



Waldegrave Governing Body

Impact Statement 2024-2025

“Trustees and governors know their school well. They are rightly proud of its inclusive ethos and strong outcomes. They have high expectations of leaders but are also conscious of the need for all staff to have a work-life balance.”

- Ofsted 2024

Over the past academic year governors have supported and challenged the school in various ways. A number of meetings and sub-committee panels have been convened to facilitate the work of the Governing Body and these have included three Board of Trustee meetings, three Local Governing Body meetings, five Finance and Resources sub-committee meetings and six Achievement sub-committee meetings. The 87% attendance rate of Governors at meetings is indicative of their commitment to the school. Governors have also taken part in numerous subject deep-dive reviews and strategic link visits with school leaders throughout the year. In addition, they have supported a wide range of panels, against a backdrop of significant national increase in the number of complex complaints.

Waldegrave's Governors:

- Supported the Headteacher and school leadership during a highly successful Ofsted inspection in October, which confirmed the school as *Outstanding* with no areas identified for development.
- Completed Safer-Recruitment training and attended interview panels to support the school in its recruitment of new leaders, teachers and support staff where this is appropriate.
- Supported the school in its delivery of the Responding to Concerns - Complaints Policy through both ensuring that processes were followed as well as attending independent review panels on the rare occasions that they were convened.
- Performed other important roles in the strategic oversight of the school, including updating the annual risk register, doing termly governor visits and receiving various external audit findings and recommendations. Reviewed school policies and ensured all statutory duties are being met.
- Governors were visible and available to parents at a range of events including school celebrations, results events and Friends of Waldegrave functions.

Governors on the Achievement Sub-Committee:

- Closely analysed and audited student achievement, progress, attendance, behaviour, wellbeing, and the quality of teaching through sub-committee report reviews and the broader review of the Headteacher's detailed termly reports.
- Conducted in-depth visits throughout the year including one to Waldegrave's Sixth Form to support continuous improvement and alignment with school priorities and one to investigate careers provision.
- Ensured safeguarding remained highly effective through regular updates, monitoring activities, and checks of the Single Central Register, also ensuring compliance with GDPR and recruitment best practices. Contributed to the annual Section 11 safeguarding audit led by Achieving for Children on behalf of the borough.
- Maintained a strong focus on disadvantaged students and those with Special Educational Needs (SEND) through regular updates and visits from the designated link governor.

Governors on the Finance and Resources Sub-Committee:

- Conducted the Headteacher's performance review, scrutinised pay recommendations, and approved the proposed salary adjustments.
- Provided support for a new classroom block capital project via a working party focusing on the tendering process as well as scrutinising regular report updates on the progress of the project.
- Provided oversight and support in relation to the school's MIS migration from SIMS to Arbor.
- Supported the school in submitting a new bid for the Condition Improvement Fund (CIF), and whilst unsuccessful, have agreed to fully fund the replacement of windows in the D.T. block.
- Monitored staff costs against income—particularly considering rising pension contributions and pay increases—to ensure long-term financial viability. Reviewed and approved teacher and support staff pay increments for 2025/26.
- Supported the school's Business Manager in the commissioning of internal audits focusing on areas such as the Single Central Register, statutory testing and staff induction.
- Approved the Final Academy Accounts for 2024-2025 and reviewed and ratified the school's three-year budget plan.
- Evaluated recruitment practices to ensure they remain compliant, effective, and aligned with current best practice.
- Encouraged the school to conduct additional cyber risk testing and training to reduce potential vulnerabilities.

Waldegrave's Board of Trustees:

- Conducted a skills audit with all Governors leading to the recruitment of four new members especially to address perceived gaps in required knowledge and experience.
- Provided an induction for these four new Governors (one community, one staff and two parent Governors) and guaranteed annual safeguarding training for all Governors through an exceptional September meeting. Provided oversight of ongoing continuing professional development training for all Governors.
- Ensured that all policies created and reviewed demonstrate the school's commitment to the Equality Act 2010 through a consistent Equality, Diversity and Inclusion message.

- Worked with our School Improvement Partner on targeted areas from the School Development Plan 2024-2025.
- Supported the Headteacher in the formulation of priorities for Waldegrave's new School Development Plan for 2025-2026.