

Annual Governance Statement for the Governing Body of King James's School

July 2016

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

1. Ensuring clarity of vision, ethos and strategic direction.
2. Holding the Headteacher to account for the educational performance of the school and its students.
3. Overseeing the financial performance of the school and making sure its money is well spent.

The Headteacher and Governing Body work in close partnership. The Head is responsible for the day-to-day management of the school, implementing the strategic framework established with the Governing Body.

Governance arrangements

The Governing Body of King James's School is currently made up of:

- Two Parent Governors – Jane Hall, Sarah Tabor
- One Local Authority Governor – Steve Johnson
- Two Staff Governors – Rob Snow, Carl Sugden
- Six Co-opted Governors – Dennis James (Chair), Andrew Knight (Vice-Chair), Pat Dunnill, John Heap, Sophie Ramplin, Rob Whitehead, Rebecca Evans

Debbie Howard, Clerk to the Governors, is also in attendance at meetings.

In order to discharge its duties effectively, the Governing Body has a range of skills. These include experience and expertise in financial management, teaching and learning, school leadership, health and safety, safeguarding, performance management, premises, human resources and strategic planning.

In December 2015, Governors decided to move away from the committee structure used in the past towards a circular model of governance. This means that all business is now considered at full Governing Body meetings, which take place at least six times per year. Particular tasks, issues and concerns are delegated to:

- Standing working groups – the Governing Body currently has one standing working group, the Executive Finance Group
- Time-limited working groups – set up to research a particular issue and report back to the Governing Body
- Panels – for staff discipline, staff discipline appeals, pupil discipline, school complaints and Headteacher performance management

Attendance record of Governors

The Clerk to the Governors keeps a record of Governors' attendance at meetings. These are published annually on the school website. Meetings need to be quorate (that is half the members need to be in attendance) to ensure that decisions can be made.

Statutory duties

In 2015/16, we have undertaken our statutory duties with regard to:

- Financial management
- Safeguarding
- Performance management of the Headteacher
- Health and safety
- Reviewing and updating statutory policies
- Monitoring the effectiveness of pupil premium and catch-up funding.

Governors have undertaken a variety of training, including new Governor induction, Ofsted preparation, safer recruitment and safeguarding.

Development plan priorities

The Governing Body's work revolves around the school development plan. The current plan spans two academic years – from 2015 to 2017. Our priorities based on this are to work with the Headteacher and all staff to:

1. **Secure outstanding achievement:**
 - a. Adapting to the focus of Progress 8 and Attainment 8
 - b. Focusing on sixth form curriculum delivery and assessment
 - c. Improving attendance
 - d. Narrowing the gap on disadvantage
 - e. Improving the presentation of KPI data
2. **Ensure students are learning ready:**
 - a. Embedding the Curriculum Pledge through all departments and key stages
 - b. Embedding the whole-school feedback policy
 - c. Developing in-school assessment and ensuring that it is fit for purpose
 - d. Preparing for the new qualification structures
 - e. Developing the school's alternative curriculum through the Hub and Student Support Group
3. **Empower people:**
 - a. Developing new CPD delivery methods
 - b. Encouraging student leadership and aspiration
 - c. Developing growth mindsets
 - d. Providing a summer term enrichment programme
 - e. Enhancing and developing the rewards system
4. **Secure foundations:**
 - a. Developing a deficit reduction plan in preparation for the 2016/17 budget

- b. Improving the physical learning environment
- c. Working towards operational excellence by improving back office systems
- d. Developing a programme of quality learning for tutor time
- e. Developing self-evaluation systems at all levels

5. Promoting partnerships:

- a. The White Rose Alliance
- b. Collaborating for Success (C4S) training programmes
- c. Building alliances with other schools and strengthening King James's commitment to collaborative working
- d. Celebrating the school's 400th anniversary in 2016

Building on our work in 2015/16, we will have a particular focus on the following in 2016/17:

1. **Secure Foundations**, in particular:
 - a. Wellbeing of staff
 - b. Operational excellence, building the capacity of the ICT network
 - c. Engaging and supporting parents
 - d. System leadership
2. **Learning Readiness**, in particular:
 - a. Continuing the focus on the Curriculum Pledge
 - b. Feedback and consistent application of the Feedback Policy
 - c. Assessment
 - d. Preparing students for qualifications
 - e. Developing an alternative curriculum for the Hub
 - f. Developing a programme of quality learning experiences for tutoring
3. **Outstanding Achievement**, in particular:
 - a. Ensuring all students groups have a positive Progress 8 score and achieving an ALPS 3 or better
 - b. Narrowing the gaps, with a greater focus on wave 1 strategies