



Governing Board Development Plan 2023/2024

Aim: To maintain a high-quality learning experience enabling each child to excel academically, socially, and emotionally.

Stronger Together in Pursuit of Excellence: Collaboration, Aspiration, Transformation

'Be The Best You Can Be'

Evidence base:

The school motto 'be the best you can be' is the golden thread that flows through everything pupils experience at school. Pupils work incredibly hard during their lessons and are committed to their learning. They strive to do their best across all areas of the curriculum so they reach the high expectations all staff have of them. Leaders have designed a curriculum that clearly sets out what pupils will learn from early years to the end of key stage 2. Leaders support pupils with SEND to learn well and pupils with SEND are carefully supported to access the same curriculum as their peers. Governors monitor the work of the school well and have a clear understanding of the strengths of the school and what leaders are striving to improve. Governors ensure that leaders support staff to manage their workload and well-being.

(Ofsted May 2023)

Intention: Ensure clarity of vision, ethos and strategic direction					
Objective	Action required	Responsibility	What success will look like	Outcome	Further actions
Agree the SIP, ensuring that it supports the MAT's vision and ethos and overall strategic aims, strengthening those areas identified for development	<ul style="list-style-type: none"> Ensure that the vision is embedded within the SIP Review, challenge & approve the SIP for 2023-2024 	ALL	Formal approval of the SIP with priorities in line with the MAT's vision and ethos that helps to strengthen identified areas for development Evidence within minutes of governing board meetings that demonstrate regular review & challenge of progress against the SIP priorities Governor monitoring visits		SIP to be fully reviewed on a termly basis. Board to ensure that objectives are SMART (checklist available) Minutes to reflect probing questions posed by the Board

Recruitment of new governors (as appropriate) to meet the skills requirements of the Governing Board & to support succession planning	<ul style="list-style-type: none"> • Conduct an annual skills audit • Recruitment process to be followed for appointments • Encourage learning & development of both existing & new members of the board • To protect continuity within the LGB by identifying & preparing individual(s) willing & able to step into the role of Chair and/or VC when needed 	CLERK	<p>Skills audit for 2023 has been completed</p> <p>Governors clearly identify their strengths and areas for development</p> <p>Newly appointed governors will receive induction as per the MAT's Governor/Trustee Recruitment Policy</p> <p>Governors are provided with a comprehensive Induction Pack containing relevant documents and information to help settle them into their role and allow them to be effective immediately.</p> <p>Ensuring an effective balance of skills and that focus remains energetic and forward thinking to safeguard effective leadership that will respond to the changing needs of the LGB.</p>		<p>Currently 1 co-opted vacancy</p> <p>New governors will be assigned a 'buddy' to help them to become an effective governor</p> <p>Clerk to support as required</p>
Intention: Holding the Academy Headteacher to account for the educational performance of the academy and its pupils					
Optimise communication with stakeholders	<ul style="list-style-type: none"> • Regular weekly newsletter to parents • Update governance page on the academy's website 	HT CLERK	<p>Academy circulates weekly newsletter at the start of each week, including any significant governance updates.</p> <p>Development Plan to be displayed on the academy's website to clearly</p>		

	<ul style="list-style-type: none"> Inform the governing board of dates of events throughout the academic year to enable high governor attendance at key events; e.g., year 6 show 	HT/CLERK	<p>present the work of the governing board to stakeholders</p> <p>Governors are informed of event dates at the start of the academic year, and these are scheduled into the MAT's calendar</p>		
Use governing board to effectively hold the academy to account	<ul style="list-style-type: none"> Update the annual plan on a yearly basis to aid agenda-setting Arrange regular planning meetings to discuss and plan meeting agenda and papers required Schedule of meetings for forthcoming academic year to be agreed in advance of the next academic year Notice of meetings to be circulated at least 1 week in advance 	<p>CLERK/CHAIR</p> <p>CHAIR/HT/CLERK</p> <p>CLERK/ALL</p> <p>CLERK</p>	<p>Up-to-date Annual Plan available</p> <p>Dates for meeting planning purposes to be agreed at the start of the academic year & completed to schedule</p> <p>Clerk to draft meeting agenda, incorporating any previously agreed action points, to be shared with the Chair and academy HT.</p> <p>Work to be organised to ensure that there is no duplication and completed in a timely manner</p> <p>Agreed meeting dates to be incorporated into the MAT's calendar on the governors' repository with meeting papers to be circulated at least 1 week in advance of the meeting</p>	<p>Mtg agendas agreed between the Chair/HT/Clerk.</p> <p>Schedule of mtgs for the following academic year agreed at the July LGB mtg</p> <p>Dates incorporated into calendar on trust's approved repository.</p> <p>Meeting papers uploaded to repository & circulated at least 1 week in advance of meetings.</p>	<p>Minutes to reflect probing questions posed by the Board to appropriately hold the HT/SLT accountable and evidence of support given to achieve agreed targets</p>

<p>Ensure that all governors are aware of safeguarding policies and training and use this to scrutinise MAT safeguarding procedures through meetings and visits</p>	<ul style="list-style-type: none"> • All governors must be trained to L2 safeguarding as a minimum • Governors to attend high quality and relevant annual safeguarding training that includes 2 governors who are trained in safer recruitment • Keep a log of governors' safeguarding training • All governors to indicate receipt of the KCSIE Part 2 document 	<p>ALL</p> <p>ALL</p> <p>ALL/CLERK</p> <p>ALL</p>	<p>All governors must have attended or completed online safeguarding and prevent training Link governor to arrange appropriate annual training Training log on the approved governors' repository to be kept up to date Governors have confirmed online via the approved repository receipt of the KCSIE Part 2 document LA training video on key DfE changes from Sept 2021 available on the governors' repository All governors 'sign' online confirmation on an annual basis</p>	<p>Governors consider training opps & needs at each LGB mtg. Gov training records updated via repository & report of training & development completed given to each LGB mtg. KCSIE is circulated across the MAT. Governors complete annual online declarations & confirmations All governors must complete online L2 certificated safeguarding training Central SCR system introduced</p>	<p>Safeguarding leads across the MAT to meet in Autumn & Summer terms each academic year Termly MAT safeguarding theme to be monitored in each academy Ensure that governor challenge regarding safeguarding is evident within the LGB minutes Monitoring reports for safeguarding to be sent to the Academy Clerk</p>
<p>Ensure governors have skills required to participate in an inspection</p>	<ul style="list-style-type: none"> • Briefing for all governors on the inspection changes • Assemble a committee of governors to be 	<p>CEO</p> <p>CHAIR/CLERK</p>	<p>Training completed. Materials available on the governors' repository Appointed governors completed meeting with inspectors when required.</p>	<p>Inspection conducted Spring term 2023 – academy maintained its 'Good' rating with</p>	

	available at short notice & arrange preparation for these governors			elements of 'Outstanding'	
Intention: Oversee the financial performance of the academy and ensure that its money is well spent					
Ensure that governors have the skills required to support the academy Headteacher in setting and monitoring the academy's budget	<ul style="list-style-type: none"> Complete the annual governors' skills audit 	ALL	Skills audit completed, analysed and plan agreed to address recruitment needs to fill any gaps identified. Appropriate training to be arranged Support from qualified and competent SBM to understand financial information	Academy budget is closely monitored with comprehensive financial reports shared at each LGB mtg. Oversight by the TB across the MAT.	Clerk to sign-post relevant training opportunities to the governing board/individuals
Monitor how the academy is spending sports premium, pupil premium and catch-up premium funding	<ul style="list-style-type: none"> To monitor expenditure to ensure that monies are targeted towards high quality resources in addressing gaps in learning to aid rapid progress 		<p>Sustainable improvements will ensure enhanced academic achievement and raise the attainment of pupils of all abilities</p> <p>All pupils will have access to a variety of stimulating extra-curricular activities that address government initiatives and provide additional support for mental health and overall wellbeing</p> <p>Governors have clear information about the impact of PPG and sports premium and FSM funding.</p> <p>Impact of additional catch-up premium funding can be measured by sustained pupil outcomes</p>		

