

Sale High School
Governor Improvement Plan 2021/22
Sale High School key themes in SDP

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 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; Mr John Morten

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;Mr John Morten

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 ;Mr John Morten

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 2021-2022

<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 2/ 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 and meets when necessary 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 Dec 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 2021	-There is clarity around the focus on standards and development and less focus on procedure. -Skills audit of all governors conducted in September 2019 and 2021 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 2021 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 and link meetings	Ongoing. Will be reviewed in Dec 2021	Amber

			conducted where necessary remotely		
4. To support and hold our leaders and managers to account robustly and with a focus on the progress of students	Chairs of committees and governors	On –going actions	<ul style="list-style-type: none"> -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 external sources 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 where appropriate 	Completed set up and ongoing in 2020	Amber
5. Governors to be involved in School development planning, self-evaluation, data review and key data sets	All Governors	Ongoing throughout the year at S and A committees and at FGB	<p>All Governors know the SIP and SEF and understand the key issues for the school</p> <p>S and A committee meet 6 weekly to review key data sets school half termly meetings.</p> <p>The Headteacher has an annual performance appraisal by the Chair and Vice Chair</p> <p>The Headteacher`s report at all FGB meetings is scrutinised by governors</p>	On-going. Governors to moderate SIP and SEF through HT and other reports to Committees and FGB around data	Green for setup and amber for ongoing (due to regular updating of SEF/SIP) and data drop information
6. Ensure a robust process for reviewing and monitoring School Policies	Chairs and clerk	September 2018 set up and now ongoing	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	Green

<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 and governor away day in Jan. 2020. This will continue subject to Covid issues in early 2022. Individual governors undertake various aspects of training and induction provided by external agencies and the Trust GS services and reported on at FGB</p>	<p>Ongoing twilight sessions before FGB meetings as appropriate. Governors opt for specific training through governor services. Reported at FGB by individual governors</p>	<p>Green</p>
<p>8 Governors continue to monitor the school situation around the Covid 19 pandemic vis a viz the School reopening and ongoing Health, safety and safeguarding measures for staff and pupils. Extra FGB meetings in place via the `Zoom` platform, initially in summer 2020 and through academic year 20/21. Headteacher explained in great detail about the remote learning, safeguarding and reopening schedules throughout the year and now continuing into 21/22. Chair of Governors in close touch with HT throughout on a weekly basis</p>	<p>Chair of governors and All governors</p>	<p>This will continue as long as the pandemic lasts affecting the School community</p>	<p>School is opened fully in autumn term with safe and secure processes and actions in place to minimise infection and return students to face to face learning. On going and detailed actions will be reported to Chair and FGB, with Health and Safety governor scrutinising relevant H and S processes and updates</p>	<p>At FGB and committee meetings, plus individual governors as necessary</p>	<p>Amber</p>

<p>9 Governors focus on the issues around the school estate including health and safety issues</p>	<p>All governors and particularly the business Committee</p>	<p>Ongoing around search for funds to improve the whole school estate</p>	<p>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. Some LA funds allocated for emergency work in summer 2018 and further substantial funds being made available summer 2019. Further work on funding `massing` in 20/21 hopefully leading to substantial improvements in the next 18 months.This has been led by the H/T</p>	<p>At each FGB</p>	<p>RED</p>
<p>10. Governors assist on the improved management of school finances</p>	<p>All governors, Specifically the Business committee</p>	<p>Ongoing and discussed in each business committee and FGB</p>	<p>-School finances are much improved through influx of new sources of income and increased student intake -Intake significantly improved each year from 2017/8, continuing into 21/22 academic year. School now reaching capacity and impacting seriously on accommodation.</p>	<p>At each Business committee and FGB</p>	<p>Amber</p>