all our children that make Granby the great school it is!

With best wishes,  
Glenys Mulvany  
Chair of Governors

*If you have any feedback on this report or any governance questions not answered by the school website you can contact me via Granby School Office.*