



Government Improvement Plan 2018 – 2019

SALE HIGH SCHOOL

Sale High School

Governor Improvement Plan 2018-2019

Sale High School key themes in SIP

Achievement for all

Excellent teaching

An inclusive school for all abilities

Professional learning culture

Behaviour and ethos

Extra-curricular activities

Community links

Communication with parents

Learning environment

School finances

Structure for Governance at Sale High School

To ensure that Governor objectives are aligned to the School improvement plan, the Governing Body committees have been restructured in September 2017

Sale High Governing Body

Graham Luccock, (Chair of FGB); Cllr David Hopps (Vice Chair); Ms Jayne O`Grady (Headteacher), Cllr Chris Boyes, Mr Mark Davies, Mr Bob Lowe, Ms. Cheryl Smith; Dr Nick Wheeler; Ms Elizabeth Parry (staff governor); Ms. Michaela Marfleet; Ms. Amanda Nicholson; Ms. Sharon Gardner; Cllr Steven Longden

Standards and Achievement Committee

Focus Areas - Data Tracking, Pupil Progress, Quality of Teaching and Learning, Pupil Premium, SEN, G&T and safeguarding

Chair of Committee: Mr Graham Luccock; Ms Cheryl Smith ;Ms Jayne O`Grady (Headteacher); Ms Sharon Gardner; Dr Nick Wheeler ;Ms Elizabeth Parry; Cllr Steven Longden

Business Committee

Focus Areas - Finance, Premises facilities and Personnel issues

Chair of Committee: Mr Bob Lowe, Mr Mark Davies, Cllr David Hopps,(Vice chair of committee) Ms Jayne O`Grady (Headteacher),Ms Michaela Marfleet; Ms Amanda Nicholson; Cllr Chris Boyes

Pay Review Committee

Focus areas-Teachers` pay review

Chair of committee: Mr Bob Lowe, Mr Graham Luccock; Cllr David Hopps

Pay Review appeals Committee

Focus areas-To hear appeals from decisions of the Pay Review Committee on teachers` pay.

Mr Mark Davies; Ms Amanda Nicholson

Headteacher`s review committee

Mr Graham Luccock; Cllr David Hopps; SIP partner.

Clerk to governing body: In-house Clerk S Stead / Trust GS

Objectives for Governors 2018/2019

Objectives	Responsible	Target date	Success Criteria and on-going actions	Review date	R.A.G rating
1. To achieve success in the Ofsted inspection wherein governors are judged to be at least 'Good' as part of the leadership and management of the School	Ofsted ready group of governors	By Ofsted inspection date in 2018/9	There is a good understanding of Ofsted criteria and what is required to become Good and Outstanding. Creation of Ofsted-ready team of governors Jan 2018 Ofsted ready group met three times in March and April and June to review relevant areas and data Reviewed at FGB in Dec 2018 and at Ofsted ready group March 2019	To be reviewed termly at Full Governing Body from March 2018.	Amber
2. To review the Governing body and committee structure, roles and Terms of Reference. Annual review of terms of reference and governor involvement	FGB	September 2018	-There is clarity around the focus on standards and development and less focus on procedure. -Skills audit of all governors conducted in December 2017. Self-assessment of FGB conducted based on 'The Key' for school Governors National Leaders of Governance- January 2018. -Governor meeting schedule of business established for 2018/9	Reviewed September 2018 FGB and actions created in this document on improvement plan. To be reviewed at FGB annually (Sept 2019)	Green
3. To develop clear links between Governors and Staff in school	All Governors.	FGB meeting September 2018	All Governors to have a link and attend meetings in School with that link termly. Creation of 'Governor of the month' From May 2018 All governors attend at least one School event pa –May 2018 and participate in 'governor of the month' programme	Ongoing. Will be reviewed in spring term 2018/9	Amber

<p>4. To support and hold our leaders and managers to account robustly and with a focus on the progress of students</p>	<p>Chairs of committees and governors</p>	<p>On –going actions</p>	<p>-Minutes reflect appropriate questions to support and challenge key areas of development. Interventions are in place to help raise standards and minutes of meetings reflect the challenges governors make. (e.g. Headteacher`s report, Book Scrutiny by governors) -Use of School SEF, SIP, half termly data drop and IDSR facilitate areas for questioning -Relevant Departmental heads attend S and A committee to outline actions for improvement</p>	<p>Completed set up and ongoing in 2018/9</p>	<p>Amber</p>
<p>5. Governors to be involved in School development planning, self-evaluation, data review and key data sets</p>	<p>All Governors</p>	<p>Ongoing throughout the year at S and A committees and at FGB</p>	<p>All Governors know the SIP and SEF and understand the key issues for the school S and A committee meet 6 weekly to review key data sets to mirror School 6 weekly meetings. The Headteacher has an annual performance appraisal by the Chair and Vice Chair The Headteacher`s report at all FGB meetings is scrutinised by governors</p>	<p>On-going. Governors to moderate SIP and SEF through HT and other reports to Committees and FGB around data</p>	<p>Green for setup and amber for ongoing (due to regular updating of SEF/SIP) and data drop information</p>
<p>6. Ensure a robust process for reviewing and monitoring School Policies</p>	<p>Chairs and clerk</p>	<p>September 2018</p>	<p>A clear schedule is in place, is shared with all staff and Governors, and reflects current policies and the law.</p>	<p>In place and scheduled for each meeting appropriately in 2018/9</p>	<p>Green</p>
<p>7. Improve Governor skills and knowledge</p>	<p>All governors</p>	<p>On-going with scheduled training sessions</p>	<p>Training is a regular feature for all Governors Training sessions throughout 2018 and governor away day in Jan. 2019.This</p>	<p>Ongoing twilight sessions before FGB meetings.</p>	<p>Green</p>

			will continue with at least 3 session in 2018/9. Individual governors undertake various aspects of training and induction provided by external agencies and the LA governor services and reported on at FGB	Governors opt for specific training through governor services. Reported at FGB by individual governors	
8 Governors are involved in and take timely decisions on the proposals around the Multi Academy Trust with Stretford Grammar school	All Governors	September 2018	<ul style="list-style-type: none"> -Initial meetings with SGS to discuss way forward and explore vision and values Jan 2018. -Members and Trustees of the proposed Trust in place (April 2018) - Initial Application to DFE submitted April 2018(which was referred back for further work) -Trustees and members for trust agreed summer2018 -Series of joint meetings held spring and autumn term culminating in a joint meeting of the two Boards in Jan 2019 Detailed application submitted March 2019 	At FGB meetings	Amber
9 Governors focus on the issues around the school estate including health and safety issues	All governors and particularly the business Committee	Ongoing around search for funds to improve the whole school estate	<p>Architect's report in September 2017 gave the detail of priorities for the estate in the foreseeable future</p> <p>Discussed at FGB and monitored with the H/T. Academisation the preferred way forward to attract funds , hence MAT discussion with SGS</p> <p>Further work with LA through the VC and Chair of FGB and H/T (April 2018)</p> <p>Some LA funds allocated for emergency work in summer 2018 and further substantial funds being made available summer 2019.</p>	At each FGB	RED

			Still a massive shortfall but LA now assisting in a more consistent fashion		
10. Governors assist on the improved management of school finances	All governors, Specifically the Business committee	Ongoing and discussed in each business committee and FGB	-School finances are improved through influx of new sources of income and increased student intake -Intake significantly improved 2017/8 and 2018/9 Finances scheduled to be stabilised and significantly improved by 2019/20	At each Business committee and FGB	Amber