



## **Waldegrave Governing Body**

### **Impact Statement 2022-23**

Over the past academic year governors have worked across the school, adding value and having impact. This annual statement highlights the range of governors' activity.

#### **Whole school**

- Membership of the governing body continuously monitored to ensure strong and relevant governance. New Co-Chair appointed to replace Fran Perrow after 12 years of governorship. Fran moves to a new role as Member and Trustee of the Waldegrave Trust.
- Governors continued to monitor and assess the impact of Covid on the whole school community and address areas where attention was needed following the pandemic. In particular, this was in relation to mental health of students, wellbeing of staff and continued gaps in learning of students.
- Support for the Equality, Diversity and Inclusion strategy and monitoring its roll-out across the whole school community.
- Continued to work with Debbie Walls in her role as our School Improvement Partner (SIP), to ensure school had a high-level external audit to inform governors. SIP visits had focussed on a range of areas including leadership, monitoring of school assessment data and deep dives into a number of different subjects.
- Support for the Headteacher in the altered Senior Leadership Team structure following the appointment of a new Deputy Head in June 2022.
- Support for the new two-week timetable which had been developed in line with new legislation. It had been developed to improve curriculum time but also had enabled there to be a longer lunchtime for both staff and student wellbeing.
- Continuous monitoring of school admissions to ensure optimum class sizes. Governors continued to hear appeals for admissions under special circumstances throughout the year.

#### **Achievement sub-committee**

- Governors carried out a curriculum deep-dive in the RE department and also undertook a range of focused visits including behaviour, Equality, Diversity and Inclusion, safeguarding, the sixth form and SEND.
- Continued to ensure safeguarding is effective. Reviewed the school's policy. Termly checking of the School Central Record to ensure best practice is followed in relation to GDPR and recruitment. Assisted with the annual Section 11 safeguarding audit by Achieving for Children on behalf of the borough.
- Governors received safeguarding training from the school Designated Safeguarding Lead ensuring everyone had an up-to-date knowledge of the topic. Governors also participated

in a range of other training, including safer recruitment, unconscious bias, mental well-being and eco-schools.

- Maintained a strong focus on disadvantaged students and those with Special Educational Needs, noting the heightened challenges to this group following the various lockdowns with remote learning.
- Analysed and audited the school's achievement, progress, attendance, behaviour and wellbeing data. Monitored roll-out of the new behaviour framework which includes a more consistent approach to rewards.
- Used information from staff and pupil presentations, including School Parliament, to inform decisions on topics such as data, technology, subject options and the school canteen.
- Reviewed leavers' destinations (Yr 11 & 13) to inform our school offer, along with careers education information advice and guidance (CEIAG), Investors in Careers awards and work experience placements.
- Regularly reviewed all statutory and non- statutory policies to ensure compliance with legislation and statutory guidance.

### **Finance and Resources sub-committee**

- Oversaw the sound financial management of the school and ensured money was well spent. Regular scrutiny of budget and cashflow monitors, major summer capital expenditure programs, gas utilities re-tender and benchmarking to peer schools. Remit of the committee was also reviewed to ensure audit and risk areas appropriately covered as part of regular oversight activities.
- Approved the final Waldegrave Trust Accounts for 2021-2022. Monitored and approved the school's three-year budget aligned with school's strategic priorities and appropriately reflecting the pressures from the current high inflationary environment.
- Carried out the headteacher's performance management review, and scrutinized teaching and support staff pay review process via a separate pay committee. Checked that all staff pay increments were in line with national guidance.
- Provided oversight of various school site improvement initiatives to improve the learning and working environment for students and staff, including enhancing site security, fire safety, energy efficiency, accessibility and staff rooms.
- Oversaw focus, reporting and follow up initiatives on various activities related to scrutiny, including IT business continuity, HR policies, health and safety, safeguarding and Teaching and Learning Responsibility payments.
- Supported the recasting of the 16-19 Bursary policy in the fairest way possible for students most in need reflecting the significant government cut-back in bursary funding.
- Encouraged the additional focus on areas of strategic importance from a finance and resources perspective, such as estate management strategy reflecting recent growth in reserves, staff wellbeing strategy informed by facilitated stakeholder workshops, School Fund to enhance engagement with the school community and exploring digital strategies to support teacher recruitment.
- Oversaw the formation of the staff H&S Committee, and development of an expanded H&S policy.