



Chair of Governors: Anne-Marie
Eden

GOVERNORS' IMPACT STATEMENT 2022 - 2023

The community of St Teresa's strives to be a clear witness to the Gospel message, and to root all aspects of school life into the teachings of Jesus Christ. The beautiful depth of our Catholic faith shines through the academic and personal achievements of our staff and students. As a Governing Body, we are deeply proud of the way our school lives out its Catholic faith, and this same faith also underpins every aspect of our work as Governors.

We have legal rights and responsibilities to ensure that we safeguard and promote the Catholic character of the school. Six of our nine governors are directly appointed by the Bishop and are charged with ensuring that the school serves as a witness to the Catholic faith. We work to ensure excellence, helping the school to build a foundation for its pupils that will enable them to meet their potential now and in the future.

School governors are often described as 'unsung heroes' including by Government ministers. Although our work is largely hidden from view, we work tirelessly for our community. This statement highlights some of the work we have achieved during 2022 – 23, which included our first Ofsted inspection since 2012.

Introduction

The Department for Education sets out three core functions of the Local Governing Board:

1. Ensure clarity of vision, ethos and strategic direction.
2. Hold executive leaders to account for the school's educational performance and the performance management of its staff.
3. Oversee the school's financial performance, ensuring money is well spent.

The Board has fulfilled all three core functions during this academic year. The impact of the Board can be measured against six core principles that must be in evidence through the work of the whole Board, and through individual Governors.

Strategic Leadership – Governors support the future direction of the school, ensuring its culture, values and ethos remain strong. Governors make decisions and strategically manage risks to support the operational work of the school's Senior Leadership Team (SLT). The Board must ensure that work is collaborative with all stakeholders of the school community.

In this academic year the school supported by the board introduced a new SLT structure which has proved very successful. Each Leader has reinstated weekly meetings with their team which are attended by both teachers and TA's. Teachers have taken ownership of interventions for their year group.

A new structure of KS1 was implemented and is working well this is evidenced in the data shared with the board. The team share responsibilities and planning and have now established strengths across the team, which they utilise effectively. Consistency is evident in all areas.

In February we had our first Ofsted Inspection since 2012, this was a very pressurised few days for the staff, students and Governor's. Receiving a Good with Outstanding in behaviours and attitude was an excellent result and evidence of the hard work and governance by all.

The Board has continued to support the small class sizes across the Junior school and this is proving to be effective.

The Board continued to work with the SLT on a detailed review of the school's Published Admission Number (the number of children who can be accepted per year). This review was undertaken in the light of an ongoing local situation with increasing primary provision and decreasing birth rates resulting in unfilled spaces. Although we still have vacancies in reception and year 1 the focus on marketing the school and revamping open mornings and school tours is proving effective. This is under constant review.

Throughout the year the Headteacher has presented regular Headteacher's reports to the Board, alongside regular reports from the SEN lead, Safeguarding lead and all subject leads. The board has also received the termly School Improvement reports from the Trust school improvement officer. These have enabled the Board to deliver against their core responsibilities whilst maintaining a 'whole school' picture.

Accountability – *Through its sub-committees, the Board rigorously analyses educational and financial data to monitor performance. The Board holds the SLT accountable in identifying trends or areas of concern, and ensures that proportionate interventions are in place to mitigate any concerns.*

This year, the **Curriculum & Standards committee** concentrated on data about students' academic and social progress, working to mitigate the impact of the recent pandemic upon progress. Governors received regular updates about the interventions and support being provided to students, all of which produced positive results. The progress made is evident in the results shared with the board.

This academic year we made the decision to merge The **Finance & Premises committee** and the HR & strategy committee calling it **Resources** this enabled us to align with other schools in the MAT and achieve synergies when discussing staffing and finances.

Effective financial management is crucial in the current economic climate. The committee made financial decisions and oversaw the school's situation during a very challenging year financially including planning for the next academic year where the financial challenges are even greater for the school.

Our Health and Safety Governor continued with his rigorous approach ensuring regular reviews and reports to the Resources committee, working with the relevant staff members to ensure that all identified issues were rectified by the school.

From a HR perspective the committee supported with the appointments of new staff members.

The **Admissions committee** ensured that the school had followed correct procedures around the offering of school places.

People – *The Board must oversee and guide team effectiveness, firstly among individual Governors, and secondly within the school's SLT. Governors are involved in the Headteacher's appraisal and monitoring SLT performance.*

This year, we welcomed three new Governors: one elected Parent Governor and one Foundation Governor and one Staff Governor. The expertise and support they bring combines well with the expertise of existing Governor's.

Structure – *Governors must have clearly articulated roles and responsibilities. Each Governor must sit on the full board and at least one sub-committee. Nominated Governor roles exist to govern particular areas including RE, Special Educational Needs, Safeguarding and Health & Safety.*

The Board has a clearly articulated structure, and each Governor sits on at least one sub-committee based upon their area of expertise and experience. Nominated Governors were identified following the appointment of the new Governors, and all have provided valuable support to the school in their particular areas.

Compliance – *There are numerous statutory and contractual requirements that the Board is required to fulfil. Furthermore, the Board must ensure the school fulfil the legislative and statutory requirements placed upon them.*

Our Clerk resigned in September 2022 and we successfully appointed a new clerk in February 2023 to support the Board. We have worked hard to approve policies, and through the rigorous governance and analysis highlighted above, we have ensured we remain compliant in all areas. The work of our Nominated Governors is particularly important in making sure we fulfil compliance requirements; this was evident in our successful Ofsted inspection.

Evaluation – *Monitoring the Board's effectiveness is a key element of good governance. Each Governor is responsible for reflecting on their contribution and for keeping their training and knowledge up to date. This evaluation and reflection help the Board to remain as efficient as possible, supporting a school that values and nurtures its pupils.*

Governors have reflected on their work individually and as a team. Governors have offered ideas and challenge throughout the year.

Reports from Our Governors

Foundation Governor Anne-Marie Eden (LGB Chair)

*Committee member Resources & Curriculum & Standards committee,
Nominated Governor for Safeguarding*

I have been a Foundation Governor for seven years, the last three years as LGB chair. As Chair I am expected to give clear direction to the governing body to ensure we work as a team to challenge, support and contribute to the strategic leadership of St. Teresa's. The last year has seen the Governing body move forward effectively, I have worked alongside the SLT in particular our Headteacher Mrs Peters to support her and her team. I am a regular visitor to the school where I attend meetings with the SLT, support interviews for SLT roles, attend school mass, performances and meet with any parents regarding appeals or complaints.

This year I stood down as chair of the HR & Strategy committee as we decided to merge this committee with finance and premises and call it Resources. I also sit on the other sub committees as required. I believe it is important to have a comprehensive overview of the vision, performance and management of St. Teresa's.

Finally, for a few years I have been the governor responsible for Safeguarding children, this requires me to play an essential role in ensuring children are kept safe from harm. My role is to ensure the Safeguarding agenda and culture is embedded in the ethos of our school. To carry this out effectively I work closely with the Designated Safeguarding lead, meeting regularly and providing updates to LGB and the Curriculum and Standards committee.

Foundation Governor: Fiona Hayward (LGB Vice-Chair)

Chair – Admissions committee, Curriculum & Standards committee

I am a Foundation Governor and Vice-Chair with responsibility for the Admissions Committee. As Admissions Governor I lead a small team that focuses on our Published Admissions Number (the number of available spaces we have in Reception each school year), Marketing with a focus on our Catholic Ethos, and support of our Parent Open days. Our Catholic Ethos is very important to me, so I complete a number of Ethos walks in the school every year.

I also sit on the Curriculum and Standards committee where we work with the Headteacher to monitor and evolve our learning focus areas within the school, including Reading, Writing, Maths and Phonics. In my capacity as Vice Chair, I get involved in many tasks in the school for instance reviewing Risk Assessments, supporting other Committee's when needed and supporting the school in some broader areas like during SATS or when school inspectors come to visit. I also manage and analyse the pupil and staff questionnaires which is helpful insight into the sentiment of the school staff and pupils. I spend time in school doing Pupil conferencing to ensure the Mental Health and well-being of our pupils is strong during these tough times. I complete Exit Interviews with our exiting teachers with the objective of ensuring all learnings are adapted so we are continually striving to grow and develop our school. I also support the school where possible to help enhance Parent Communication, we are always striving for improvements.

I have been a Governor for nearly 10 years and it's a pleasure to serve and support such a wonderful school.

Foundation Governor: Nickson Nwahiru

Chair – Resources committee

Nominated Governor for Health and Safety

I have been a Governor for 3 years. As Chair of the Resources committee which covers Finance and Premises, and HR and Strategy, the role of this committee is to work closely with the School Business Manager, with regular reviews of the finances, agreeing the annual budget and ensuring it supports the School Development plan – specifically the resources dedicated to raising standards and meeting the key outcomes and targets it intends to achieve and also to ensure compliance with employment legislation, HR policies including, recruitment, staff development and appraisals and also to ensure the retention of a strong Catholic ethos.

As Health and Safety Governor, it is my primary responsibility to ensure that the whole school (including the entire school premises) is safe, and that all staff and pupils feel safe whenever they are on the school premises. I achieve this by working closely with the Head Teacher and the school Business Manager by carrying out onsite school Health and Safety inspection visits each term. During the inspection visit, I inspect the whole school premises and review the Health and Safety visit checklist with the school Business Manager. I also make notes of potential Health and Safety issues observed or reported during the visit and discuss plans to mitigate them.

Foundation Governor: Brian Finnegan

Chair – Curriculum & Standards

Nominated Governor for RE

I have been a Foundation Governor for approximately three years and a co-opted governor for around two years previously to this. As a Foundation Governor, I have been appointed Chair of the Curriculum and Standards Committee. In this important role, I have led the vital meetings that take place to support and constructively question the Headteacher and other senior members of staff on areas such as the curriculum, teaching and interventions following assessments and data drops.

The aim of these conversations is to help support the students who require it most and to aid the Senior Leadership Team in areas such as the development of Subject Leaders and the strategies being put in place to improve writing across the school. I was also involved with preparation work for and during our recent successful OFSTED inspection.

I am fortunate to be able to draw on my professional experience as a Deputy Headteacher of a Catholic secondary school to help me in this role.

As RE Governor, I have been able to support the school with both the RE curriculum and wider Catholic life of the school. I have previously been involved in our committee preparing for our highly successful 'Section 48' RE Inspection in May 2022 and will continue to help shape future developments in the areas of worship, faith in action and RE teaching this year. My experience as a CSI inspector has and will continue to help me and with this role.

As a Governor in the wider sense, I am always ready and willing to support the Chair and Headteacher in any way I can. An example of this was when staff and students at St Teresa's were returning to on site education after lockdown. As I was leading the Health and Safety preparations and support for staff at my own school, I was able to help the Headteacher with aspects of this at St Teresa's.

Foundation Governor: Clive Sirju

Resources Committee

I was appointed a foundation Governor September 2022 and have been a member of the Resources committee. For this academic year I will move to the Curriculum and standard committee. As a Governor I support the governing body and leadership team to be the best and an example for others to follow.

Staff Governor: Kaylea Arnold

Curriculum & Standards committee

I joined the board as staff governor this year (October 2022) and I am a member of the Curriculum and Standards committee.

Within the Curriculum and Standards Committee, we analyse the data and ensure that all children reach their maximum potential within the school. As Foundation and phonics lead I can contribute effectively to all meetings

Within my staff governor role, I ensure that the staff are represented at meetings and oversee the annual staff questionnaire and follow up any feedback.

As a member of staff at school on a day-to-day basis I am able to support and assist the Head Teacher and leadership team in whichever way I can.

Parent Governor: Matthew Sullivan
Curriculum & Standards committee
Nominated Governor for Special Educational Needs

I have been a governor at St. Teresa's since October 2020, and this is my first experience as a school Governor. I have read and understood all relevant policy documents and attend all Local Governing Body committee meetings. As a member of the Curriculum & Standards committee I attend all committee meetings, using my professional consultative experience to analyse data and Headteacher reports, asking relevant questions as appropriate.

As the nominated Governor for Special Educational Needs, I am expected to ensure SEN remains a critical part of the broader LGB focus and embedded within the school values and ethos. I regularly get into school, having face to face meetings with the SENCo and pastoral lead, observing interventions and spending time with the staff and pupils.

Foundation Governor: Canon Simon Thomson
Parish Priest of Corpus Christi; School Chaplain; Resources Committee

For twenty of my twenty-five years as a parish priest, I have served as a Foundation Governor in both Primary and Secondary Catholic schools. I have always considered my chief role to be that of close liaison between the parish and the school community alongside my obligation as a Foundation Governor to uphold the Catholic ethos of the school and to oversee the highest standards of education and human and spiritual development. I have also made it a priority to develop a good working relationship with the Headteacher in all the schools where I have been a Foundation Governor and certainly in the case of all the Primary Schools where I have been the Chaplain to the school as well as Parish Priest.

The 2022-23 Academic Year saw a good number of whole school Masses celebrated in the church with the active participation of the children including the Chamber Choir. Other liturgies included a Remembrance Service and a May Marian procession. During the year I met regularly with the Headteacher as a pastoral support and with members of the SLT to plan liturgies and the First Holy Communion programme

Parent Governor: Jay Oduntan
Resources Committee

I became a parent Governor in April 2023. The first few months I have been shadowing and observing. As we move into the next academic year I look forward to playing an active role as part of the LGB and the resources committee.