# Governors Impact Report

## 2023-24

In accordance with the Government's requirement for all governing bodies, the 3 core strategic functions of Olveston CEVC primary School Governing Body are:

1. Ensuring clarity of vision, ethos, values and strategic direction;
2. Holding the Headteacher to account for the educational performance of the school and its pupils, and the performance management of staff;
3. Overseeing the financial performance of the school and making sure its money is well spent;

The main focus of Olveston's Governing Body is ensuring that all pupils make good progress in their education. We recognise that for this to happen the school must be led by a highly competent leadership team supported by motivated and talented staff who together create a safe, purposeful and fun environment for all children and staff. We also recognise the need for the school buildings and facilities to be well maintained, well equipped with suitable resources available for all children to thrive.

The governing body work in line with the Headteacher's vision for the school;

*Olveston CEVC Primary School is a deeply caring community which recognises our responsibility to show love and respect to all. Our children are 'rooted in love', underpinned by the biblical verse 'Your roots will grow down into God's love and keep you strong' (Ephesians 3:17). Our hope for our children is that they leave us with the 'roots of responsibility and the wings of independence', so that they may go forth and make the world a brighter place.*

***Roots of love, wings of independence and the power within.***

In this statement we intend to highlight the work of the governing body and the impact it has.

**Meetings and committees**

**The Full Governing Body (FGB) Chair** Andy Hollingdale, Vice Chair Helen Webb

The FGB meets at least six times during the academic year. The board follow a rolling agenda which is dictated by the needs of the school. Much of the meetings' foci are based on the report from the headteacher. This report covers updates on attendance, student progress, behaviour, staffing structure, school budget, curriculum, personal development and the overarching development of the school. Other fixed agenda items include; monitoring and reviewing the school improvement plan, safeguarding, governor training and reviewing and approving school policies.

The role of the governing body is to act as a critical friend to the school, questioning and challenging appropriately is key to its function but at the same time providing support and encouragement.

The governors have also supported the monitoring of new initiatives and the rational for change.

Governors know the importance of valuing staff and pride themselves in high levels of staff retention, professional development and capacity building over recent years.

**The Finance Committee – Chair: Pat Savage (2022 – 2024)**

The finance committee meets 6 times a year. Their principal function is to monitor the financial performance of the school. It is made up of governors with specific skills and experience in finance. The committee reviews regularly the school's spending, and in terms of budget setting undertakes a detailed scrutiny of the draft school budget prior to making a firm recommendation to the FGB. Designated governors also attend meetings with the local authority. The finance committee often has to make difficult and challenging recommendations to the FGB and school which can impact the strategic direction of the school. In recent years the finance committee, along with the school's business manager have worked tirelessly to ensure the school is working within an evermore challenging budget. The school is now in a strong position due to strong financial leadership.

The governors have worked with school staff to achieve The Schools Financial Value Standard accreditation which is reviewed annually.

The governors bring a wide range of expertise to the school, this helps to ensure that budgets are monitored effectively and improvements are effective and continuous. The impact of the governors' role in the school ensures that the budget is managed effectively and the school is continually moving forward.

This committee also has responsibility for building maintenance, building improvement and health and safety. Reports, including recommendations, are received by the committee on health and safety inspections undertaken three times a year by a group comprising two governors, the School Business Manager and a representative from the organisation with delegated responsibility for health and safety issues. This ensures that our pupils and staff

reside in an environment conducive with learning while also providing a feeling of security and wellbeing.

**The Curriculum committee – Chair: Jan Winter**

The curriculum committee meets three times a year. Its function is to monitor and examine the effectiveness of the school curriculum. It considers the breadth and depth of the curriculum and how it is planned, led, delivered, assessed and reviewed by curriculum lead staff and senior leaders. Curriculum leads are invited to meetings to report on their subjects so that governors can get a deeper understanding of the principles underlying the planning decisions made.

For maximum progress to be made it is important the committee looks closely at all curriculum areas, interventions, children in receipt of pupil premium, the outcomes of sports premium and safeguarding including personal development, behaviour and welfare, attendance, e-safety and the prevent strategy.

Governors ensure that they ask the school about the comparative progress and attainment of different groups including those targeted by the pupil premium grant and the different ethnicity, gender, and ability groups. They ensure that the pupil premium grant is used to have an impact on the outcome of disadvantaged pupils. Governors receive information regarding the use of Sports Premium Funding and the impact this has on the development of PE across the school.

**The Personnel committee – Chair Helen Webb**

The personnel committee meets three times a year. Its role is to carry out an annual review of the staffing structure in consultation with the Headteacher; to ensure the school is sufficiently staffed to fulfil the effective operation of the school and the School Development Plan (SDP), to develop and review relevant policies and make recommendations to the Finance Committee on personnel-related expenditure.

The committee recognises the vital role of the staff team within the school and monitors work/life balance, working conditions, absences and well-being. This has been a priority over the past year with the extra challenges that the pandemic has provided.

**Chronology of significant Events**

- September 2021 – School approached by the LA to support other local schools due to the strength of leadership at Olveston.
- From December 2021 to July 2023 the school formed a partnership with Oldbury-on-Severn. During the partnership arrangement the FGB, and subsequent steering

group, worked alongside the governors at Oldbury and Local Authority to oversee the impact Olveston had on the school improvement at Oldbury. This successful partnership had a positive impact for both schools and placed Oldbury in a strong and prosperous position, pupil number increasing from 36 to over 70. Staff stability and a successful Ofsted inspect during the 2022 -23 academic year being a highlight *'Adults told inspectors that they love working at Oldbury. They appreciate the partnership work with Olveston CE Primary and the time and training they receive. This time allows staff to work together to develop what and how they teach.'* OFSTED 2022. The School governors decided that the partnership between the two schools would formally close in August 2023 due to the retirement of the substantive head at Olveston.

- Academic year 2022/23 Retirement of headteacher (exec-head over Olveston and Oldbury 21-23)
- Recruitment of a new headteacher (2022/23)
- Successful SIAMS inspection 2023 – '*The love of the vision inspires staff to cherish and support vulnerable pupils and draw up effective strategies to meet their needs. These pupils are helped by creative methods of doing regular recall alongside targeted interventions by support staff. Leaders take financial decisions linked to the vision such as paying for enrichment activities in music, drama and forest school. That so many pupils, including the vulnerable, blossom through these is a good indicator of pupil flourishing.'*
- Successful recruitment of the deputy headteachers (2023/24).
- External reports have indicated that leadership at Olveston is strong. *'The headteacher provides strong leadership. There is passion and ambition for ensuring that the pupils at Olveston receive the highest quality provision and achieve the strongest outcomes that they are capable of, both academically and in their personal development. The HT, supported by his leadership team have a through and accurate picture of provision quality at the school.'* Local authority review October 2024

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**Structure of the Governing Body 2024 - 2025**

| Name | Type of governor | Special responsibilities / committees |
|---|---|---|
| Lee Dunn | Headteacher | Attends all committee meetings |
| Helen Webb | Foundation | Vice Chair of Governors, Personnel committee (chair), HTPM, Safeguarding, e safety |
| Justin Garrett | Local Authority | Finance (chair) |
| Rev David Moss | Foundation | Health and Safety |
| Johnathan Arthur | Co-Opted | Curriculum, teaching and learning support |
| Andrew Hollingdale | Co-opted | Chair of Governors, Finance, Personnel |
| Sian Jenkins | Parent | SEND/PP, Curriculum, EYFS |
| Pat Savage | Co-opted | Finance (Chair 2022 – 2024) |
| Jan Winter | Co-opted | Curriculum (chair), Finance, HTPM, Personelle |
| Janet McBride | Foundation | Finance, Personnel, HTPM |
| Doug Nestor | Parent | Finance |
| Ben Quigley | Parent | Curriculum |
| Emily Moseley | Parent | Personnel |
| Robert Seymour | Parent | Finance |
| Jenna Cooke | Staff Governors | Curriculum |
| Rebekah Glover | Associate governor | Curriculum |

Laura Orna – Clerk to the governors

Nicola Hemming – Associate member of the Finance committee due to her role of Business manager