

Strategic Priority 4: Leadership and Management- Governance

Vision for GB.

Outstanding governance supports a culture of continuous improvement across 7 key Areas of DFE Competency Framework - This provides confident, strategic leadership and robust accountability, oversight and assurance for educational and financial performance.

Priority Target 2023-2024

The Governing Body offers robust challenge across the Four Key Areas of School Development and Improvement
'Knowing what they need to know to hold leaders to account'

Outcomes Intended Impact	KPI Intent	Actions/ Strategies to achieve outcomes Implementation	By when	Lead and accountable Comments	PR A G TERM		
					1	2	3
All members of the Governing Body take responsibility for the monitoring and evaluation of their identified aspects of school improvement HOLDING SCHOOL LEADERS TO ACCOUNT	Minutes reflect Governors meetings are focused and questioning focuses on Intent, implementation and impact using "So what?" model Governors monitoring visits inform triangulation of evidence presented in reports supporting above	A programme of monitoring visits is shared and agreed with full GB	See monitoring schedule	This is developing really well – enhanced ownership			
		Clarify distinction between formal and informal visits – update website	Autumn 1 2023	Visits happening – need to streamline reporting			
		Each Key Governor has access to online management system to complete visits and reports	Ongoing	RK – to create pivot table for online tracking			
		All governors complete assigned visits and report to relevant committee and /or FGB	schedule	Needs to be consistent			
Staff, pupils and parents know the governors and their role in school and view their contributions as enhancing school provision. AWARENESS OF ROLE AND IMPACT	Annual Survey shows : Staff and pupils know who the school governors are and what they do to support our school	Annual governor visits programme produced aligned with key events in school (agreed in advance)	schedule	Need to ensure ALL gb attend – issue being addressed ; further recruitment needed			
		Updated section on website more pupils and parent friendly	Autumn 1	Needs updating			
		Carry out baseline survey in relation to GB and follow up in term 3 to show progress in relation to visibility	Summer 1	Absorb into annual survey reduces need for too much	Revisit focus of this		
		Agreed system for governors to communicate their work and involvement with staff – governor's newsletter – template required	Ongoing	Include on termly newsletter – governor news vs email Need to make this viable and manageable – link to visits			What is reason able?
		Chairs actions reported regularly	As required				
Outcomes are completed- new targets needed	Developments made and work is on track for completion. On-going progress maintained	Commenced	Developments need to continue and be further addressed to remain on track	Little or no progress has been made. Start of priority delayed or developments are not on track Reason needed			

We follow a Cycle of School Development and Improvement



School
Development Plan.p

Governor's Action Plan 2024-2025

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Governor's Action Plan 2024-2025

Priority Target 2024-2025

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Monitoring / Challenge Focused visits support cycle of effective challenge and improvement  Monitoring and Evaluation Timetable :	Governors reports identify key areas for development and ensure impact  Newfield Governor visit report.docx  Monitoring for GB.docx	Introduce the new monitoring app to focus reporting	September	Ref monitoring			
		Governor monitoring and evaluation schedule is aligned with in house schedule	Ongoing				
		Each key Governor follows their schedule linked to above	Ongoing				
		Visit reports – impact and actions are reported at relevant meeting and actions tracked and followed up	Linked to committees				
		Create link with other GB to support peer review	Autumn 2				
		Run termly workshops to review SIP/SDP	See website				
Governors Skills set and committee focus ensures appropriate and focused challenge in relation to key areas Maintained schools governance guide - Guidance - GOV.UK (www.gov.uk)	Governors are able to offer robust challenge seen in minutes in relation to ensuring leaders carry out their statutory duties	Complete annual skills audit and review roles	First FGB				
		Revisit committee structure following skills audit	Ongoing				
		Recruit new governors /complete induction	Ongoing				
	GB up to speed with the guidance	Develop focused training plan for each governor	Autumn 2				
		Add item to full GB in relation to governance changes – actions	Termly				