



## Structure for Governance at Sale High School

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

### **Sale High Governing Body**

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

### **Standards and Achievement Committee**

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

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

### **Business Committee**

#### **Focus Areas - Finance, Premises facilities and Personnel issues**

Mr Bob Lowe, Mr David Hopps, (Chair of committee) Ms Jayne O`Grady (Headteacher) ,Prof. Charles Morecroft; Ms Amanda Nicholson; Cllr Chris Boyes, Ms Lisa Beattie

### **Pay Review Committee**

#### **Focus areas-Teachers` pay review**

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

### **Pay Review appeals Committee**

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

Ms Amanda Nicholson plus one vacancy

### **Headteacher`s review committee**

Mr Graham Luccock; Ms Sharon Gardner; SIP partner.

**Clerk to governing body:** In-house Clerk E Maguire/ Trust GS

## Objectives for Governors 2020-2021

<u>Objectives</u>	<u>Responsible</u>	<u>Target date</u>	<u>Success Criteria and on-going actions</u>	<u>Review date</u>	<u>R.A.G rating</u>
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 around 3 years hence	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 2019 to review relevant areas and data Ofsted inspection 2019 rated governance as being `Good`	To be reviewed at the July 2021 Governing Body	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	December 2020	-There is clarity around the focus on standards and development and less focus on procedure. -Skills audit of all governors conducted in January 2019 Self-assessment of FGB conducted based on `The Key` for school Governors National Leaders of Governance- January 2019. -Governor meeting schedule of business established for 2018/9 which continues each year	To be reviewed at December 2020 FGB around governor skills and self assessment	Green
3. To develop clear links between Governors and Staff in school	All Governors.	FGB meeting September 2020	All Governors to have a link and attend meetings in School with that link termly. A verbal report is given at FGB following the link visit All governors attend at least one School event pa However, in March 2020 this was curtailed due to the Covid pandemic	Ongoing. Will be reviewed in March 2021	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,data drops and IDSR facilitate areas for questioning          -Relevant Departmental heads attend S and A committee to outline actions for improvement          -This has continued uninterrupted via the `Zoom` platform in the late spring and summer term 2020</p>	<p>Completed set up and ongoing in 2020</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 school half termly 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 set up and now ongoing</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</p>	<p>Green</p>

7. Improve Governor skills and knowledge	All governors	On-going with scheduled training sessions	Training is a regular feature for all Governors Training sessions and governor away day in Jan. 2020. This will continue subject to Covid issues. Individual governors undertake various aspects of training and induction provided by external agencies and the LA governor services and reported on at FGB	Ongoing twilight sessions before FGB meetings as appropriate. Governors opt for specific training through governor services. Reported at FGB by individual governors	Green
8 Governors continue to monitor the school situation around the Covid 19 pandemic vis a vie the School reopening and on going Health, safety and safeguarding measures for staff and pupils. Extra FGB meetings in place via the `Zoom` platform in summer 2020. Headteacher explained in great detail on the remote learning, safeguarding and reopening schedules for autumn Chair of Governors in close touch with HT throughout	Chair of governors and All governors	This will continue as long as the pandemic lasts affecting the School community	School is opened fully in autumn term on safe and secure lines with processes and actions in place to minimise infection and return students to learning. On going and detailed actions will be reported to Chair and FGB	At FGB and committee 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	Architect`s report in September 2018 gave the detail of priorities for the estate in the foreseeable future Discussed at FGB and monitored with the H/T.	At each FGB	RED

			Some LA funds allocated for emergency work in summer 2018 and further substantial funds being made available summer 2019. 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	<p>-School finances are improved through influx of new sources of income and increased student intake</p> <p>-Intake significantly improved each year from 2017/8,. School now reaching capacity and impacting seriously on accommodation.</p>	At each Business committee and FGB	Amber