

ST HUGH'S SCHOOL



Bushfield Road, Scunthorpe, North Lincolnshire, DN16 1NB
Tel: (01724) 842960, Fax: (01724) 747249
e-mail: admin.sthughs@northlincs.gov.uk



Head Teacher: Tracy Millard

Annual Governance Statement for The Governing Body of St Hugh's School: Autumn 2018

In accordance with the Government's requirement for all governing bodies, the three core strategic functions of the St Hugh's School Governing Body are to:

1. Ensure clarity of vision, ethos and strategic direction;
2. Holding the Head Teacher to account for the educational performance of the school and its pupils.
3. Overseeing the financial performance of the school and ensuring its money is well spent.

Governance Arrangements

The Governing Body comprises of:

"1" Head Teacher Governor

"3" Parents: selected by election (or by appointment if insufficient people stand)

"1" Staff Governor selected by election from teachers & support staff at the school

"8" Co-opted Governors appointed by the governors to represent local community interests

"1" Local Authority Governor appointed by the Local Authority (LA). The Governor is a representative of the LA.

The full Governing Body meets once each term and we also have a number of committees to consider different aspects of the school in detail.



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At St Hugh's, we have the following committees:

The Resources Committee which focuses on Finance and Personnel issues.

The School Performance Committee: this Improving School Performance Committee looks at Achievement and Attainment on a termly basis with all subject leaders. Subject leaders report direct each meeting where formal minutes are taken and action points from previous meetings are followed up.

The Curriculum Policy and Standards Committee which reads all school policies and has delegated authority to approve and report to full governors' meeting. This group also monitors the SDP and school self-evaluation including the governor self-audit tool. This committee also engages in learning walks alongside subject leader with an agreed focus termly.

The Performance Related Pay Committee which oversees the pay changes for teaching staff. This group also ensures full compliance to the appraisal system ensuring it is fair and equitable whilst monitoring the performance of teachers, scrutinises with rigour evidence supporting pay progression and if agreed action recommendations, constructively challenges the head teachers self-evaluation regarding teacher performance and validate decisions made and celebrates staff achievement when above and beyond an individual's role.

The Behaviour and Safety Committee which considers buildings and Health and Safety issues. The second thread is to quality assure school processes in relation to positive interaction and behaviour. Finally and most importantly the Behaviour & Safety Committee which oversees all safeguarding issues. The Chair of Governors takes the lead role on this issue.

Attendance Record of Governors

Governors have excellent attendance at meetings and we have never cancelled a meeting because it was not "quorate" (i.e. the number of governors needed to ensure legal decisions are made)

Informal Visits

Each governor is attached to a class group. Governors will listen to students reading, attend assemblies, open evenings, Carol Services, Remembrance Day services, Sports days and other school functions.



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Our Impact

Behaviour and Safety:

What we have achieved:

- We triangulate across other committees in relation to PP to ensure efficiency and best use of Pupil Premium Funds
- Ensuring the building is continually fit for purpose as our numbers have increased
- Continued to monitor behaviour and attitudes to learning endorsing a highly positive climate for learning
- Detail of white slips is monitored and integrated in order to identify trends in behaviour and address appropriately
- We break data into key stages and number of incidents by key incidents by key individuals giving greater depth in measuring the contexts of incidents in school and the support necessary by the triangulation of our information

We still need to consider:

- Monitoring the strategic view of Post 16 provision and best value whilst developing this expanded provision
- Ensure future meetings are prior to the full governing reports being received in order to have viewed all attendance data and avoid duplication
- Ensure well being mentors access training to ensure succession planning is integral to the school system

Curriculum Policy and Standards

What we have achieved:

- Governors ensure evaluation focus and points for improvement from last observations are followed up in order to fully evaluate impact
- Documentation sets the context and aspiration for the forthcoming year giving clear expectation
- We use self evaluation information to strategically QA areas of school
- Action points from Learning Walks are followed up and triangulated with other evidence bases.
- Middle leadership accountability is reported to governance and governors test out in school in order to quality assure through the activity of learning walks.



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We still need to improve on:

- Governing body to continue to work with the new competency framework and familiarise self thoroughly to apply to our evaluation
- Delegation – ensure the work is distributed across the governing body
- To ensure students are visited regularly to collect updated information regarding their views

Performance Related Pay

What we have achieved:

- Quality Assure headteachers judgements through challenging/constructive conversation
- We ensure statutory pay policy/appraisal cycle is followed
- We have an accurate picture of the quality of teaching through learning walks, data and lesson observations completed by governors. The overall profile informs governors effectively
- Governors are well informed and celebrate the success of many staff members
- Through monitoring and evaluation staff have refocused employability opportunities
- Governors questioning of scrutiny of work evaluation – challenge the data presented
- Ensuring pay progression is implemented effectively by monitoring on a termly basis the effectiveness of the teaching standards
- Appreciation of staff who have demonstrated above and beyond within their role and communicating this to them

School Resources

- Full staffing overview maintained and monitored regarding staff movement
- Challenge regarding efficiency of resources and challenges
- Detailed written information regarding all personnel and financial matters presented by business manager to all governors
- Triangulate cumulative spend of performance of subject

Governing Body Meeting Minutes

These are available to read upon request from the Head Teacher



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Future Plans

To develop our school, we are working towards:-

- Investigating and deciding on a direction regarding multi academy trust
- Raise funds and complete a sports barn development

How you can contact the Governing Body

We always welcome suggestions, feedback and ideas from parents. Please contact the Chair of Governors, Ms E Kearsley, via the school office.



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St Hugh's School Governing Body

<u>Governor</u>	<u>Category</u>	<u>Term of office expiry date</u>
Tracy Millard	Head ex Officio	May 2019
Liz Kearsley	Co-Opted	May 2019
Emma Brittain	Co-Opted	March 2019
Anita Marshall	Co-Opted	August 2020
Ralph Parish (V/Chair)	Co-Opted	March 2020
Rob Jenkinson	Co-Opted	November 2020
Emma Smithen	Co-Opted	November 2020
Hilary Beverley	Co-Opted	September 2022
Gloria Carotti-Fisher	Parent	December 2019
David Jones	Staff	November 2018 <i>(to be discussed at Spring 2019 meeting)</i>
Joe Sellars	Associate Member	February 2020
Wez Sampson	Associate Member	September 2021
Nathan Jones	Associate Member	September 2021
Paul Townsley	Local Authority Governor	awaiting confirmation of position



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