

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 2019

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.

"2" Associate Members

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.



Artsmark
Silver Award
Awarded by Arts
Council England



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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.

Our Impact



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Behaviour and Safety:

What we have achieved:

- We have developed our work on a graduated approach on behaviour and resilience to take forward to staff which encompasses the government mental health & wellbeing guidance and Ofsted guidance
- Governors to attend and ensure the student voice and student mentor events develop in school

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 wellbeing mentors access training to ensure succession planning is integral to the school system

Curriculum Policy and Standards

What we have achieved:

- We check the accuracy of information by completing learning walks to ensure information is valid
- We understand new policy/practice as it arises we have completed a sequence of training
- We have ensured school policies are up to date to test and guide our practice

We still need to improve:

- As staff move within to new posts or leave roles, to look at internal processes and efficiency in order to continue to be best value for money
- Completing learning walks more timely with regard to its context
- Governors to ensure a follow up visit to test any monitoring they feel needs further validation

Performance Related Pay



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What we have achieved:

- Very thorough updates and have clear baseline regarding performance. We ensure letters of thanks are recorded and sent to staff
- We have had dialogues and development explained for a new evaluative system that will maintain governors keeping up to date regarding performance within a new form of measurement with regards to the new inspection framework
- Able to monitor the new EDR process for TA's to ensure performance management is implemented
- We acknowledge and support staff achievements

School Resources

What we have achieved:

- Induction of new Governors will access HR and financial training
- Scrutinise school resources to ensure efficiency
- Identify ways of saving money and resources
- Update practice as required e.g. charges for use of Hydro pool
- Analyse bench marking and monitor annually
- Financially plan and predict residential expenditure
- Challenge the Local Authority when exceptional funding is identified
- Ensure strategic overview regarding staffing/wellbeing/sickness/LOA and effects on the provision strategically

Governing Body Meeting Minutes

These are available to read upon request from the Head Teacher

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
- Awaiting outcome of our Free School application

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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Learn • Believe • Achieve • Together

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St Hugh's School Governing Body

Governor

Category

Term of office expiry date

Tracy Millard	Head ex Officio	Ongoing
Liz Kearsley	Co-Opted	May 2023
Emma Brittain	Co-Opted	March 2023
Ralph Parish (V/Chair)	Co-Opted	March 2020
Rob Jenkinson	Co-Opted	November 2020
Emma Smithen	Co-Opted	January 2021
Hilary Beverley	Co-Opted	September 2022
Gloria Carotti-Fisher	Parent	February 2023
David Jones	Staff	November 2021
Joe Sellars	Associate Member	February 2024
Nathan Jones	Associate Member	September 2021
Paul Townsley	Local Authority Governor	March 2023
Karen Windross	Parent	February 2024
Martha Coulman	Co-Opted	February 2024
Melanie Atkin	Co-Opted	February 2024
Andrew Mitchell	Parent	Awaiting confirmation of position

