

St Michael's Infant School Annual Effectiveness Statement 2020

We are a body of 12 governors made up of Foundation, Local Authority, staff and parent governors. The two parent governors are elected by their peers and the Foundation governors are recruited for their skills and experience from the community and confirmed in post by the Parochial Church Council and Guildford Diocese. Our governors give freely of their time and are volunteers.

Strategic planning is a key responsibility for governors and in March 2016 we entered into a Memorandum of Understanding with Newdigate CE Infant School which has enabled us to work in partnership with a formal secondment agreement for an Executive Headship arrangement. This agreement has led to three years of very successful collaboration between the two schools and the Executive Headteacher is a full member of our governing body.

The ethos of our school is based on its historic foundation as a Voluntary Aided Church of England (CE) school and aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice.

During the year governors maintain a good overview of the impact of learning and teaching through regular reports, meetings with staff and visiting the school. We ensure that all statutory requirements are met, particularly in relation to safeguarding. We also monitor the Christian distinctiveness of the school in its day to day activities and the embedding of the school aims and vision. This includes structured conversations with small groups of pupils to explore their views and understanding of safety and school values.

Governors undertake specific roles and responsibilities (see the St Michael's governors web page for more details). During the year there are regular governor visits to observe practice within the school and meet with the staff. After a visit governors complete a visit record form which is shared with the school leaders and circulated to the rest of the governing body. A copy is also archived in the governing body's virtual office records.

The school leadership is held to account through a range of different meetings. In addition to the full Governing Body which has four meetings a year there are two Committees which meet regularly (Finance and Resources, and Learning and Teaching) each with specific responsibilities. Staff also meet with individual governors and the chair of governors meets with the school leaders several times each term.

The Head of School prepares monitoring reports and attends the Learning and Teaching Committee, as well as making a presentation to the full governing body in July. The Executive Headteacher presents termly reports and data which are subject to questioning and scrutiny by governors. Provision for pupils with Special Needs and/or supported with Pupil Premium funding is monitored and reported on twice a year. Evidence of the effectiveness of school leadership is gathered from a range of sources and regular dialogue ensures that governors are aware of current issues, progress towards agreed targets and other concerns as they occur. Each formal meeting has an agreed agenda and detailed minutes are kept of the questions and answers asked of the leadership team. Issues raised are rigorously pursued.

There is a systematic process of policy review which includes assessing the outcomes so that each is fit for purpose. There is also a formal process of risk management so that risks are clearly identified and there is an appropriate focus on mitigating actions. The School's budget and financial expenditure are scrutinised to ensure the effective use of resources and value for money. Governors

have continued to undertake training and attend briefings to ensure they are effective and work within the Governor Competency Framework (ref: DfE 2019).

In December 2016, the school had a short Ofsted inspection and was judged to continue to be good and maintaining the high standards the school has prided itself on. The inspector affirmed the Governing Body was “skilled and well-trained that gets the balance between support and challenge just right. Knowing the community well, governors are mindful of the school having a successful future as well as flourishing now.”

In May 2017, a further inspection judged the distinctiveness and effectiveness of St Michael’s CE Aided as a Church of England school are Outstanding. The Inspector noted that “governors have a clear and well-informed understanding of the school’s Christian distinctiveness and this is informed and led by their systematic approach to monitoring. This includes conversations with pupils to gauge their experience and understanding and then incorporating improvements from their insightful observations and suggestions. In terms of their strategic role, the governors are successfully steering the school through a new phase of its development