

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 2014. -

Sale High Governing Body

Chair of FGB Mr Tony Williams, Graham Luccock (Vice Chair), Mrs Lynn Nicholls (Headteacher), Cllr Chris Boyes, Mrs Jill Barratt, Mr Mike Kelly, Cllr David Hopps, Mr Mark Davies, Mr Bob Lowe, Mrs Nicola Scholes, Ms. Melanie Vance, Ms. Vicki Duncan.

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, Mr Tony Williams (Chair of Governors) Cllr Chris Boyes, Mrs Jill Barratt (Vice chair of committee), Mr Mike Kelly, Mrs Lynn Nicholls (Headteacher), Ms Melanie Vance.

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) Mr Tony Williams (Chair of Governors), Mrs Lynn Nicholls (Headteacher), Ms Vicki Duncan

Pay Review Committee

Focus areas-Teachers` pay review

Chair of committee: Mr Tony Williams, (Chair of governors), Mr Bob Lowe ,Ms Vicki Duncan, Mrs Lynn Nicholls, (Headteacher)

Pay Review appeals Committee

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

Chair of committee. Not yet elected. Mr Graham Luccock, Mr David Hopps
Clerk to the Governing Body; Ms Alison Gould

Sale High School and Department targets 2014- 2015

Year ending	5+ A*-C incl. Eng & Maths		3+ A*-A	A*-C		A*-A		3LP		4LP		Gap Target A*-C	
	2015	LPNA*	2015	2015	LPNA*	2015	LPNA*	2015	LPNA*	2015	LPNA*	2014	2015
Whole School	71.01%	60%	25.55% (based on 35 high attaining pupils out of 137 pupils in Year 11)										
High attaining pupils at KS2	N/A	N/A	50% (aiming to continue improvement trajectory from 34% in 2013 to 42% in 2014)										
Whole School PP Gap	10%	Unknown	N/A										
Art				75.70%	75.70%	20.88%	20.70%	76.49%	73.11%	46.73%	41.46%	-14.82%	-7.0%
Computing				73.00%	72.60%	22.00%	25.11%	72.18%	67.00%	38.64%	38.27%	-20.00%	-10.0%
DT Food				63.04%	62.89%	13.18%	17.85%	65.86%	63.61%	35.29%	33.86%	-37.83%	-18.0%
DT Graphics				61.30%	59.08%	12.00%	17.37%	60.00%	54.07%	31.67%	28.16%	-37.83%	-18.0%
English				72.82%	67.00%	18.01%	21.30%	73.11%	69.00%	36.69%	30.00%	-10.30%	-5.0%
English Literature				72.82%	76.70%	18.01%	21.80%	73.11%	71.74%	36.97%	36.97%	-15.26%	-7.0%
Expressive Arts				80.00%	61.00%	20.00%	16.40%	86.00%	67.55%	46.67%	36.51%	-18.57%	-9.0%
French				73.45%	67.70%	23.83%	20.70%	67.48%	55.63%	38.84%	27.25%	-7.14%	-3.0%
Spanish				N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Geography				65.47%	67.30%	20.94%	24.60%	64.52%	61.47%	36.08%	34.03%	-36.06%	-18.0%

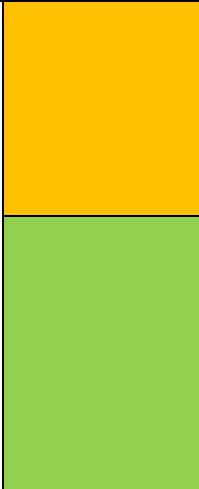
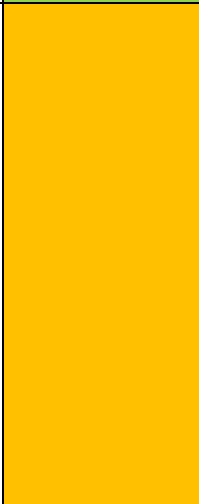
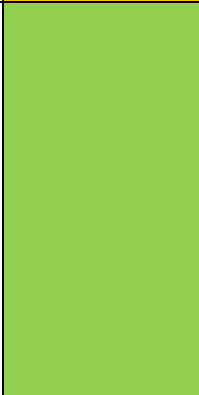
	5+ A*-C incl. Eng & Maths			A*-C		A*-A		3LP		4LP		Gap A*-C	
Year ending	2015	LPNA*		2015	LPNA*	2015	LPNA*	2015	LPNA*	2015	LPNA*	2014	2015
Health & Social Care				68.00%	67.20%	20.00%	15.24%	73.63%	68.64%	39.00%	38.92%	0.0%	0.0%
History				82.00%	67.30%	29.00%	26.20%	77.66%	61.28%	36.00%	36.25%	-29.38%	-15.0%
Maths				71.89%	72.80%	16.12%	18.80%	70.37%	70.00%	30.70%	32.00%	-28.43%	-14.0%
Music				66.0%	74.20%	33.3%	27.70%	66.0%	67.80%	33.0%	39.11%	0.0%	0.0%
PE				66.00%	70.37%	13.33%	19.44%	64.66%	64.07%	35.81%	33.91%	-32.73%	-16.0%
RE				72.00%	72.10%	25.55%	28.80%	69.18%	68.10%	44.72%	43.10%	-16.08%	-8.0%
Science Core/Additional				81.96%	64.40%	25.08%	10.80%	76.58%	57.18%	29.47%	22.35%	-0.19%	0.0%
Physics				100.00%	91.00%	44.00%	40.20%	84.00%	79.62%	60.00%	48.59%	0.0%	0.0%
Chemistry				100.00%	90.50%	49.00%	41.20%	84.00%	79.25%	60.00%	49.10%	0.0%	0.0%
Biology				100.00%	91.20%	46.00%	40.80%	85.00%	80.76%	60.00%	49.63%	0.0%	0.0%
Science Vocational Principles				82.86%	52.29%	NA	0.56%	85.00%	55.50%	25.00%	22.25%	1.73%	0.0%
Science Vocational Applications				82.86%	52.29%	NA	0.56%	85.00%	55.50%	23.15%	22.25%	5.88%	3.0%

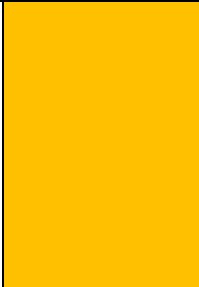
Objectives for Outstanding Governance

<p><i>Governors are supportive of the school and hold leaders to account for much of the school's work. They know how well the school is doing in relation to the headline performance indicators but are less confident about some of the finer detail such as whether students are making more than expected progress. The strengths and weaknesses of teaching are known well and Governors understand how the performance of staff is linked to pay progression. They are fully up to speed with how the pupil premium funding is spent and how the school evaluates its impact.</i></p> <p>Ofsted 2013</p>					
Objectives	Responsible	Target date	Success Criteria and on-going actions	Review date	R.A.G rating
1. To create and gain approval for a Governor Improvement Plan	Chair of Governors Vice Chair to update plan	March 2014	There is a good understanding of Ofsted criteria and what is required to become Good and Outstanding. Plan updated on monthly basis to reflect improvements	To be reviewed termly at Full Governing Body. Plan in place – March 2014 .Plan reviewed regularly since established (December 2014).	
2. To review the Governing body and committee structure, roles and Terms of Reference. Annual review of terms of reference and governor involvement	Chair of Governors	March 2014	There is clarity around the focus on standards and development and less focus on procedure. A preliminary self-assessment of FGB being conducted amongst Chairs of Committees in February 2015. (Based on the 20 key questions in the 'Key' website) Governing body reconstituted Sept 2014 within new national guidelines Agreed new ToR and Code of Conduct in Sept 2015	Reviewed in May 2014. The governing body reconstituted in Sept 2014 with new committee structure Further review based on results of self-assessment June 2015	
3. To develop clear links between Governors and Staff in school	All Governors.	FGB meeting March 2014	All Governors to have a named link and attend meetings in School with that link termly. Governor links reorganised due to reconstitution of Governing body Sept	Reviewed June 2014 Reviewed Sept 2014	

			2014. Reports from Governor links to full Governing body in Dec 2014 and again with new governors June 2015 Chair to discuss better IT links between governors and School (May 2015)	Completed and on going	
4. To support and hold our leaders and managers to account more robustly and with a focus on the progress of students	Chairs of committees	On -going	Minutes reflect appropriate questions to support and challenge key areas of development. Review of quality of questioning at FGB/committees in Jan 2015 .Agreed that governors should continue to drill down on the data provided to offer greater challenge and ensure interventions are in place to help raise standards and that minutes of meetings reflect the challenges governors make.	Review in Jan 2015 to check on quality of questioning by governors on progress.(completed Jan 2015 meeting)	
			Governors conduct Book scrutinies at S and A committee from June 2015 Annual away days and governor development sessions to be planned (VC and H/T).Twilight session in planning for March 2015 to monitor progress on the School`s SIP and SEF.	Completed and ongoing. September 2015	
5. Governors to be involved in School development planning, self-evaluation, data review and key data sets	All Governors	From 2014	All Governors know the SIP and understand the key issues for the school Presentation on data sets at FGB Sept 2014 and January 2015 Update on SEF and SIP at March twilight session.	On-going. Governors to moderate SIP and SEF through HT and other reports to Committees and FGB around	

			Governors now have up to date SIP and SEF in Governor file regularly updated by the HT S and A committee meet 6 weekly to review key data sets to mirror School 6 weekly meetings	data completed June 2015	
6. Ensure a robust process for reviewing and monitoring School Policies	Chairs and clerk	March 2014	A clear schedule is in place, is shared with all staff and Governors, and reflects current policies and the law.	In place and scheduled for each meeting appropriately from June 2014	
7. Improve Governor skills and knowledge	Chairs	July 2014	Training is a regular feature for all Governors Governor induction process to be improved and Clerk collects data on governor training. Governor skills audit conducted March 2015 to elicit gaps in knowledge and facilitate training. Initial report to FGB in March 2015 and full report in June 2015(completed) Further governor development sessions from September 2015	June 2015	
8. Governor meetings with Middle Leaders to be enhanced	All Governors	July 2014	Middle level leaders present to Governor committees on a rolling programme and all Governors link to a MLL in school	All governors linked to key areas of School June 2014. Rolling programme of visits established and report back to FGB at each meeting All departments present to S and A committee on a rolling programme from .June 2014	

<p>9.Succession planning within the Governing Body to be developed</p>	<p>Chair of Governors</p>	<p>July 2014</p>	<p>A clearly defined role for governance is in place and plans to develop skills to support succession are clear. Skills audit conducted February 2015 which will lead to development of individual governor role. Discussed at March and June 2015 FGB and will be repeated annually</p>	<p>Discussed initially at March FGB and full report to FGB in June 2015</p>	
<p>10.Review impact_of budget spend on Pupil Premium and SEN funding</p>	<p>Chair of Governors</p>	<p>July 2014</p>	<p>The budget is well managed and Governors understand how the allocated funds for PP/SEN impacts upon outcomes for young people.</p> <p>PP presentation regularly at FGB gives up to date picture on a regular basis</p> <p>Agreed in Oct 2014 that PP reports from senior leaders to go to both S and A and Business committees for clarification for all governors. Will start Dec 2014.Latest in April 2015</p>	<p>Completed and ongoing from Dec 2014</p>	
<p>11. The monitoring of safeguarding to be developed</p>	<p>Chair of Standards and Achievement</p>	<p>On-going</p>	<p>All Governors know how the school policies support SHS in being a safe place for all. Update at May 2015 at S and A committee.</p> <p>Safeguarding policy approved at FGB in Sept 2014</p> <p>SEN/D governor appointed (J Barratt) in autumn 2014 with regular reports to S and A committee</p> <p>DBS checks to be on Business committee agenda in Spring 2015</p>	<p>In place June 2014</p> <p>Completed may 2015</p>	

<p>12. All Governors to engage with the school community through links with school leaders and the wider community including parents and pupils</p>	<p>All Governors</p>	<p>September 2014 On-going</p>	<p>All Governors are linked to key events on the school calendar and so are automatically involved in a range of opportunities to know their school well. All governors attend at least one School event pa.</p>	<p>May2015</p>	
<p>13. Governor meeting agendas to focus on the key issues facing the school and be agreed with the Chair and Headteacher in advance of the meeting</p>	<p>Chairs of committees, Clerk</p>	<p>On-going</p>	<p>Chairs of committees and senior staff leading meetings share the same vision, know what is expected from the meetings and so employ their time effectively for positive outcomes.</p>	<p>In place June 2014</p>	