



Governors Impact Statement 2018-2019

Whole School Aim

At Easthampstead Park Community School, our vision is to deliver a school judged as outstanding, that lives up to its values and beliefs. Our sense of community is built around the quality of relationships between staff, students and parents with the emphasis on respect and pride. All members of our community need to communicate clearly and work with each other.

“It takes a whole village to raise a child.”

Governors' Role

The role of the Governing Body is an intrinsic part of the leadership of the school, although often unseen by parents and other community stakeholders. We are here to oversee the school is providing the best for your child to the best of their capabilities.

This impact statement is one way in which the Governing Body articulates their role in school leadership, the impact we have had on school improvement, and been transparent about their activities. The Governing Body is made up of a group of dedicated volunteers, who invest a huge amount of goodwill, hard work and time for the sole purpose of improving the education of every child in our school.

The Government expects us as your Governing Body to be a dynamic group of highly skilled individuals who focus on supporting the Head Teacher and all the staff to shape the strategic direction of school. As Governors we are accountable for the performance of our school; we are measured by three core strategic functions:

- Ensuring clarity of vision, ethos, and strategic direction
- Holding the Head Teacher to account for the educational performance of the school and its pupils
- Overseeing the financial performance of the school and making sure the money is spent well.



Training

All members of Governing Body have and continue to have significant training. The impact of this is that the Governing Body are kept abreast of their statutory responsibilities regarding the latest requirements and expectations. Learning and actions from training are shared at Governing Body meetings.

Impact of Full Governing Body Meetings

Each term governors are invited to attend four committees: Learning and Progress , Student Support, Personnel and Finance & Property. The Chairs of each of these committees then attend the Steering Committee together with the Vice Chair and Chair of Governor's

In addition, Governors may also attend monitoring visits at the school; the purpose of this is determined by areas of focus on the school self-evaluation report. For example, meeting with the School Council, reviewing behaviour, or progress in books.

The impact of this is that governors understand and gain knowledge in areas of strengths and weaknesses in teaching and practices within the school. This enables us to appraise the Head Teacher on how good practice within school is being shared to benefit the whole of all the school years, benefiting areas of weaknesses or concern which have been identified. We use different sources of information from the school and around the country to try and get the full picture about how the school is doing, whether good, bad or in-between.



“Every child matters at EPCS.”

Head Teachers Appraisal

The Governing Body carries out the Head Teacher Appraisal annually. Several Governors have undertaken Head Teacher’s Performance Training, and with expert assistance from an independent educational advisor through the Local Authority, the appraisal is carried out. The appraisal process allows us to look closely at the performance of the Head Teacher, have discussions about areas of strengths and where necessary, areas for development. New targets are then set against criteria which the Head Teachers performance will be evaluated.

Further Impact across the School

As Governors we celebrate the fantastic work around the school and provide challenge and support in areas that can improve and monitor progress in all areas.

1. Ofsted – Governors are thrilled with the 2016 Ofsted result. Governors contributed to preparations and met with the inspector on the day to answer questions and talk in general about the school. Schools are inspected every 3 years and Governors are preparing to ensure we are ready for the next inspection.
2. Finance – Governors have been supportive and challenging the school on the Finance to make savings where possible while ensuring the curriculum and quality of teaching has been maintained and improved where required. Balancing the school's budget is a challenging task in the current environment with all the school cuts we are experiencing, however regular finance impact meetings with the School team and the local Council have been positive and constructive.
3. Recruitment – Governor's attend training ensuring the Governing Body have the skills necessary to recruit the right teachers for our children. Governors assist with an interview as and where required.
4. Learning and progress – data for all children across the school, including vulnerable groups, has been analysed. Data focuses on reading, writing and maths. The analysis is completed at varying levels, including year groups, classes, pupil premium, high ability and boys/girls. The impact of this is that governors are aware of how children are performing; where there are issues, challenging questions can be asked to ensure that any identified problems are addressed in a timely manner. This ensures that the Governing Body knows throughout the year how the school is progressing towards the school priorities and targets.
5. Student Support - data for all children across the school, including vulnerable groups, has been analysed. Data focus on attendance, inclusion, exclusion, class charts and the behaviour of our children. The committee also focuses on the wellbeing of our students to ensure we are providing the right support, at the right time to the students in need. The impact of this is that governors are aware of the wellbeing of our children; where there are issues, challenging questions can be asked to ensure that any identified problems are addressed in a timely manner. This ensures that the Governing Body knows throughout the year how the school is progressing towards the school priorities and targets.
6. Governors have undertaken monitoring visits, including separate meetings to hear more about literacy in school, visits to the MFL, English and 6th Form. We have carried out a Safeguarding and child protection visit each term to ensure our children are being kept safe and protected.
7. Governors also met with the School Council recently to ensure that children at EPCS feel safe, understand what they should do if they have any concerns, and can talk freely about

their views of the school. We welcomed the council's approach to the environment with regards to recycling and look forward to supporting more initiatives of this kind.

8. Governors have also met with the Sixth Form to ask why they chose EPCS6 and were they happy with their choice. Feedback was positive and some of the reasons provided why they chose our school were that the teachers are all professionals and know their subjects and can explain in different ways, enabling everyone to understand. The teachers are good role models. Everyone is equal and gets as much attention as is required. They were pleased the school provided lots of information about career possibilities like apprenticeships. Governors were pleased with the feedback and took on board points on what would be even better if.

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Priorities for 2019-2020

1. Continue to visit our school for meetings, monitoring visits and other social/school events, and ensure that all these are well-attended, with all governors contributing and adding value.
2. To ensure that Governors have a good understanding of data, reports and policies, to allow for confidence to question and challenge as well as to celebrate improvements and success.
3. Each Governor to know their role and responsibilities within the Governing Body, and to be well-equipped to carry these out.
4. To recruit, welcome, and induct any new Governor to the team. To make every effort to ensure that the makeup of the Governing Body reflects the diverse nature of the school.
5. To work collaboratively with the school. To be open and inviting of our new ways of working and to be up-to-date, as well as be involved in the continued formation of the Trust and how we go forward together as a group of schools.
6. To be involved in and prepared for dealing with any issues as they arise such as Recruitment, Health & Safety, and Ofsted Inspection; as relevant to the roles of the Governing Body.
7. To ensure each Governor has completed their training gap analysis with specific emphasis on up-to-date safeguard and exclusion training.
8. To ensure the Ofsted action plan is delivered effectively.

Members of the Governing Body

 Liz Cook Headteacher	 Matt Hall Associate Member / Deputy Headteacher	 Claire O'Brien Associate Member / Deputy Headteacher	 Alison Evans Associate member for Staff Governor	 Penny Thompson Clerk to the Governor	
 Rene Rastall Chair of Governors	 Mark Hooper Vice-Chair	 Jacqui Webber-Gant Chair of Personnel	 Graham Ferguson Chair of Finance	 Janet Sumner Chair of Student Support	 Mary Temperton Chair of L&P
 John Bullen Co-opted Governor	 Billie King Co-opted Governor	 Sue O'Hare Co-opted Governor	 Chantel Picton Parent Governor	 Mark Glanville Co-opted Governor	 Marc Mosthav Co-opted Governor