

FGB Meeting on 3rd June 2019: Review of Ofsted Action Plan (29/11/17)

Red Gates School
Governor Self-Evaluation Session: 3 June 2019

Reflections of progress made on the Governance Action Plan following the Ofsted inspection in October 2017

Target 1	Strengthen governance so that leaders are held to account fully for improving the quality of pupils' education.
Objective	To develop Governors' strategic knowledge and understanding of the school, and manage the workload
Actions	<ul style="list-style-type: none"> • Develop Governors' knowledge and understanding of the school to ensure that we provide highly effective support, challenge and strategic direction, • Establish role of Link Governors and agree ways by which key roles (e.g. finance, SEND, safeguarding) can be managed with consistency, • Familiarise all governors with the School's SEF and SIP, & ensure Gov monitoring visits are aligned with the key priorities and Link Governor responsibilities • Plan into FGB agenda a termly learning visit to focus on specific priorities, • Ensure appropriate checks are carried out and monitored e.g. website information, SEND report, safeguarding audit, • Establish an agreed format for the head teacher termly report to governors, • Establish (with SLT) a rolling programme of policy update/review.
Evidence of Achievement	<ul style="list-style-type: none"> * Class visits and SLT reports to FGB * Completed website information; SEND updates and safeguarding audits reported to FGB * Policy updates are being completed and are discussed at FGB * Link Governors in place; checks are undertaken and reported * Headteacher regularly reports to governors, along with good presentations by SLT * Focused visits established
Outstanding Actions	<ul style="list-style-type: none"> * Improve induction/Introductions. Introduce and share knowledge of each governor and their responsibilities with new governors * Improve attendance at learning walks.

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Objective	To become a visible presence in school
	<ul style="list-style-type: none"> • Display individual photos of governors in school and on website, • Produce individual pen-portraits of our role/interests for the school website, • Plan and circulate one annual diary of both school's /governor events, with all governors committed to attend at least one whole school event at least once a year, • Work on production of a report on the work of the Governing Body, for publication on the schools' website at the end of the summer term, • Publicise the work of the governing body, • Provide governor ID /lanyard and photo for use during school time and at public meetings/events, • Build the relationships between ourselves, the staff (including the Clerk), based on mutual trust and respect.
Evidence of Achievement	<ul style="list-style-type: none"> * Individual photos were displayed in the lobby, and need to be replaced – as well as put on the website * All governors have provided pen-portraits * All governors have distinctive lanyards (with photos) which are worn in school * The annual calendar of school events has been circulated to governors * A report on our work last year was produced and is on the website. The report for this year is 'in progress'. * Two termly newsletters have been produced; circulated to parents and put on the website * Our Open Meeting protocol has been established * Opportunities for more senior leaders to attend FGB meetings to present are enabling governors to get to know some staff
Outstanding Actions	<ul style="list-style-type: none"> * Raise our profile through more attendance at school events. Possibly make this a personal development objective; share the opportunities by 'signing up' to attendance. Possibly establish priority events for governors to attend. * create more opportunities to meet staff, both formally and informally.

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Objective	To manage development and change, initially with a focus on curriculum development and assessment
	<ul style="list-style-type: none"> • Ensure a focus/core purpose in all meetings on the drive to improve standards, • Ensure all FGB members are cognisant with changes to statutory assessment and reporting arrangements for EYFS, KS1 and KS2, • Commit to action to identify and manage our personal learning/training needs; ensure feedback from training is a regular agenda item.
Evidence of Achievement	<ul style="list-style-type: none"> * Senior Leadership Teams give regular presentations to full FGB: these inform governors of how different curriculum meets the needs to each child and how progress is recorded on SOLAR (using anonymous examples). * Governors are informed about the effective working of each Pathway * Governors are encouraged to attend training and to give feedback * Skills audit has been undertaken
Outstanding Actions	<ul style="list-style-type: none"> * Need to further develop governors' understanding of assessment processes and outcomes, and the ways to judge progress and improve standards. * Encourage all governors to attend training and to share learning * Ensure presentations from SLT at meetings are uploaded to governor docs on the website (preferably 5 days before the meeting)

Objective	To ensure succession planning for the strategic governing body, especially the Chair
	<ul style="list-style-type: none"> • Each governor to commit to participate in all aspects of our work, • Ensure collective responsibility is understood and observed, • Maintain an awareness of and review our structures to ensure that we are able to fulfil our statutory responsibilities, and that the workload and experiences are shared, • Adopt our governor induction policy and support new governors, • Recognise and utilise leadership potential within the governing body, • Undertake individual and 'corporate' self-evaluation on an annual basis.
Evidence of Achievement	<ul style="list-style-type: none"> * Involvement in appeals (need to capture those who have and those who should be asked to be involved) * There has been an increase in number of governor visits in school time * There is evidence of commitment by some governors to take part in training and reading. * There are more opportunities for 2-way communication between governors and school * New governors have received some information, and all have attended Octavo 'Welcome to new governors' course * We have started the process of self-evaluation
Outstanding Actions	<ul style="list-style-type: none"> * Induction to our Board should be improved to ensure new governors have in-depth understanding of the school. When or how was the Induction policy updated * Need to organize mentoring, particularly for new governors or those new to roles * Collective responsibility could be improved – still somewhat compartmented * Succession planning e.g. some use of the Vice Chair in meetings. What other opportunities can be developed?