

Barrington C of E Primary School

ANNUAL GOVERNANCE STATEMENT 2023/24

This statement seeks to outline the impact of governance arrangements at the school throughout the course of the 2023/24 academic year.

Governor Membership, Vacancies and Attendance

The Instrument of Government allows for 12 governors across different categories.

Current membership: 11

Current vacancies: 1

Throughout the course of the year, one governor has resigned and two new governors have been recruited. The current vacancy has been advertised, but a replacement governor has not yet been recruited. Further recruitment will take place in the 2024-25 academic year.

One governor's term ends in July 2024, but they have agreed to stay on subject to the agreement of the FGB in September 2024. Two governors' terms will end during the next academic year – the chair and one of the co-vice chairs. Planning to extend their terms or recruit replacements will start in September 2024.

Chair: Nicky Rushton

Vice Chairs: Claire Stoneham and Sharon Isaacs

Clerk: Wendy Harrison

Attendance: Over the course of the year, Governors at Barrington CofE (VC) Primary School have demonstrated an overall positive attendance and engagement with their work. All scheduled FGB and Education Committee meetings have been held in person. The Business Committee and the additional meetings relating to headteacher recruitment have been held remotely as this has previously been found not to have affected the effectiveness of the governing body. Further information about governor attendance can be found on the school website.

The Structure of Governance

As well as meeting as a Full Governing Board, there are also 2 committees, in order to ensure sufficient oversight, support and accountability towards areas of identified priority and statutory coverage.

The school names these committees as:

- Education Committee – which mainly deals with matters relating to the curriculum, assessment and data, SEND and Pupil Premium expenditure and impact.
- Business Committee – which mainly deals with HR, Finance, Health and Safety, and Premises.

Both committees and the Governing Body overall have a continued oversight of the school's safeguarding responsibilities and manage the updates of school policies aligned to the particular areas of responsibility.

In addition to the above, the school also constitutes a Headteacher Performance Management Panel annually.

Committees related to particular purposes such as dealing with complaints or exclusions are constituted as they are required, in line with the determining policy guidance.

In the 2023-24 academic year, an additional committee was convened to recruit a new headteacher and a deputy head teacher.

Impact of the work of the Full Governing Body

Over the course of the last academic year, the Governing Body has demonstrated notable impact with regard to;

- We recruited a new headteacher for the school, to replace the current headteacher who is retiring
- We planned for a change to the staffing structure to enable a deputy head teacher to be in place from September 2024 and have recruited a teacher to fill that role.
- We have planned and budgeted for more office hours. There will be an additional 8 hours from September 2024.

The main challenges faced and addressed by the Board this year have been...

- The size of our budget. Strategically, we would like to have separated the current year 4/5 class from September 2024, provide more TA time for teachers, and provide additional TA support for particular children or groups of children, but there is no spare money in the budget to provide this.
- The increase in pupil numbers has proved difficult for monitoring pupil progress. The data has altered considerably across the year as new children have joined. This has made it much harder to monitor whether progress is adequate. We have discussed alternative monitoring programs that teachers can use to better track their pupils.

Impact of the work of the Education Committee

Over the course of the last academic year, the Education Committee has demonstrated notable impact with regard to;

- Receiving termly data for pupil attainment and progress and ensuring actions are in place to address any concerns arising from this
- Ensuring that an effective system for assessing and tracking pupil attainment and progress is a priority
- Discussing the effective use of available TA hours, recognising the impact of increasing 1:1 TA needs on the number of hours available for general classroom TA support
- Ensuring that the mental health of students and everyone working in the school is a priority.

The main challenges faced by this committee this year have been...

- Budget constraints which limit what can be delivered against what is required.
- Insufficient general classroom TA hours and the reliability of those which are allocated due to essential redirection.

Impact of the work of the Business Committee

Over the course of the last academic year, the Business Committee has demonstrated notable impact with regard to;

- Decided on the salary range for the new headteacher, where the pay scale has changed due to the increase in size of the school
- Debated different ways of using the projected carry forward, deciding what would be the most effective uses given our strategic plan. (The creation of a deputy head teacher position and increasing office hours were considered more important than other things at the present time)
- Discussed how a move to seven classes will be possible in the future, given the present funding situation, planning ahead for September 2025 when it will be required.
- Agreed to spending capital budget on some essential maintenance work. Whilst the budget is really tight, postponing this again could lead to a deterioration that would be more costly in the long term.

The main challenge faced by this committee this year has been the tightness of the budget. There is almost no spare money to spend on anything. We have a significant number of children who require a 1:1 TA the whole time they are in school. This costs us a significant amount of money, particularly as at least one draft EHCPs was agreed in the autumn term but funding has still not been received. This means we are unable to offer very many hours of general TA time to the classroom teachers.

Governor Training

Governors work collectively, so we are always able to benefit from our different points of view and considerations within meetings. However, the Governing Body has also benefitted from training courses on the following topics throughout the course of the year;

- Safer recruitment
- Safeguarding & governor's role
- The role of a governor in a church school
- SIAMS 2023
- Headteachers' appraisal

Governor Monitoring

As well as attending meetings, governors are also expected to visit school to understand more about school life and particular areas of priority (typically linked with different areas of the curriculum, or school development).

Throughout the course of this year, Governors have undertaken particular monitoring in relation to;

- Safeguarding
- Health and Safety
- SEND
- Curriculum (Science and Writing)
- SIAMS related visits by the foundation governors

Compliance

The Governing Board has ensured that an effective safeguarding culture is in place. Our work includes:

- Annual safeguarding training for all governors
- Appointment of a new Safeguarding governor who has completed training courses on 'Safeguarding and the Governor's role' and 'Safer Recruitment'
- Safeguarding is a standard item on Full Governing Board agendas
- Monitoring visits by the Safeguarding Governor. This has included checking and carrying out a self-review of the Single Central Record and completion of a Safer Recruitment Questionnaire with headteacher
- Safeguarding monitoring reports are shared and discussed with the Full Governing Board.
- Ratifying safeguarding policies. The Safeguarding Governor has a copy of all safeguarding policies

The Governing Board has ensured that the relevant policies and procedures are in place by:

- Checking and ratifying policies at Education Committee, Business Community and Full Governing Body meetings
- Checking that the policies are on the school website as part of the website audit

Forward Planning

- **Moving to seven classes**
We want to get the structures in place to create a seventh class in September 2025, allowing us to finally move to one class per year group.
- **Extra day for SENCO**
A SENCO was recruited at 1 day a week from the 2023-24 academic year. We need to increase these hours as it isn't enough to complete all the work required. At some point we would like to increase it to 2 days per week, but we will need to take a staggered approach to get there as there isn't currently enough money in the budget for that.
- **More TA support**
We currently have very little TA support other than for SEND children. We would like to increase the cover for all classes. We would also like to increase the training that TAs have to enable them to better support the children with very complex needs that we currently have in school.

Other information and contact

Further information regarding the work of the Governing Body can be found at:

https://www.barrington.cambs.sch.uk/website/our_governors/328976

This includes information regarding attendance of governors and their Declarations of Interest.

Alternately, stakeholders are always welcome to engage with the work of the Governing Body by contacting the Chair of Governors via email to chair@barrington.cambs.sch.uk regarding the work of the Governing Body.