

## **LITTLE PAXTON PRIMARY SCHOOL**

### **ANNUAL GOVERNANCE STATEMENT 2023/24**

This statement seeks to outline the impact of governance arrangements at the school throughout the course of the 2023/24 academic year.

#### **Governor Membership, Vacancies and Attendance**

The Instrument of Government allows for 15 governors across different categories.

Current membership: 13

Current vacancies: 2

Through the course of the 2023/24 Academic Year, the Governing Body lost 2 governors and gained 2 governors in their place. At the end of the year there still remains 2 vacancies which will need to be filled as soon as possible.

Chair: Maxine Howells

Vice Chair: Claire Cannon

Clerk: Cam Clerk – Jo Russel

Attendance: Overall, attendance of meetings is positive, with governors being committed to their roles. A small number of governors have found competing priorities and external pressures to be a challenge, but they have been supported to enable them to continue to serve. The attendance record has also been published on our school website.

#### **The Structure of Governance**

As well as meeting as a Full Governing Body, there are also 2 committees, in order to ensure sufficient oversight, support and accountability towards areas of identified priority and statutory coverage.

The school names these committees as:

- The Curriculum and Standard Committee
- The Resource and Finance Committee

All groups have a continued oversight of the school's safeguarding responsibilities and manage the updates of school policies aligned to the particular areas of responsibility.

In addition to the above, the school also constitutes a Pay Committee and Headteacher Performance Management Panel annually.

Committees related to particular purposes such as dealing with complaints or exclusions are constituted, as they are required, in line with the determining policy guidance.

### **Impact of the work of the Full Governing Body**

Over the course of the last academic year, the Governing Body has demonstrated notable impact with regard to;

- Recruitment of a substantive headteacher
- Establishing clear models for working as a leadership team and Governing Body
- Set a balanced school budget
- Financial Benchmarking
- Held leaders effectively to account for the standards achieved by pupils
- Provided effective support and challenge, building positive working relationships with, and supporting the wellbeing of school leaders
- The above was noted in the February Ofsted inspection, where governance had previously been an AFI and was therefore a key line of enquiry. The positive impact of governance was cited specifically:

*“The governing body offers effective challenge and support. This is because it has carefully recruited governors with the skills needed to improve the school.*

*Governors take account of staff well-being, including that of leaders. As a result, staff enjoy working here.”*

**Ofsted February 2024**

The main challenge faced and addressed by the Governing Body this year has been ensuring the school leadership team is supported during a period of unexpected change. This included recruiting an interim Head and Deputy, followed by the recruitment of a substantive Head and Deputy.

### **Governor Training**

Governors work is collective benefiting from different points of view and considerations within meetings. The Governing Body has also benefitted from training courses on the following topics throughout the course of the year;

- Bespoke training provided by the Strategic Lead for Governance
- Individual training attended by governors – e.g. the new to governance courses.

### **Governor Monitoring**

As well as attending meetings, governors are expected to visit school to understand more about school life and particular areas of priority (typically linked with different areas of the curriculum, or school development).

Throughout the course of this year, Governors have undertaken particular monitoring in relation to;

- SEND
- Quality of Education
- Pupil Premium
- Health and Safety
- ECTs
- Safeguarding and the SCR

- Regular HT and Chair check ins
- Leadership and management
- Behaviour
- Financial Procedures

Governors all have clear role descriptions to provide clarity over their roles and responsibilities.

### **Compliance**

The Governing Body has ensured that an effective safeguarding culture is in place, including;

- Half termly safeguarding visits following a set format
- Safeguarding is included in all agendas
- Safeguarding included in all visits

The Governing Body has ensured that the relevant policies and procedures are in place by following the policy schedule.

### **Forward Planning**

Succession planning – the addition of committee chairs and a vice chair role has begun to share the leadership capacity.

The Rhythm of Business was further embedded into processes this year; this has helped the effectiveness of the Governing Body and enabled the Governors to challenge and support the school leadership team. Moving forward the Governors will also focus on analysing and evaluating training.

### **Other information and contact**

Further information regarding the work of the Governing Body can be found at:

<https://www.littlepaxton.cambs.sch.uk/our-school/governors/>

Governors welcome communication from the Little Paxton Community please contact the Chair of Governors to learn how you could be involved. [chair@littlepaxtonprimary.cambs.sch.uk](mailto:chair@littlepaxtonprimary.cambs.sch.uk)