



ST HUGH'S SCHOOL

Learn • Believe • Achieve • Together

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 2016

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:

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 LA. They are representatives 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 a **Resources Committee** which focuses on Finance and Personnel issues.

A **School Performance Committee**. 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.

A **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.

A **Performance Related Pay Committee** which oversea's 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.

Finally 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 hear 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;

- Ensured students attendance is maintained at a high standard because we focussed on monitoring attendance of students to highlight unauthorised absences
- Behaviour and PSHE continues to develop and be fit for purpose
- Ensured the building as a resource is fit for purpose

We still need to consider;

- The commissioning of clinical psychological services if funding cannot be obtained

Curriculum Policy and Standards

What we have achieved;

- Governors have ensured practice and policy are maintained with rigour
- Evaluation of governance in order to self improve making sure we review how we can be better has been completed
- We have ensured all key documentation for school improvement is focussed

We still need to improve on;

- Evaluating of new governors experiences of the induction process
- Keep informed regarding attendance/holiday legislation since a court case was successful

Performance Related Pay

What we have achieved;

- Pay decisions are all based on performance – based on whole school self evaluation identifying teacher holistic performance across the year across all standards
- We ensure statutory pay policy/appraisal cycle is followed
- We have an accurate picture of where teaching is through learning walks, data and lesson observations completed by governors
- Governors are well informed and celebrate the success of many staff members

We still need to improve on;

- We need to include anonymised teacher profile in full governing body meetings



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School Resource

What we have achieved;

- A new analysis of sickness and LOA reviewed and now easy to identify trends
- Budget lines raised – governors identified LA have not reflected the revised budget accurately with e financials

We still need to improve on;

- Monitoring national budget changes further
- Monitoring training and curriculum spend to make further savings

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 and to submit a Post 16 Free School application
- 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 Kearsley via the school office.

St Hugh's School Governing Body

<u>Governor</u>	<u>Category</u>	<u>Term of office expiry date</u>
Tracy Millard	Head/ex Officio	
Liz Kearsley (Chair)	Co-Opted	May 2019
Jayne Chudley (V/Chair)	Co-Opted	March 2020
Emma Brittain	Co-Opted	March 2019
Linda Marsh	Co-Opted	March 2019
Anita Marshall	Co-Opted	August 2020
Ralph Parish	Co-Opted	March 2020
Rob Jenkinson	Co-Opted	November 2020
Emma Smithen	Co-Opted	November 2020
Hilary Beverley	Local Authority	August 2018
Janet Deans	Parent/Carer	November 2019
Gloria Carotti-Fisher	Parent	December 2019
Lee Frow	Staff	November 2018
Joe Sellars	Associate Member	February 2020



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