

Together we recognise and embrace individuality and nurture learning within a safe and empowering environment so that all can thrive and feel a sense of achievement, belonging and acceptance.



Governors' Annual Report

2020-2021

In what proved to be an unprecedented and particularly challenging year, the Governors want to express thanks to the staff who worked tirelessly through the difficulties resulting from the COVID19 pandemic. We know that the care and attention which was given to ensuring that the school was as safe as possible when our children were able to come to school. Likewise, during 'lockdown', a great deal of thought was given to planning work that was undertaken to provide remote learning, along with the regular contact with parents/carers by staff. We know that this was appreciated by many. The Governors also wish to express their thanks to all parents and carers for their flexibility and support during what has been an unprecedented and challenging period. In addition, the Local Authority has recognised that the school had provided consistent education for our children throughout 'lockdown'.

The year brought challenges for the school and the whole community, resulting from the COVID19 pandemic. Governors were very appreciative of the demands placed on the headteacher and staff throughout the year. The headteacher ensured that the Board was fully appraised of arrangements to keep pupils and staff safe and Governors commended her and her staff for their hard work during this period.

The Governing Board continued to carry out its responsibilities with virtual meetings throughout the year. Governors also took part in virtual Governor training sessions. With regret, due to the pandemic, Governor visits to school during the year were curtailed except at the end of the summer term.

Statutory responsibilities for Safeguarding and Health and Safety

Governors have a statutory duty for Safeguarding. The Safeguarding Governor, Barbara Alcaraz, delivered a termly report to Governors about different aspects of safeguarding. An annual audit report on safeguarding was submitted to the Local Authority and shared with the Board. We also received regular reports on Health and Safety policy and practices, including the work of the Health and Safety Committee, which has membership including staff and the designated Governor (James Stremes).

Governor training and development

Governors continued to have access to regular training, although it was all undertaken as on-line learning, in order to develop their understanding of the roles and responsibilities of the Board, and to ensure they are clear about what is expected of them as individuals. This year the Governors participated in a bespoke training session for Mental Health & Wellbeing, tailored by the training for our school. All new Governors undertake induction training and are assigned a mentor to support them through the onboarding process.



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Lorraine Slee
Headteacher
CROYDON COUNCIL

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Changes to committee structure

This year the Governing board established two sub-committees. These committees were 1) the Finance, Premises, Staffing Committee, Chaired by Ben Rodin and 2) the Curriculum, Standards and Community Committee, co-Chaired by Barbara Alcaraz and Sarah Erridge.

Changes in personnel (inc Clerk), roles and responsibilities

During the year, two co-opted governors resigned. Gillian McPartlin is moving out of the area and Paul Oshisanya found it difficult to manage the demands of his work with his commitment to the Board. After a very encouraging recruitment process, we are delighted to have appointed Anne-Marie Brown to the Governing Board as a Local Authority Governor to replace Paul Oshisanya and look forward to the nomination process to appoint Gillian's successor to the board in September 2021. At the end of the year we said goodbye to the Chair of the Governing board, Susan Powell, who stepped down at the end of her four-year term. A nomination process for Susan's successor will take place in September 2021, with the co-Vice Chair's assuming the position of interim co-Chairs until this time. Finally, our Clerk David Laird made the decision to relocate to Ireland and as such the Governing Board appointed Mel Brown as its new Clerk. The governors would like to express their thanks to our departing Chair and governors, who made significant contributions whilst in their roles.

What were the significant challenges for the Governing Board in 2020/2021?

As the pandemic continued, Governors continued meetings online. With the last in-person meeting at school being in March 2020. Whilst there are advantages and disadvantages to meeting online, the governors the lack of face-to-face meetings helped them to get to know their schools better. It was also particularly challenging for new Governors who were not able to visit the school to support the introduction to their roles. There was also a tendency for online meetings to make informal discussion harder. This lack of informality may make relationship-building harder.

How were the challenges met?

Moving forward Full Governing Board meetings will take place in person at the school and Committee meetings will remain virtual. There are also plans to invite Governors to the school on separate occasions to be shown around and have a specially devised programme to re-integrate into the school.

In the coming year (2021 - 2022) our priorities are:

During the forthcoming year the Governors will be focussed on supporting the school in the following ways:

- To continue to support the school as it recovers from the COVID-19 pandemic and begin to conduct in-person visits where possible.
- To continue to be rigorous in our financial oversight of the school's budget in both the short and longer term, ensuring that the budget is well spent, fulfilling the criteria of best value, so allowing us to implement the priorities set out in our School Improvement Plan, whilst also ensuring long-term financial stability;



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- To develop, over the next two to three years, a staged plan which lays out ways in which we will increase the school's involvement with the local community, so that school and community may benefit from a deeper, mutually rewarding relationship;
- To champion mental health and wellbeing for the whole school, keeping mental health and wellbeing uppermost on our agendas, so that the mental health of children, staff, families, and Governors is looked after in school.
- To continue with our own learning and development, as individuals and as a Board, to ensure we fulfil our statutory responsibilities, supporting and challenging the school's leadership to drive school improvement forward.

How you can contact the Governing Board

We would be delighted to hear your views and opinions of our school. The school sends out questionnaires, and you can also complete the questionnaire on line at Parent View at <https://parentview.ofsted.gov.uk/> . If you would like to discuss something in particular, please contact the interim co-Chairs, either by email saraherridge@redgates.croydon.sch.uk and benrodin@redgates.croydon.sch.uk (or contact the school office and mark your letter 'for the attention of the Chair of Governors'.



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