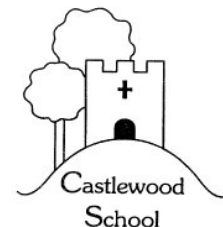


Castlewood Primary School Governor Impact Statement

2023/24



What impact is the Governing Body of Castlewood Primary School having on outcomes for pupils?

The Governing body has three core functions:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff; and
- Overseeing the financial performance of the organisation and making sure its money is well spent.

The table below provides an outline about how the Governing Body (GB) has fulfilled these functions and contributed to the continued improvement and success of the school in the last year.

Actions	Impacts
Led the Headteacher recruitment in a considered and consultative spirit. Partnering with Local Authority lead and prioritising stability of whole school community.	Appointed a Headteacher from a pool of strong candidates, in a challenging and competitive headteacher recruitment environment.
Governor monitoring of key subject areas continued this year aligned with the school development plan. Governors oversight was achieved through subject lead meeting and learning walks with Subject leaders. Discussions and actions are recorded and shared on <i>Governor Visit Forms</i>	Governors have knowledge of provision and outcomes about their nominated subject area, and provided feedback to GB to ensure all governors have strategic overview of curriculum on offer at Castlewood, and any implications for future decision making e.g. budget planning.
Governor Action Plan monitored to support the school through high-quality governance and focus on continued development. This is monitored termly in FGB.	Governors aware of expectations of school governance and how they can contribute to and support continued school improvement.
Detailed analysis of data relating to Pupil Premium and SEND group received by Governors. Link Governor liaised close with SENCo and shares regular updates to GB.	Increase in strategic oversight of outcomes, and understanding of effective use of Pupil Premium Funding at Castlewood
Identified the need to appoint a specific governor who will lead and monitor pupil and staff wellbeing	Appointed a Wellbeing Governor. Governor has participated in relevant training and understands current practice in school. Reinforces our commitment for Castlewood to be a supportive and welcoming environment for pupils and staff.

Actions	Impacts
The Safeguarding Governor makes termly checks on the Single Central Record and has carried out snap shot visits on safeguarding practice e.g. CPOMS, E4S, Training	Castlewood is compliant with Safeguarding procedures and governors are confident the school has a strong safeguarding ethos and practice
Head Teacher Performance review has been completed, ensuring robust targets are set and reviewed as part of appraisal process	Clear and robust appraisal system in place, ensuring clear expectation of performance over the year and linked, where appropriate, to pupil progress and attainment
Pay Committee met to review and approve pay recommendation in line with the Pay Policy and national guidelines	Robust system for pay review, overseen by governors to ensure a fair process in line with local and national guidelines
Governors have played an important part in discussions around the difficulties surrounding budget constraints this year. Budget agreed. Regular updates from Bursar during Resources committee (termly) and regular visits by Chair of Resources committee to audit practice. Schools Financial Value Standard (SFVS) completed by governors and staff.	Regular financial reports received by all governors to ensure oversight of financial procedures and budget monitoring. SFVS enables governors to meet statutory and financial responsibilities Additional funding streams explored in addition to regular sources of finance
The lead H&S governor has undertaken termly Health & Safety inspections with key school staff including Bursar and Premises Officer.	Governors have a good understanding of premises needs and impact on financial planning, informing school safety and statutory compliance
Recruited a new Clerk to Governors and appointed 3 new governors to the team, 2 parent governors and 1 co-opted	New clerk with a knowledge of Castlewood and role of governance. Added new skills and perspectives to the GB, in line with our most recent skills audit
Headteacher and Chair of Governors have met regularly to discuss school matters and maintain link between HT and GB.	Good working relationship established between HT and Chair, facilitating the smooth running of the GB.
School policies reviewed and approved by governors in line with review cycle maintained by Clerk to Governors.	Castlewood has clear policies and procedures in place to support the safety of pupils, the wellbeing of staff and enables the smooth running of all aspects of the Castlewood community Policy review has taken place to ensure all policies are amended and reviewed in line with mandated standards and best practice guidelines
Governor Training Record is well maintained and governors attend variety of training events, including courses relating to their link/subject area	Governors have been able to identify and share best practice and actions arising from the training activity, leading to increased knowledge of current issues

Actions	Impacts
Termly review of GB Risk register continued to track and update long term planning considerations	Governors have a formal and regular process to identify and update potential risks. Best practice that has been shared with other locality GB
Governors have performed an annual self evaluation based on National Governance Association (NGA) best practice.	GB continues to be a strong and proactive team focused on supporting senior leaders as effectively as possible, demonstrating commitment to continued improvement
Governors focus on new developments and changes in curriculum and stay updated with changes in practice in school	GB stay informed and updated on changes to curriculum requirements and see changes and impacts in practice at Castlewood
Added academies to the annual agenda planning cycle and appointed a GB lead to drive sub-committee to assess options	Early focus and prioritisation on key strategic decision will ensure Castlewood is in a strong position to make any decision at the right time, in an informed manner
Governors have completed the annual website audit to ensure that the school is compliant and publishes the required data required by legislation	Ensures that all information is available publicly via the website to ensure transparency
Reviewed and approved new policies and made important adjustments to existing including the Behaviour for Learning policy.	Having policy in place to ensure all staff and other members of the community feel safe and respected at school, and maintaining focus on school attendance
Took an active role in the selection and recruitment for the new Assistant Headteacher (KS2) position	GB represented in all phases of recruitment to ensure a comprehensive and rigorous process has been followed, resulting in the appointment of a new Assistant Head in line with the overall culture and values of Castlewood