

# **Ankermoor Academy Governor Impact Statement 2017/2018**

## **The Governing Board**

The governing board evolved over 2017/2018 and operated under capacity for the majority of the year. We now have a very strong board of proactive and committed governors who work very hard to make sure standards do not slip and this was especially true whilst we were looking for new recruits to our Board. We struggled initially to recruit people with the skills necessary to fill the roles despite registering on various speciality websites. Towards the end of the year, we were very lucky to recruit two new governors to the board. One with a wealth of knowledge and experience from the retail sector and a great fundraiser. The other who brings many years of governance experience and is National Leader of Governance. We are very happy to have a full board now.

The board consists of 7 members and 1 associate:

- Head Teacher
- Deputy Head
- Staff Governor
- 2 Parent Governors
- 3 Co-opted Governors

Each governor has link governor responsibilities based on their skill base or involvement in the subject area. Each link governor meets with their subject lead once a term to review progress, planning and future plans. This is fed back to the full governing board at meetings. This process allows the governors to monitor, review and challenge both at senior leadership and subject lead level.

## **Recruitment of Staff**

The governing board has knowledge of Safer Recruitment practices and at least one governor has Safer Recruitment training. The chair of governors has sat on several interview panels this year to recruit teaching staff and support staff.

## **Strategic Directions and School Improvement Plan**

Setting the strategic direction of Ankermoor Primary Academy is a vital role of governors and this is supported by the school improvement plan.

The following areas have been of focus -

Key Issue 1- To raise the standards of attainment and progress in English Writing so that they are at least equal to Local and National averages.

Key Issue 2- Subject leaders focus on consistently improving outcomes for all pupils, including vulnerable / disadvantaged pupils. They are uncompromising in their ambition for their subject area; ensure that the broad and balanced curriculum inspires pupils to learn and that each subject area ensures pupils acquire knowledge, understanding and skills in all aspects of their education.

Key Issue 3- Continue to raise the standards of attainment and progress in Reading so that they are at least equal to Local and National averages including Greater Depth.

Key Issue 4- To ensure that Safeguarding is effective including the effectiveness of leaders' and governors' work to raise awareness and keep pupils safe from the dangers of abuse, sexual exploitation, radicalisation and extremism and what the staff do when they suspect that pupils are vulnerable to these issues.

The Governing Board have monitored progress of these areas through link governors, curriculum and standards meetings and full governor meetings. There are regular book looks, progress reports and the Head teachers report to the governors which allows governors to view progress throughout the year, pinpointing areas of concern and holding the Leadership team to account through challenging questions and timescales for improvement.

The chair of governors also holds regular meetings with the head teacher to maintain an overview of the school, its progress and any issues that have arisen between governing board meetings. The actions and objectives of the key areas from the school improvement plan 2017/2018 have been successful

this year and a full report to governors will be presented at Autumn term full governors meeting to ensure that any potential problems are addressed and successes are celebrated. This allows us, through the academic year, to be aware of how each year group is performing against our priorities, focus areas and targets and to compare these to previous cohorts throughout the school.

This also allows us, as a governing board, to focus on our vulnerable groups of children and ensure that any additional funds that the school receive through Pupil Premium, Sports Fund or SEND funding is spent in a way that most benefits our pupils.

The present available data is indicating that the school is expected to be close to achieving the targets set down this year for pupil achievement.

### **Raising Standards of Teaching**

At the Curriculum and Standards and Full Governors board meetings, we review anonymised data showing evidence pertaining to the quality of teaching within the school. This includes feedback from classroom observations carried out by the SLT, reports on the progress of specific groups of children and scrutiny of the children's books. Overall this allows us to track progress against our target that teaching is 100% good or outstanding. The target achieved by the end of the year was 80% good teaching with some outstanding. This will be an essential target for 2018 onwards.

### **Head Teachers Performance Management**

The chair of governors, vice chair and members of the trust board (alongside an external advisor) carry out the annual performance management of the Head Teacher. This is undertaken in the Autumn term. The performance management allows us to look closely at the overall performance of the Head, discuss strengths and weaknesses and set targets against the School and MAT development plans.

This process has been a key enabler in improving pupil achievement, teaching standards and overall leadership within the school.

**Statutory Duties**

We are very mindful of our statutory duties as a governing board and over the course of the year we have paid attention to staff and pupil welfare, British Values and Safeguarding.

**Governor Training**

The governing board receive training and attend events run by external bodies. This allows us to keep up to date with our responsibilities with regards to the latest requirements and expectations as well as local and national best practice.