

We celebrate our achievements, learn from our mistakes

### **Governors' Annual Statement and Impact Report December 2024**

At Huntington School, the governing board recognises the importance of identifying and demonstrating the impact of its own governance. This document has been produced to support the governing body in reviewing its own performance, reflecting on the impact it has had on school improvement and development over the last year. This annual review process is recommended as good practice.

*Extract from OFSTED report November 2023, "Governors are advocates for the pupils and their community. They are astute, knowledgeable and caring. They support, challenge and share the values of the school."*

The governors who met the lead inspector included new governors, parent governors and both chair and vice-chair.

### **Governors' Development Plan (GDP) 2023/2024**

*After our self-evaluation, diversity indicators and 1-1 conversations and review of the previous governor's development plan. This resulted in us developing our 2023/24 Governors' Development Plan.*

**Governors Development Strand 1** – To ensure that during 2023/2024 academic year, we arrange and undertake an external review of governance as per guidance on good practice. *(Aim to examine the effectiveness of the board)*

**Governors Development Strand 2** – To undertake a skills audit and along with missing skills look at enhancing the diversity of the board when undertaking recruitment. We need to represent the community we serve and so it is important to measure our diversity against our community and stop group think. *(Aim to represent our community we serve and to get diversity within opinions and contributions on the board – valuing governors for the contribution regardless of protected characteristics and diversity indicators)*

**Governors Development Strand 3** – To successfully succession plan for the Chair of Governors stepping down in August 2024 and to ensure that any resultant vacant roles are filled after shadowing/training has taken place. *(Aim to have a seamless handover from the current CoG to the next CoG – 2<sup>nd</sup> year of a two-year development strand)*

**Governors Development Strand 4** – To ensure that items raised from our self-evaluation in March 2023 are integrated into Yearly Agenda plans and meetings to ensure the boards effectiveness and inform subsequent actions.

The governors' development plan for 2023/24 aimed to have a fully skilled governing body, who were better supported in their first year, and were more knowledgeable about school life, had been externally verified and the succession plan for Chair of Governors was seamless.

## **Review of Governor Development plan - RAG rated**

**GOVERNORS DEVELOPMENT STRAND 1:** To ensure that during 2023/24 academic year, we arrange and undertake an external review of governance as per guidance on good governance. (Aim to examine the effectiveness of the board)

### **Success Criteria**

- Agree & identify an appropriate reviewer.
- Finance committee to agree costs of review.
- Agree the areas for consideration in our review
- Schedule the review
- Resources completed to prepare for the review
- Discuss finding of review at FGB
- Agree and implement an action plan
- Evaluate and assess impact and if appropriate schedule a follow up.

*Impact – Although we started the academic year with the intention to conduct an external review and started the process as can be seen above, when Ofsted called all efforts went into preparing for that which is ultimately a form of external review which included governance. When we met with OfSTED, we had five governors present (1 virtual) which included new governors, long-standing governors, parent governors, alumni and both chair and vice-chair of governors. The report has a brief section about governance, which is more than some reports show, but the lead inspector was very complementary in our feedback session.*

*Changes to the LA Governance SLA means that it may be possible to access a governance review as part of this package. The review would be led by the LA who have stressed the importance of doing this to consider areas for development. This is something we will explore with the LA this academic year.*

**Development Strand 2:** To undertake a skills audit and along with missing skills look at enhancing the diversity of the board when undertaking recruitment. We need to represent the community we serve and so it is important to measure our diversity against our community and stop group think. (Aim to ensure that we represent the community we serve and to get diversity within opinions and contributions on the board – valuing all governors for the contribution regardless of protected characteristics and diversity indicators.)

### **Success Criteria**

- Governors to have completed diversity indicators form by end of Dec 2023
- Skills audit completed by all governors and reported back to CoG & Vice CoG
- Equality information compared to both students and staff data
- Areas of skills and diversity highlighted before next recruitment.
- CoG to share recruitment areas with governor services and on any governor recruitment adverts with Governors4Schools or NGA
- More diverse governing board with all skills needed by end of 2023/2024

*Impact* – We now have a near full complement of governors and from some more diverse backgrounds and professional experience than the previous year, albeit not as diverse as we could be. It is difficult to fully compare with both staff and student data as most data points from the governors diversity indicators form are not collected for staff and students, However, it is still good practice to have an overview of the diversity and skills of the board and so this will continue to be monitored on a regular basis to aid recruitment when needed.

**Development Strand 3:** To successfully succession plan for the Chair of Governors stepping down in August 2024 and to ensure that any resultant vacant roles are filled after shadowing/training has taken place. (Aim to have a seamless handover from the current CoG to the next CoG – two-year development strand) continued from 2022/23 – 2-year plan

**Success Criteria**

- Potential governors highlighted and given initial reading & highlight CoG training with CYC & NGA
- Newer governors given opportunities to vice-chair and chair committee meetings to aid succession planning
- Shadowing of CoG in various roles has been undertaken
- Options for sharing CoG role or enhancing vice CoG role have been sought out and shared with the board & potential volunteers
- Opportunity for those committed to CoG role to fulfil vice CoG role from Sept 2023 given

*Impact* – We have had a successful handover to a shared leadership role with George as the named Chair of governors but with support from Jo and Chris as joint vice-chairs. We also now have a shared governance leadership email, so that governors can contact all three of us, so someone will always be able to respond. Some of the newer governors who took on vice chair of committees last year have since left and so there is some work to do to bring newer governors into those roles to aid succession planning.

**Development Strand 4:** To ensure that items raised from our self-evaluation in March 2023 are integrated into Yearly Agenda Plans and meetings to ensure the boards effectiveness and inform subsequent actions.

**Success Criteria**

- Work with JLO/GE/MAS on ensuring all areas are understood by governors.
- Staff wellbeing surveys are a regular feature in Staffing meetings – this needs to continue into the new academic year,
- As was done with School vision, any key decisions will have had all stakeholder involvement before they are made
- Governors impact statement to be placed on school website and advertised to all stakeholders
- Risk registers to sit on Teams folder that all chairs of committees and relevant SLT can look at these at least once a year.

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**Impact** – This was the first time all governors were included in the self–evaluation and awareness of the areas that governors were not sure of helped to ensure that these areas are specifically covered in agenda plans. Self-evaluation will be conducted again by April 2025.

Additional Development Strand is completing this document and publishing on the school website after agreement by the FGB.

### **Link Governor Visits**

Governor link visits form was again adapted to reflect the new school development plan which has at its heart the Pupil Premium Statement. Questions focus on the workload and wellbeing of staff, Attendance, Truly Great Teaching and Literacy. The protocol continues to sit at the start of the form to inform all governors how to go about organising their link visits and gives new governors a start list of questions and the option to shadow another governor for a visit.

These reports are then seen at all FGB meetings and analysed fully at the end of the academic year. It is noted that Subject leaders open up to governors in a different way

During the year we added the option to raise matters to either a committee or to the Headteacher to aid governor communication between the different ways that governors monitor.

We conducted 40 visits this year (previously, 37, 45, 30 & 22) in areas including subjects and also areas such as Senior Student Leadership interviews & aspirations (careers). These link visits are a great way for governors to triangulate information given in governor meetings and follow the golden thread from strategic decisions at meetings and creating vision, through to outcomes for our students. Sharing reports at our Full Governing Body meetings allow all governors to understand other subject areas in school.

6 <sup>th</sup> form – Nov 2023	History – Nov 2023
Anti-bullying – Nov 2023	Maths – Jan 2024
Aspirations – Mar 2024	Modern Foreign Languages – Jan 2024
Attendance – Nov 2023	Personal Development – Nov 2023
Health & Safety – Oct 2023	Music – Nov 2023
Business & Economics – Dec 2023 & Jun 2024	PSHE / RSE – Dec 2023 & Jun 2024
Design Technology – Nov 2023	Physical Education – Nov 2023
ICT & Computing – Nov 2023	Pupil Premium – Nov 2023
Drama – Jan 2024 & May 2024	Safeguarding – Oct 2023, Jan 2024, May 2024
English – Jan 2024	Single Central Record – Oct 2023, Mar 2024
Equalities – Jan 2024	Science – Nov 2023 & Apr 2024
Food & Textiles – Nov 2023 & Jun 2024	Website check – Mar 2024

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Geography – Nov 2023 & Jul 2024	SEND – Nov 2023 & Feb 2024
Government & Politics – Nov 2023	Sociology & Psychology – Nov 2023
Senior Student Leadership interviews – Nov 2023	

## **Governor Training**

**Impact** – We have continued to model the school’s commitment to continuous professional development, and we completed 105 training sessions from a variety of providers. (We completed 152 in 2022/23, 129 in 2021/22 and 67 in 2020/21). Our training record has been reviewed in Sept 2023 to analyse where any gaps remain to enable us to target those areas over the coming year specifically in committee meetings. We continue to use multiple training providers and training styles to facilitate all governors undertaking some training as well as those elements that are compulsory.

The aim of the training was to aid retention of governors who are better skilled and able to fulfil their role. We lost three governors this year (3 in 2022/23 and 5 in 2021/22). We also recruited four governors during the year, with one starting in September 2024 and so started the new year with 19 governors out of 20 spaces. Governor recruitment nationally is difficult, so we are bucking this trend.

A guide to UK data protection: Education	TES Develop	JLO, VP, JL, MH, VH, CW, MH
ADHD Awareness	TES Develop	WA
Compliance: Assuring your organisation and keeping it safe, secure and solvent	NGA	ID
Cyber Security	NCSC	VH, JLO, SF, DES, BG, LK, MH
Different Models of Governance	NGA	ID
EDI: A Practical guide for governors & trustees	NGA	LK, SF, ED, JL
EDI: Beyond compliance	NGA	JL, MH, LK, DES, AH, VH, ID
EDI: First Steps	NGA	MH, LK, JL, AH, CH, CW, ID
EDI: Measuring Impact	NGA	CW, JLO, DES, JL, SF, AH, LK, VH
EDI: Taking Action	NGA	DES, SF, CW, VH, ID
Environmental sustainability: The Governance Role	NGA	ID
EDI: The Governance Role	NGA	ID
Essential Safeguarding for governors & trustees	NGA	SF, ED
Fire Safety in Education	TES	CW, SH, MH, DES, JL, WA
Governance visits to schools	NGA	JL, DES
Governance workload: balancing efficiency and effectiveness	NGA	JLO, VH
Governing in 2023: Navigating challenges and shaping the future	NGA	JLO
Health & Safety	NGA	CW
Holding to Account - Monitoring progress	CYC Governor Service	MH, VH
How to run an effective Complaints review Panel	NGA	JLO, SF

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How to run an effective HR complaints review panel	NGA	JL, SF
How to: review suspensions and exclusions	NGA	JLO, SF
Managing staff workload and wellbeing: The governance role	NGA	JL
Ofsted inspections: Step by step	NGA	JL
Panel Work: An Introduction	NGA	SF, JL
Progress and attainment - using data to improve educational outcomes	NGA	JL
Pupil Premium Link Governor role	CYC Governor Service	JLO
Safeguarding - How to fulfil the governor role	NGA	AH, CW, LK, DES, JLO, SF, JL, VH, MH
Schools changing the World	NGA	SF
SEND network	NGA	JLO
Stakeholder Engagement: The Governance Role	NGA	ID
The Governance of Safeguarding	TES	SH, PM
The Governance of Send	NGA	DES
The Prevent Duty	TES Develop	JL, VP, CW, JLO, WA, MH, DES
Using Integrated Curriculum and Financial Planning (ICFP)	NGA	CW
Welcome To Governance	CYC Governor Service	PM, MH
Workplace Investigations 2023	ACAS	JLO

**Other impacts during the year 2023/2024.**

**Governors supported in school in numerous ways throughout the year** from interview panels, final governor warnings, exclusion panels, and complaints panels. A governor continued the work on Huntington School Alumni.

Governor mentors continued to support our new governors, who in conjunction with our governor guide support new governors at the start of their governorship.

**Vision, values, and ethos** Following governors working with the wider SLT to create the vision and ethos last year, we continued to have this as the focus of all our meetings to ensure this continues to be at the heart of all the work we do.

**One-to-one conversations** with some governors and CoG or vice-chair of Governors or via email. Again, this year, these conversations have been invaluable in understanding the potential for succession plan needs, governor capacity and thoughts. They allow a discussion to take place, that cannot happen within meetings. For next year, these will go back to all who want a 1-1 face-to-face as we now have more capacity with a three-person leadership team.

A governor suggested that we hold an informal meeting for any new governors to ask any questions about governance to aid understanding of the role and our remit. This is to be held in the upcoming year.

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*Diversity indicators – We will continue to measure our Diversity with our diversity indicators form, but as a near full governing body, there is little we can compare with across boards at this time, but will be useful when we have any vacancies, along with skills audits.*

*Governance Self-Evaluation – this year we didn't complete this as Ofsted took precedence as a way of reviewing governance. An external review of governance will continue to be a priority to arrange towards the end of the academic year.*

*Governor recruitment – We recruited 4 new governors across the year all with great skills to add to the board. One of these governors started in Sept 2024 and we now have 19 governors of a potential 20. Nationally, governor recruitment and retention are an issue and so we are bucking that trend.*

#### **Next Year 2024/2025**

*The school's development plan lists its priorities as: Attendance; Truly Great Teaching; Reading & The role of the Tutor/Sense of Belonging. As a result, our Link governor report proforma will continue to include questions about these areas.*

*The board will hold a strategy meeting, looking at the Risk Register to horizon scan and understand the risks and understand the school's strengths and development areas. Once this work is completed a new Governing Body Development plan will be put in place.*