

1. To improve capacity and effectiveness of the governing body to improve outcomes for all pupils

| Priority | Action required | Responsibility (Monitor actions and milestones) | Success criteria and milestones (What will be achieved and by when) | RAG rating/Impact |
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| <p>Complete an external review of governance and establish priorities for the year</p> | <ul style="list-style-type: none"> ● Carry out external review of governance ● Establish Governors Academy Improvement board (AIB) ● ASL leader to | <ul style="list-style-type: none"> ● External consultant Matt Miller M.B.E. (Chair of Gov) ● Governing body (C of G) ● ASL external | <ul style="list-style-type: none"> ● Review carried out July 2018 to identify .. <ol style="list-style-type: none"> 1. Areas of training and action plan for Autumn term CPD to be created 2. To support the governors in their level of challenge and holding to account the leaders in the school. 3. Inform this area of the SIP (Sep 2018) ● AIB established July 2018. First meeting 7 August 2018 and every 2 to 4 weeks. ● Minutes of AIB meetings demonstrate impact of governance and ensures the milestones identified in the school improvement plan and governors action plan are met. 7 August 2018 and ongoing ● Action Log created to ensure governors are being effective in ensuring internal school monitoring schedule is being implemented and having an impact on raising standards (Sept 2018 onwards). | <ul style="list-style-type: none"> ● Action plan created based on GRIP devised by Matt Miller has enabled governors to focus on the key priorities. Training areas identified have increased governors' knowledge and confidence. Minutes demonstrate higher level of challenge. ● Frequent AIB meetings have allowed governors to closely monitor the progress of the SIP and raise questions if necessary. ● Milestones have been met and governors have pushed for dates to be adhered to. ● Action log has ensured rigorous follow up and accountability. |

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| | <p>monitor and evaluate minutes at the end of each half term.</p> <ul style="list-style-type: none"> ● Governors training and workshop takes place on 5 September 2018, including responding to the skills audit ● Develop annual | <p>consultant (AIB to monitor)</p> <ul style="list-style-type: none"> ● ASL External consultant, all governors (AIB) ● Governors, H/T, | <ul style="list-style-type: none"> ● Feedback from ASL leader to impact on effectiveness of AIB 23rd Oct and at the end of subsequent half terms. ● Governors are aware of their roles and responsibilities and visits/meetings demonstrate this. (5 September 2018 and ongoing) ● Governors' action plan developed and followed to improve their capacity and effectiveness (5th September 2018 and ongoing) ● New governors appointed with clear correlation between their skills and the school's priorities for improvement. (by 12th October 2018) | <ul style="list-style-type: none"> ● Positive feedback from ASL has reassured governors they are making an impact on progress. Minutes have been judged as demonstrating a good level of challenge and governors have been reminded to follow questions with further questions if necessary. ● Training has reminded governors how to effectively question and challenge during meetings. Skills audit report informs governors of gaps and advertise to new parent governors accordingly. Link governor roles ensures accountability and visits are arranged accordingly. ● Governors have a good knowledge and understanding of the school's key priorities and are confident in holding senior members to account. |
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| | <p>plan for governor visits aligned to post Ofsted improvement plan</p> | <p>ASL consultant (AIB)</p> | <ul style="list-style-type: none"> ● Autumn term plans for visits determined by 10th October 2018 and followed. Date of first visit 11th October (C of G) on Challenge. Subsequent visits: Data and Reports (20th November, 4th December), English (21st November), Safeguarding (22nd November), Pupil Premium and SEND (17th December), Maths (20th December) | <ul style="list-style-type: none"> ● Annual governor schedule template devised. Autumn term complete ● Visit on challenge highlighted key issues in behaviour for learning as identified in the Teaching and Learning action plan - SLT and govs aware of key priorities to improve outcomes for all. Data and Reports visits have enabled governors to check the progress with OTrack and to discuss how to best present data to governors. It was reported that very pleasing progress is being made with the implementation of OTrack and that CB is very focused on how to use the data to improve the school. English visit enabled govs to monitor progress of English action plan, scrutinise books and talk to pupils about new initiatives. All pupils were extremely positive about new methods. The Safeguarding visit monitored the appropriateness of safeguarding policies and |
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| | <ul style="list-style-type: none"> ● Annual training plan for governors aligned to the school improvement | <ul style="list-style-type: none"> ● Training link governor, ASL consultant (AIB) | <ul style="list-style-type: none"> ● Spring term to be determined by 18th January 2019 ● Summer term to be determined by 10th May 2019 ● Notes from governor visits are informative recorded on governor visit template. Feedback is provided to the relevant governor meetings and minutes of meetings demonstrate evidence of challenge and impact of governance (11th Oct and ongoing) ● Training plan determined by 28 September 2018 and followed throughout the year. ● Governors are aware of the types of questions | <p>procedures in place and enabled AH to carry out an audit of safeguarding arrangements in school. AH to monitor SSC termly and attend Safeguarding training in January 2019. See audit and checklist for further evidence. Safer Recruitment training completed by AH. (JC, KK, SW to complete online)</p> <ul style="list-style-type: none"> ● Spring/Summer visits to be determined and added to schedule ● New governor visit template ensures consistency in all governor visits as well as opportunities to provide better evidence. Challenge in minutes demonstrate that governors are providing challenge and holding the head and SLT to account for pupil outcomes. ● Training is identified up to December - see annual schedule |
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| | <p>plan is determined and followed</p> <p>1. Autumn term focused on holding HT and SLT to account including IDSR training</p> <p>2. Governor visits</p> <p>3. Pupil Premium training</p> | | <p>to ask, what to look for and how to write informative reports for governor meetings. Oct 2018</p> <ul style="list-style-type: none"> ● Pupil premium governor understands his role and responsibility and impacts positively on pupil premium outcomes. See Appendix 2 <ul style="list-style-type: none"> ● Governors accurately evaluate their own effectiveness using the Impact-Challenge-Evidence (ICE pack) October 2018 and ongoing ● Further training in response to end of Term evaluation of governor effectiveness is planned for Spring term 2019. (Dec 2018) | <ul style="list-style-type: none"> ● Governors feel confident about questioning and are able to hold the head and SLT to account. ● PP link is developing a good understanding of both his role and the strategies being used in the school in order to better monitor the progress of pupil premium students. ● PP governor met with PP lead 22nd Oct 18 to evaluate the findings of the review and monitor the plans in place and impact already shown such as improvement in attendance and clearer procedures for staff to follow. Learning walk, including work trawl and pupil voice completed 17th December to review progress. <ul style="list-style-type: none"> ● ICE pack started on 12th December - governors self evaluating in collaboration with AK ● Training held by GDS on Improving Teaching and |
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| | | | <ul style="list-style-type: none"> ● Training meets the needs of governors, so <ul style="list-style-type: none"> a) governors are holding leaders to account (Dec 2018) b) governance is judged good in Matt Miller review Apr 2019 c) actions identified from Matt Miller’s review completed and further improving governance. July 2019 ● First HMI Monitoring visit indicates governance has improved and is effective. ● Further HMI visits indicate that governance is now good. July 2019. | <p>Learning with a focus on HPA completed 5th December. Governor Visit policy devised by AH, and stakeholder engagement to be revised as a result of training.</p> |
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| <p>Governors understand the impact of teaching, learning and assessment (TL&A) on the progress of pupils currently in the school.</p> | <ul style="list-style-type: none"> ● Agree with senior leaders the range of data and format to be used for the reporting of attainment and progress of pupils ● Triangulation of attainment and progress data alongside information regarding TL&A including book looks are presented to governors ● Governors receive sufficient and accurate information to ask probing questions about | <ul style="list-style-type: none"> ● AIB, Chair of curriculum, H/T external consultant TL&A (CofG) ● H/T, senior leaders, Curriculum committee (AIB and ASL external support) ● H/T, SLT governor link visits, both external consultants, Curriculum committee | <ul style="list-style-type: none"> ● Aspirational targets set on Sept 21st 2018 (see appendix 1 whole school, appendix 2 Disadvantaged, appendix 3 HPA) ● Progress against these monitored after each assessment point on 12th December 2018, 29th Mar 2019 and 5th July 2019 ● Range of data and reporting format agreed and in use by 7th December 2018 ● Governor visit reports to coincide with presentation of TL&A data Nov 23rd 2018, Mar 15th 2019 and 21st June 2019 ● Governors have a good understanding of the progress pupils are making in all year groups and what strategies are in place to support those who are not making expected progress. (minutes of curriculum meetings Dec 2018, Mar 2019, June 2019) ● Evidence of detailed examination of data and pupil outcomes at curriculum meetings Dec 2018, Mar 2019 and June 2019 ● Appropriate support and challenge regarding strategies that are in place/need to be in place are evident in AIB and curriculum committee minutes. September 2018 and ongoing. | <ul style="list-style-type: none"> ● Chair of Curriculum has met with CB twice to agree on data presentation. New format used at Curriculum meeting 12th December. Aspirational targets shared with governors at AIB meeting to enable governors to monitor progress in Jan 2019. ● School visits in English and Maths support TL&A data - books scrutinised in English supported JR's summary. Feedback from CB during Curriculum meeting showed that intervention is taking place with children who have been identified as not making progress. ● Governors received current data for years 1-6 at Curriculum meeting (12.12.18) and were able to question how OTrack is informing teachers' planning and how greater depth pupils are making progress. See |
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| | outcomes for pupils and the quality of teaching, learning and assessment. | (AIB) | <ul style="list-style-type: none">● Progress data outlined in appendices 1,2 and 3 are on track to be met at each assessment point | minutes for evidence of challenge/support. |
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| <p>Governors hold senior leaders to account through effective support and challenge for pupil outcomes particularly HPA children and staff performance</p> | <ul style="list-style-type: none"> ● Curriculum governors receive data training with a focus on assessment and progress ● Governors receive ongoing training during AIB meetings from ASL consultant on questioning required to support, challenge and hold senior leaders to account | <ul style="list-style-type: none"> ● Training link governor, H/T, both external consultants (CofG) ● ASL consultant. All governors (AIB) | <ul style="list-style-type: none"> ● All governors have received training around data including IDSR training Oct 23rd 2018 ● Governors are able to rigorously monitor the progress all pupils are making and provide effective support and challenge and hold the H/T and senior leaders to account for pupil outcomes including HPA children and staff performance. ● Minutes of meetings demonstrate impact of governance with evidence of support, challenge and accountability of the H/T and senior leaders in meeting progress targets for all children (see appendix 1) and HPA children (see appendix 3) | <p>AK carried out IDSR training and showed governors current data - governors improved knowledge leading to better questioning.</p> <ul style="list-style-type: none"> ● AIB governors can monitor the school's performance across all year groups and hold SLT to account. ● See minutes of FGB, AIB and committee meetings - governors hold leaders to account through effective support and challenge |
| <p>Governors monitor how well the pupil premium (PP) funding is used to improve the attainment and progress for this group of pupils</p> | <ul style="list-style-type: none"> ● Appoint PP link governor and provide appropriate training as identified in PP review | <ul style="list-style-type: none"> ● Gov body, Training link governor and external support (CofG) | <ul style="list-style-type: none"> ● Appointed July 2018 (James Cross) ● PP link governor has the knowledge and skills to carry out this role effectively training attended by Dec 2018, | <ul style="list-style-type: none"> ● JC able to monitor funding, impact and outcomes effectively through monitoring PP action plan. ● Minutes of PP governor and PP lead meeting 22nd Oct 18. ● JC attending external PP Governor training 31.01.19. ● PP and SEN learning walk, |

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| | <ul style="list-style-type: none"> Plan a structure of themed visits focusing on how funding is impacting on the progress and attainment of PP pupils Rigorous monitoring of in school data at each assessment point | <ul style="list-style-type: none"> PP link governor, both external consultants (AIB) Curriculum Committee/PP link governor (AIB) | <ul style="list-style-type: none"> evidence of positive impact on PP outcomes through visits and reports. (Dec 2018, Mar 2019 and Jun 2019) PP link governor and C of G take part in the PP review 20th Sep 2018 PP link governor ensures actions identified in PP action plan are implemented resulting in improved outcomes for PP children - See appendix 2. Notes from visits are informative, recorded on governor visits template and minutes of meetings demonstrate evidence of challenge and impact on PP progress Dec 2018, Mar 2019 and Jun 2019 Governors have a good understanding of the data and are able to effectively challenge the data and are secure in their knowledge of how PP pupils across each ability group are performing compared with all children nationally who are not disadvantaged. See appendix 2 for targets and progress data. Dec | <ul style="list-style-type: none"> data and meeting planned for 17th Dec 18. Training is booked for January 2019. JC has designed a PP Termly Governors Report to show the impact of pp funding. JC and AH met lead reviewer demonstrating awareness of accountabilities - recommendations received. Learning walk 17th December to review progress of actions identified See School visit record dated 22nd October and report devised by JC. See minutes of Finance, FGB and Curriculum meetings. See learning walk information 17.12.18 and autumn term report to Governors. See minutes of Curriculum meeting 12th December. |
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| | <ul style="list-style-type: none"> ● Performance of PP pupils is a standardised item on the curriculum committee and is a focus in H/T reports | <ul style="list-style-type: none"> ● H/T chair of curriculum committee and its members (AIB) | <p>2018, Mar 2019 and Jun 2019</p> <ul style="list-style-type: none"> ● Governors are able to articulate the impact of different interventions and strategies through their rigorous challenge of the senior leaders in school (whole school and for individuals) used to close the attainment and progress gap across year groups Termly ● Minutes of meetings reflect the quality of information shared by senior leaders and the subsequent high level of support and challenge to improve progress and attainment of PP children and all children across the school. Curriculum meetings from 23rd Oct and ongoing. | <ul style="list-style-type: none"> ● JC has devised PP report which has been added to by KH to be completed by PP lead so that key information can be shared with all governors - Please see the autumn term report completed by KH. ● See Curriculum minutes and Governor School visit Pupil Premium Reports (October and December) ● See autumn report to Governors completed by KH |
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