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Sale High School

Governor Improvement Plan 2023/24

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 and committees are structured as follows

Graham Luccock, (Chair of FGB); Mr David Hopps; Mr Adam Rogers (Headteacher), Cllr Chris Boyes, Mr Bob Lowe, ; Ms Elizabeth Parry (staff governor); Ms Eve Parker; Mr Dave Wright; Ms Lisa Beattie; Mr. John Morten, Ms Holly Waddell, Ms Holly Cookson: Ms Hannah Hibberson -Davies (1 vacancy)

Standards and Achievement Committee

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

Mr Graham Luccock; Ms Holly Waddell; Mr Adam Rogers (Headteacher); Ms Lisa Beattie (Chair of committee), Ms Hannah Hibberson -Davies; Ms Elizabeth Parry; Ms Holly Cookson

Business Committee

Focus Areas - Finance, Premises facilities and Personnel issues

Mr Bob Lowe, Mr David Hopps, (Chair of committee) Mr Adam Rogers (Headteacher) , Ms Eve Parker: Chris Boyes, Mr John Morten; Mr Dave Wright

Pay Review Committee

Focus areas-Teachers` pay review

Mr Bob Lowe (Chair), 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.

Mr John Morten

Headteacher`s review committee

Mr Graham Luccock; Ms Lisa Beattie; SIP partner.

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

Objectives for Governors 2023-2024

<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 which is likely to be in 2024	There is a good understanding of Ofsted criteria and what is required to become 'Good' and 'Outstanding'. Creation of Ofsted-ready team of governors in autumn 2022 which meets when necessary and receives training and information from senior leaders, including areas for development from last Ofsted in 2019	Reviewed in September 2022 and Team formed Ofsted ready meetings held late '22 twice in early '23 and autumn '23	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 2022 (reviewed at FGB)	-There is clarity around the focus on standards and development and less focus on procedure. -Skills audit of all governors conducted in September 2019, autumn 2022 and autumn '23 Self-assessment of FGB conducted based on 'The Key' for school Governors National Leaders of Governance- January 2020. -Governor meeting schedule of business, roles and responsibilities confirmed by December 2022 and continuing	Committee remits agreed at December 2022 FGB. Roles and responsibilities and committee structures agreed at Sept 2022 FGB	Green
3. To develop clear links between Governors and Staff in school	All Governors.	FGB meeting September 2022	All Governors have a link and attend meetings in School with their link termly. A verbal or preferably written report is given at FGB following the link visit. All governors preferably attend at least one School event per year conducted where necessary remotely	Ongoing and reviewed again Sept 2023	Amber

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 questioning and comments to challenge as well as support leaders within key areas of School development. -Interventions are in place to support and assist in raising standards and minutes of meetings reflect the challenges governors make. (e.g. Headteacher`s report), Book Scrutiny by governors, questioning middle level leaders at meetings) -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 -link governor meetings provide opportunities for `deep dives` as well as understanding better how the School operates, particularly in key areas such as safeguarding and CEIAG 	Completed, set up and ongoing in 2022/23	Amber
5. Governors are 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 twice a term to review key data sets and review aspects of SIP and SEF.</p> <p>The Headteacher has an annual performance appraisal by the Chair and Vice Chair</p> <p>The Headteacher`s extensive report at all FGB meetings is scrutinised in detail 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	Ongoing throughout the year through relevant committees and ratified by FGB	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

7. Improve Governor skills and knowledge	All governors	On-going with scheduled training sessions	Training is a feature for all Governors Training sessions and governor away days, where appropriate, are planned each year. Individual governors undertake various aspects of training and induction provided by external agencies and the Trust GS 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, as appropriate	Green
8 Governors are still focussed on the post pandemic issues which continue for both students and staff. These issues concern academic achievement and the continuing lost learning and social and emotional difficulties. The School response was magnificent during Covid but continues to experience the subsequent `fallout`	Chair of governors and All governors	This will continue as long as needed post pandemic	Governors do not underestimate the ongoing issues and probe these at committees to understand the continuing issues and how the School is dealing with them, particularly support to both students and staff. This will continue as long as necessary	At FGB and committee meetings, plus individual governors as necessary through link 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	This issue has been a real concern for the School for a long number of years.	At each FGB and Business committee	RED

			<p>An 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.</p> <p>Some LA funds allocated for emergency work in summer 2018 and further substantial funds being made available summer 2019.</p> <p>Further work on funding `massing` 'in 20/21/22 hopefully leading to substantial improvements in the next 18 months. This has been led by the H/T.</p> <p>Completion of D of E documentation for further funds in Spring 2022 considered by DFE but they are still asking for many more details . Being worked through by Headteacher.</p> <p>Spring 2023:Major development via DFE who have now included the School on capital programme for major refurbishment and or rebuild in the next 3 years. Link governor very experienced in estate development from 2022</p> <p>Autumn `23 a DFE appointment of key officer to oversee the refurbishment, but still no dates given</p>		
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 much improved through influx of new sources of income and greatly increased student intake in last few years, making it the School of choice for the local area</p> <p>-School now almost at capacity which plays into the need to deal with the estate. School requested</p>	At each Business committee and FGB	Amber

			to take an extra 30 students from September '23 due to capacity issues in Trafford Further strengthening of SEND team through increased financial capacity in '23		
11 Governors play an important role in the safeguarding of the School community	All governors	This is an ongoing issue	<ul style="list-style-type: none"> -Safeguarding policy and updated KCSIE approved by the FGB and updated in accordance with changes to KCSIE and School policy timetable -A safeguarding governor appointed and meets termly with the School's safeguarding lead (DSL) -Headteacher's report at each FGB and at S and A committee updates governors on safeguarding issues , including behaviour, sexual harassment and attendance and support matters All governors are trained annually in safeguarding matters (latest session in June '23 and have read the Keeping children safe in education documentation on an annual basis, the latest being autumn '23. 		Amber