



LINWOOD
TRAINING, SUPPORT & ADVICE

Impact statement 2022/23

The composition of the governing board

There are currently two vacancies for Parent Governors and one vacancy for a Co-opted Governor on the Board. We are all proud to be representatives on the Board of Governors at Linwood School, we are a strong and robust set of 8 Governors. Festus Adedoyin has become our latest Co-Opted Governor to join us, he has completed Induction training and is becoming an integral member on the Board.

Meetings of the governing board and attendance.

The full governing board meet five times a year: all meetings are supported by an experienced governance professional. The three sub-committees also meet three times a year. Governors are volunteers, have very good attendance overall despite having busy lives. Apologies for non-attendance are considered on an individual basis; governors work to the national governors code of conduct.

The work that Governors have done through our committees and in the Governing Board

Governors have monitored the implementation of the School's **Vision and Values** to ensure they are embedded in all areas of school life through our school monitoring visits and Learning walks, witnessing the positive interactions of staff, children, and young people and also from the implementation of our school policies.

Governors have worked closely with the school, meeting regularly to receive EHT reports to **challenge and review** objectives and monitor progress on priority areas against the School Development and Improvement Plan (SDIP). This has been a key aspect of **monitoring the School Improvement Plan** this year to ensure targets are met. Governors have been impressed with the progress made in the SDIP towards improving pupil regulation and engagement and outcomes.

Governors continue to scrutinise and monitor the **school finances** on a regularly basis to ensure value for money in the Finance and Asset Management committee in the light of the significant challenges of the cost of living crisis and the national funding shortfalls. This has involved regular

meetings with the Business Manager, reporting back to the Full Governing Board. Governors have met with Senior managers in the LA to advocate on behalf of our students and families to work in partnership with the LA regarding the pressures on the school budget. The Governing Board have made recommendations on **the staffing structure** and have prioritised investing in and strengthening the Senior Leadership Team by a coaching and supervision programme.

Performance Management of staff has been closely monitored and presented to ensure this is a quality process in the Personal and Wellbeing Committee. **A staff survey of well-being** was undertaken showing overall that staff agree Linwood to be a good place to work and it clearly demonstrated the strength of commitment to our students. Also, the implementation and impact of the **staff Well-Being strategy** is reviewed at each meeting and the staff Well Being Index outcomes show a strengthening of wellbeing since the adverse effects of the pandemic.

Our Safeguarding Governor has met termly with the Head Designated Safeguarding Leader, to ensure the Single Central Record is UpToDate, to discuss and monitor progress with the school's most recent Safeguarding review by an external expert action plan and to scrutinise the statutory Safeguarding Audit carried out by the LA, of which was described by them as exemplary practice. The Governors receive a comprehensive Safeguarding report at each Full Governing Board meeting and have brought challenge around online safety, requesting an audit which showed no specific areas of concern. All of which have been presented to and discussed at the Full Governing Board meetings.

The Link governor for Regulation and Engagement (RE) meets termly with the lead professionals to monitor the progress of the RE objectives within the SDIP and feedback to the FGB. Governors have set termly Key Performance reporting to the FGB which has shown the reduction in the termly incident reporting data and the significant impact the Nurture curriculum and the increase in PACE team have made, who have further established their role in supporting and training staff within RE.

The **quality of Teaching and Learning** is monitored by the Learning and Achievement Committee. The committee have received in-depth reports from the **commissioned external School Improvement partner** visits and from the subject leaders in English, Maths, Alma and Vita curriculums. The effectiveness of specific learning interventions is scrutinised in this committee. Regular reporting to the FGB from the subject area monitoring visits have been undertaken by Link Governors covering each curriculum pathway and all campuses. Good practice and excellent learning experiences were evident and have been publicised by governors on the website.

Governors attended the **annual 21/22 Progress and Attainment reviews** from all the Curriculum Pathways and noted the basket approach of appropriate assessment processes to ensure increments of progress by our students are captured and celebrated. This committee has attended a **termly Curriculum Progress Review** and have gained more knowledge of the process of assessment and how this is monitored for accuracy and consistency.

A Link Governor has met with the IAG lead for careers and future pathways and was impressed by the way this team provide such personalised quality support which was evidenced by the top marks the school obtained from the annual Gatsby benchmarking (tool to mark quality of careers and work experience provision by all schools)

Equality and Diversity is at the fore front of discussions and decision making by Governors.

Attendance has been reviewed and challenged robustly by governors and the hard work done by the school this year to ensure students are supported by personalised strategies have been noted with significant improvements seen for individual students and some year groups.

The progress of Pupil Premium students has also been monitored by the Learning and Achievement committee and governors are pleased to report good and excellent progress is consistently made by these students.

The new approach this year to capturing **valuable student voice** is reported to the Governors and is proving to be a more inclusive and effective way of collecting a wide range of views which are reviewed and responded to by the Governing Board where appropriate.

Governors have regular access to training in order to keep up to date using the National College courses which have included updated KCSI, Child Protection and Safeguarding level 2, peer on peer sexual harassment, Stakeholder engagement and Equality and diversity. There has also been attendance at the termly SWALSS governors' network and the SWALSS annual governors' conference and the Board received external Ofsted training.

In April 2023 the **Governing Board instructed an external review** of its work, which concluded the Board despite carrying vacancies is a hardworking and effective Governing Board with an excellent, open and transparent working relationship with the EHT and SLT team.

The governors are committed to fulfilling the national standards of governance and fulfil all our duties with the best interest of our students at the heart of everything we do.

Governors have worked tirelessly to improve outcomes for students and to realise our ambitious vision for the school and we will continue to challenge in all areas to ensure this happens.

Chris Purdy Chair of Governors 25/09/2023