



Ottery St Mary Primary School

Governor Impact Statement

2022-23



At Ottery St Mary Primary School, **governance is carried out through** planned committee meetings which take place virtually and Full Governing Body meetings which take place in person. The impact on governance was in the content and subjects of our questioning and discussions.

We questioned around:

- children’s participation in learning
- ensuring that the school were prioritising support around vulnerable pupils
- discussing challenges faced by the school as a result of budget restraints
- challenges faced by staff as a result of dwindling multi-agency support for families
- questioning around staff wellbeing and concerns
- questioning around feedback from parents and children

Above all, our role was to support the staff to ensure ongoing learning and education. The headteacher and senior leaders along with all of the staff strive to do an excellent job in very difficult circumstances. The governors continue to be committed to supporting their work.

Area of focus	Impact notes
	Support Challenge
Quality of education	<p>Support:</p> <ul style="list-style-type: none"> ● Continue the system of termly data reporting to the Learning and Development Committee ● Extend discussions at Learning and Development Committee around the wider curriculum ● Supporting the recruitment of additional Teaching Assistant hours across the school to support needs. ● Supporting the school to secure a balanced budget through the Resources Committee ● Supporting staff and leadership wellbeing ● Planning governor visits to meet with staff ● We have had a detailed discussion about staffing with children at the centre. ● We have considered technology and teaching and whether we are helping the teachers to use the technology to teach the children. ● XXXX <p>Challenge:</p> <ul style="list-style-type: none"> ● Securing updates from SLT about the system of staff observations and continual improvement of staff performance ● Scrutiny of termly assessment data from teacher assessments ● Targeting questions to senior leaders on assessment outcomes, resulting areas of focus and plans to address these ● Scrutiny and discussions around Assistant Headteacher reports ● Securing updates about the system of staff appraisals in school ● Continual scrutiny of the school budget ● Challenged the progress of Year 3 writing and receiving subsequent evidence of accelerated progress
Behaviour and	Support:

<p>attitudes</p>	<ul style="list-style-type: none"> ● Supporting staff to enable them to support specific children with behavioural needs ● Decision making and supporting senior leaders around staffing needs to support specific SEND children ● Safeguarding governor visits ● Governor safeguarding training ● Supporting the school in dealing with concerns around the roles and involvement of external agencies to ensure the children get the support they require. ● To make sure that the school is a safe environment in which children thrive. ● We have considered the welfare of the staff which helps to create the environment for the children to learn <p>Challenge:</p> <ul style="list-style-type: none"> ● Interrogating attendance data and challenging the data requesting further details from leaders ● Questioning around and continued scrutiny of the school's adherence to the Safeguarding Policy ● Behaviour Policy Review discussions around options of support in dealing with behaviour being made clearer to new teachers
<p>Personal development</p>	<p>Support:</p> <ul style="list-style-type: none"> ● Discussion and support for implementing RSE within the PSHE curriculum ● Review the impact of the school's work to support children displaying Anxiety Based School Avoidance (ABSA) ● Governors attending relevant training courses <p>Challenge:</p> <ul style="list-style-type: none"> ● Securing updates from SLT about the system of staff observations and continual improvement of staff performance ● Detailed discussions around staffing with the children at the centre ● Considered how the welfare of staff helps to create the environment where children can learn effectively
<p>Leadership and management</p>	<p>Support:</p> <ul style="list-style-type: none"> ● Discussing and agreeing school improvement priorities ● Supporting senior leaders to support staff to raise issues and discuss workload to ensure that they have the time to focus on the activities that impact pupil achievement ● Discussions around the role of middle leaders in the school and refining the structure ● Discussions to ensure that staff concerns are heard and responded to. ● Raising awareness of the budget position through the Resources Committee ● Governors completed skills audit to identify future governor recruitment.

- Governors were able to be on hand to receive final feedback from the Ofsted Lead Inspector which was very positive and praised governance as part of the school's leadership

Challenge:

- Securing updates from SLT about the system of staff observations and continual improvement of staff performance
- Setting clear Headteacher appraisal targets and monitoring progress towards them
- Review of Health and Safety Policy and audit actions to ensure there are no gaps
- Identify the risk of future deficit budget challenges within the next two years
- We have challenged the budget monitor, particularly on staff structure, and reviewed our minimum structure levels vs. budget requirements.
- We have raised the issue of staff wellbeing and the load they are under, and supporting this where possible.
- Discussions around alternative solutions, for example SBM hours.