



**Colgate Primary School
Governor Impact Statement
2024**

1. Ensuring clarity of vision, ethos, values and strategic direction

What have we done?	What impact have we had?
We have reviewed and monitored the School Development Plan.	This results in constructive governor feedback and supports continual School development.
We are reviewing the School Strategic Plan, Vision and Values ahead of the refresh in 2025.	This helps the School refine and shape the strategic direction on the basis of the evolving needs of our pupils and their families.
We have monitored, reviewed and approved up to 80 statutory, non-statutory and curriculum policies.	This ensures that the policies which govern the way the School is run are compliant and up-to-date with key policies housed on the School website to inform parents and carers.
We have reviewed the School INSET Days.	This helps the Head Teacher to gain the maximum from training days for the benefit of the staff and pupils.
We recruited a new parent governor and undertaken an exit interview of a parent governor and an associate member that left.	This has resulted in new perspectives on the Governing Body and provided constructive feedback from those leaving.
We revised our committees' terms of reference and assigned specific responsibilities to governors.	This has helped focus attention and drive support and improvement across all School activities.
We appointed a Training Link Governor to review and monitor the training needs of governors.	This helps ensure that governors undertake the training necessary to help them support and drive improvements across the School.

2. Holding the Head Teacher to account for the educational performance of the School and its pupils, and the performance management of staff

What have we done?	What impact have we had?
<p>We have undertaken visits across the School, working alongside the relevant Lead Teacher, to ensure continuous improvement across:</p> <ul style="list-style-type: none"> • Assessment • Maths • More Able Pupils • Progress and Achievement • Pupil Premium • Science • SEN • Writing 	<p>The outcome of the visits has helped the School deliver a high quality learning experience.</p> <p>The visits resulted in strong interaction between governors and staff which helped identify areas for development.</p> <p>In addition, a key feature of the visits was listening to the ‘pupil voice.’</p>
<p>We have undertaken Learning Walks across various subjects looking at adaptive teaching and considering provision for both SEND children and our More Able pupils.</p>	<p>This has helped recognise where quality teaching is taking place and to encourage and question where certain teaching methods could be developed.</p>
<p>We considered and approved residential trips for the School year 2024-25.</p>	<p>This ensures our curriculum and School activities remain broad for all pupils.</p>
<p>We appointed an Attendance Lead Governor.</p>	<p>This has helped clarify the barriers to attendance and steps we can take to improve attendance.</p>
<p>We appointed a Wellbeing Lead Governor.</p>	<p>This has helped us better understand wellbeing and identify what needs improvement.</p>
<p>We completed a Safeguarding Audit of all our safeguarding processes and structures.</p>	<p>This has helped ensure the safety and wellbeing of the School community.</p>
<p>We have reviewed governor safeguarding training requirements.</p>	<p>This ensures governors are up-to-date with safeguarding and related national requirements.</p>
<p>We have reviewed the Head Teacher’s termly report to governors ensuring it is both strategic and reflective of the School context.</p>	<p>This has helped maximise the clarity and breadth of information available to governors with regards School performance and progress.</p>
<p>We carried out our annual appraisal of the Head Teacher, reviewing her objectives and setting new ones for the year ahead.</p>	<p>This has helped us monitor and keep on track the work of the Head Teacher in line with School priorities and objectives.</p>

3. Overseeing the financial performance of the School and making sure its money is well spent

What have we done?	What impact have we had?
We have made a priority of identifying possible grants and company sponsorships in order to maximise income for the School.	This has already resulted in sponsorship and funds that have helped enhance the wider provision of the School curriculum.
We have expanded the Finance Committee to include the Finance Lead Governor, a newly appointed Deputy Finance Lead Governor, School Business Manager and Head Teacher.	This has broadened accountability for overseeing the School's finances.
We have improved our reporting mechanisms so that our Finance Committee reports directly to our Productivity and Resources Committee.	This has strengthened the robustness of the School's financial processes.
Our Finance Committee meets termly with the Head Teacher and School Business Manager to monitor the budget.	This helps ensure that financial management is effective and that the School budget is balanced.
We have introduced an annual budget meeting in May of the Productivity and Resources Committee to consider and approve the budget.	This provides governors the opportunity to review and question the manner in which funds are allocated. It provides scrutiny of all expenditure before budget approval.

4. Stakeholder Engagement

What have we done?	What impact have we had?
We carried out a staff and pupil survey to find out what the School could do to improve and to support staff and pupils to 'be their best'.	This provided rich insight and feedback with key areas identified for development.
We attend School events such as the summer fair, harvest festival, sports days, class trips, Christmas and Easter events and productions.	This demonstrates to the wider School community that governors are engaged and eager to support and find out about School life.
We have reviewed and developed the School Marketing Strategy.	This has ensured our marketing approach is both up-to-date and in line with current School priorities and within the context of the communities in which the School sits.
We have scrutinised the annual parent/carer survey.	This shows our commitment to parents as key stakeholders at the School, listening to their comments.
We have worked with the School to produce a Pupil Premium Video.	This helps governors to better understand the issues and support the School in its care of Pupil Premium children.
We have refreshed Class Link Governor roles, ensuring that every class is linked to a governor, notably one who has daytime availability so able to make occasional visits.	This has strengthened the link between the governors and teaching staff and pupils.
Governors have attended relevant training events and passed on key learning points to their peers on the Governing Body.	This has ensured that the Governing Body remains up-to-date with current legislation and recommendations from the Local Authority.
We have reviewed our timetable of meetings to ensure the best schedule possible with regards attendance, productivity and wellbeing.	This has showed our commitment to the wellbeing of those attending meetings and our acknowledgement of governor commitment as they seek to be as productive as possible.
We have carried out our annual website audit to ensure the School is both compliant and informative online.	This ensures the School is up-to-date and visible online for all stakeholders.