

OAKLEIGH SCHOOL

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Headteacher: Mrs Ruth Harding

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Governors Statement and Impact Report 2016-17

Introduction

The major priority for Governors is to ensure that the pupils of Oakleigh School and The Early Years Centre progress well in their education through effective learning and support. We appreciate that for this to happen the pupils must be supported by a well led, enthusiastic, professionally competent and motivated staff all working together within a safe, supportive, and stimulating learning environment. We recognise that this is a shared priority for parents and carers and we encourage feedback from parents and carers on how well we can demonstrate we are meeting this priority.

As a governing body, we are responsible for setting priorities for the school and we must continually evaluate the role we play within the life of the school, and publish relevant information to all interested parties.

This statement and report are part of that evaluation and publication process.

School Improvement Plan (SIP)

Governors work co-operatively with the Headteacher and Leadership Team to write and monitor the School Improvement Plan. The School Improvement Plan sets aims for the forthcoming year. The current SIP is based on priorities identified from data, school self-evaluation and OFSTED priorities. The SIP is set out with clear aims, the key tasks which will be completed in order to achieve these aims and the success criteria in order to measure outcomes. The SIP is monitored and reviewed termly, normally in committee, with an evaluation overview being completed and presented to the full governing body alongside the Headteacher's report.

The current targets of the School Improvement Plan are to:

1. Recruitment of Business Manager
2. Website redesigned.
3. On-going support and CPD for new Headteacher, Deputy and Middle Leaders
4. Increase parental views on Parent View
5. Ongoing review of our 'Knowing Ourselves'
6. Strengthening Governors role within school and further develop the effectiveness of committees
7. Safeguarding to remain outstanding

Governor Visits

Governors visit the school as part of their monitoring of the SIP and of specific issues such as looking at teaching and learning across the school through learning walks with the Headteacher.

The Chair of Governors has regular meetings with the Headteacher, and Governors with specific responsibilities meet with staff leaders, in particular Pupil Premium, Sport Premium, Assessment, Safeguarding, and Early Years

Examples of the impact of these visits include a survey carried out showed that 100% of governors thought there was clear leadership in the school, good standard of education (highest rating).

Governors participate in termly monitoring visits and produce a visit report. In this way, governors' understanding of the school is greatly strengthened.

Data Analysis



Data is made available to Governors through termly meetings of the Governing Body with verbal and written presentations followed by question and answer sessions with senior and middle leaders.

Data is analysed in more detail by Governors and school leaders during impact meetings; in this way, Governors are able to benchmark their data against similar schools nationally to ensure the school's standards and expectations are high and are able to be closely scrutinised. It is this level of data analysis that informs and leads school improvement planning.

Particular scrutiny is placed on pupil progress across all groups including vulnerable groups and on the effective use of the Pupil Premium.

Policies

Governors review all relevant policies throughout the academic year to ensure that all guidance is current and up to date. Specific attention is paid to ensure that the school complies with the Department for Education mandatory policy list.

Financial Management

The impact of the Governors' role in the school ensures that the budget is managed effectively and improvements are effective and continuous and contribute strongly to positive pupil outcomes.

Committee report and impact

Finance and Staffing Committee

The Finance and Staffing Committee contains several Governors with significant expertise in financial management. This committee drives the financial management of the school. Examples of the impact this year includes management of the budget to allow for the pay changes for a lot of staff in Unified Pay

Premises, Health & Safety Committee

Examples of the impact this year includes: improvements to the school grounds (synthetic grass in the Infant Playground), decorating, and new Kitchen

School Improvement Committee

Examples of the impact on school improvement include reports from joint learning walks with the Headteacher and Governor involvement in the School Improvement Plan

Statutory Duties

The Governing Body is very mindful of its statutory duties and over the course of the year we have paid particular attention to Health and Safety requirements, staff and pupil welfare, Safeguarding and Pupil Premium

Staff Recruitment

In September 2017 there was a new Leadership structure with a new Headteacher and Deputy Headteacher and middle leaders new or relatively new to post following the retirement of the long-standing Headteacher and promotions of the middle leaders. Several established and experienced staff retired between 2015 to 2017. The school had some difficulty recruiting teaching staff with appropriate knowledge and skills and this prompted the leadership team to explore different routes into teaching for existing staff with relevant qualifications. This has resulted in, from September 2017, a member of the team working through School Direct to become a qualified teacher. The school has also supported two teachers through the QTLS accreditation. In September 2016 the school was able to appoint 2 NQTs who successfully completed their NQT year. Through the mix of highly trained and exceptionally skilled senior and middle leaders the school is maintaining the exceptionally high standards it has always set itself.

The Headteacher, members of the Leadership Team, Chair and Designated Safeguarding Governor are trained in "Safer Recruitment". Governors are involved in the recruitment and selection of all staff and use the appointment process to ensure that high quality staff who share the school's ethos and aims are appointed. Notably, this year there was the appointment of a new Head Teacher, following succession planning, and the creation of the new post of Deputy Head Teacher. The new Family Support Team has been a significant development in supporting the families. Due to the complex needs of the children, we recognise that the families need a high level of support both emotionally and to with practical strategies. A Strong Family Support Team is in place to help build resilience in families. This includes a Family Support Worker, Family Liaison Officer and Therapy support for parents/carers individually and as a family.

Attendance of Governor Meetings

There are normally three formal meetings of the full Governing Body each year with subcommittees meeting at least three times a year. Governor attendance has, as always, been of a very good level, with any absences having been fully explained and accepted and approved by the Governing body.

Governor Training

Recent training has included: Safeguarding and Child Protection, Safer Recruitment and maintaining outstanding Governance

Impact Statement – Review

The Governing Body, the Headteacher, Leadership Team and all members of staff are constantly striving to improve and develop the school.

Governors have ensured that Pupil Premium funding is deployed effectively, resulting in disadvantaged children making good progress. There has been effective allocation and imaginative use of Sports Premium funding so as to provide a wide range of opportunities for the pupils.

Future and Continuous Improvement

The Governing Body and Leadership team are constantly striving to improve and develop the school. Ongoing and future areas for improving and developing will include:

- Ensuring continued improvement in pupil progress and attainment across all groups including vulnerable groups.
- Shaping the school's future.
- Training and implementation of Governor roles
- Safeguarding of pupils and staff

Signed:  _____

(Steve Holt, Chair of the Governing Body)