



**Chatsworth High School and Community College**

**Report from the Chair of the Governing Board**

**February 2018**

**Louise Hutchinson**

## Introduction

This report covers the time period from 31<sup>st</sup> January 2017 to 31<sup>st</sup> January 2018 and aims to give an overview of the performance of the Governing Board at Chatsworth High School and Community College (CHS&CC), highlighting the ways in which Governors have challenged and supported school.

Our Governing Board currently consists of nine highly motivated and enthusiastic individuals from a broad range of disciplines and careers, and is made up from parents, teachers, a Local Authority appointee, the Headteacher and members of the local community.

### Attendance at Governing Board Meetings.

Over the last twelve months there have been three meetings of each of the subcommittees, and three full Governing Board meetings in school. The table below shows that attendance at meetings has been consistently good, which has ensured consistency of approach, effective sharing of information and continuity in planning. (These figures only relate to current Governors).

GOVERNOR	OUTCOMES & QUALITY OF TEACHING	PERSONAL DEVELOPMENT, BEHAVIOUR & WELFARE	LEADERSHIP & MANAGEMENT	FULL GOVERNING BOARD
M/s Sue Goldsworthy Headteacher	100%	100%	100%	100%
Mrs Louise Hutchinson Co-opted Governor	100%	100%	100%	100%
Ms Janet Pardoe Co-opted Governor	N/A	100%	100%	100%
Mr Graham Lunt Staff Governor	100%	100%	N/A	100%
Miss Julia Newall Co-opted Governor	N/A	33%	N/A	66%
Mrs Shirley Bennett Parent Governor	100%	100%	N/A	66%
Mrs Judith Bull Parent Governor	66%	N/A	N/A	100%
Cl Mrs Gina Reynolds Local Authority Governor	N/A	100%	100%	33%
Mrs Kulsum Begum Co-opted Governor	N/A	N/A	66%	33%

### Complaints and Appeals.

I am pleased to report that, as Chair, I have not been called upon to investigate any complaints about school or staff during this period of time. However, in the summer term, I was required to Chair a Staff Dismissal Appeal Panel along with two fellow Governors. Everyone associated with this process acted in a sensitive, skilled and professional manner.

## Governing Board Structure and Membership

We have reached a point in the development of the school and the Chatsworth Multi-Academy Trust (CMAT), where it seems sensible to review Governance. The Trust is now up & running, we have a substantive senior leadership team in place in school, and there are no proposed mergers with any other Trusts. In the last six months five experienced Governors have left the Governing Board at Chatsworth, mainly due to retirement or increasing work commitments. Therefore, during the autumn term a skills audit of the remaining nine Governors was performed, to help assess the effectiveness of the current Governing Board. I am currently completing the analysis of the data provided by this audit and will report my findings to the CMAT Trustees Board and the Full Governing Board during the spring term.

To enhance and expand upon the information generated by the skills audit, I also plan to meet with each Governor individually before the end of February 2018. To date, I have met with six Governors to discuss in depth their contribution to the Governing Board this year, their role and training needs, and any ideas they have to increase the effectiveness or impact of Governors within the school setting. These interviews, with the completed audit forms, have assisted me in reviewing Governors skills, experience and commitment, which demonstrate how effectively they can support, contribute and engage with the Governance process in the future.

Following discussion with Trustees, and in light of the on-going skills audit review, the five vacant governor posts have currently been suspended. However, as we may wish to recruit new Governors in the future, the Chair has registered with the 'Inspiring Governance' organisation and a generic person specification has been written.

I anticipate that this review of governance will be performed jointly by Governors and Trustees.

At this moment in time the structure of the sub-committees remains as below.

OUTCOMES & QUALITY OF TEACHING	PERSONAL DEVELOPMENT, BEHAVIOUR & WELFARE	LEADERSHIP & MANAGEMENT
Sue Goldsworthy	Sue Goldsworthy	Sue Goldsworthy
Louise Hutchinson	Louise Hutchinson	Louise Hutchinson
Graham Lunt	Janet Pardoe	Janet Pardoe
Shirley Bennett	Graham Lunt	Gina Reynolds
Judith Bull	Julia Newall	Kulsum Begum
	Shirley Bennett	
	Gina Reynolds	

## Governor Training and Self-evaluation

### Training.

The Governor skills audit highlighted an array of training completed by Governors via 'Educare for Education' and 'Modern Governor' online courses; attending training sessions at Salford Governor Services; and also within their workplace. Courses included;

- safeguarding in education,
- conflict resolution,
- fire safety in education,
- The Prevent Duty,
- Ofsted Inspection,
- Team Teach training,
- an introduction to GDPR,
- media training,
- safer recruitment,
- Forest School and Restorative Behaviour Approach.

Within the Governor Skills Audit, Governors requested further training relating to school finance, equality and human rights, and Governing Board self-evaluation. These Governors have been directed to appropriate online training resources, with an option to arrange additional training within school if necessary.

Over the last two years, the Chair of Governors has attended a number of conferences including;

- The Future of Academies: Showcase and Exhibition (February 2016),
- New Academies Network Event (February 2017)
- Tony Talks Autism (Dr Tony Attwood) Seminar (January 2018).

She has also attended Governance Briefing sessions at Salford Governor Services each term and has received valuable support and guidance from several National Leaders of Governance.

To ensure that Governors continue to feel confident in analysing pupil progress data, Sue Goldsworthy delivered a training session in school on 23rd June 2017. She also developed an excellent information pack to supplement the session, and this was circulated to all Governors.

## Safeguarding, The Prevent Duty and Governors.

The Governing Board has a duty to ensure that the school meets its statutory safeguarding responsibilities and ensure that all the young people attending the school are safe. There is also a statutory requirement under the Counter-Terrorism and Security Act 2015 for schools to comply with regulations in relation to protecting young people from exposure to radical and extremist influences. To ensure that the Governing Board is effective in evaluating safeguarding within school, Governors have completed the following training during the last 12 months.

Julia Newall	Safeguarding Young People	1 <sup>st</sup> Nov 2017	Educare for Education.
Julia Newall	Child Sexual Exploitation	1 <sup>st</sup> Nov 2017	Educare for Education.
Michael Samuels	The Prevent Duty	27 <sup>th</sup> Oct 2017	Educare for Education.
Janet Pardoe	The Prevent Duty	26 <sup>th</sup> Oct 2017	Educare for Education.
Judith Bull	The Prevent Duty	24 <sup>th</sup> Oct 2017	Educare for Education.
Kulsum Begum	The Prevent Duty	21 <sup>st</sup> Oct 2017	Educare for Education.
Kulsum Begum	Safeguarding Young People	21 <sup>st</sup> Oct 2017	Educare for Education.
Louise Hutchinson	The Prevent Duty	11 <sup>th</sup> Oct 2017	Modern Governor
Louise Hutchinson	Radicalisation	11 <sup>th</sup> Oct 2017	Modern Governor
Gina Loveday	The Prevent Duty	8 <sup>th</sup> Oct 2017	Educare for Education
Louise Hutchinson	FGM Awareness	8 <sup>th</sup> Oct 2017	Educare for Education
Graham Lunt	The Prevent Duty	23 <sup>rd</sup> Oct 2017	Educare for Education
Graham Lunt	Intro to Child Sexual Exploitation	23 <sup>rd</sup> Oct 2017	Educare for Education
Graham Lunt	Safeguarding Young People	23 <sup>rd</sup> Oct 2017	Educare for Education
Louise Hutchinson	Safer Recruitment	27 <sup>th</sup> Feb 2017	Salford Governor Services
Joseph Doogan	Safeguarding & Child Protection	8 <sup>th</sup> Feb 2017	Modern Governor
Joseph Doogan	Safeguarding & School Governance	8 <sup>th</sup> Feb 2017	Modern Governor
Joseph Doogan	The Prevent Duty	8 <sup>th</sup> Feb 2017	Modern Governor
Janet Pardoe	Safeguarding & Child Protection	3 <sup>rd</sup> Feb 2017	Modern Governor
Julia Williams	The Prevent Duty	1 <sup>st</sup> Feb 2017	Modern Governor
Julia Williams	Safeguarding & School Governance	31 <sup>st</sup> Jan 2017	Modern Governor
Julia Williams	Safeguarding & Child Protection	31 <sup>st</sup> Jan 2017	Modern Governor

In addition, in March 2017 all Governors read (and signed to say that they had understood) the 'Keeping Children Safe in Education' (2016) document.

### Governor Away Day.

To enhance training and team-building within the Governing Board, a 'Governor Away Day' is to be held at the Novotel Hotel, Worsley on Friday 9th February 2018. It is anticipated that the agenda on this day will include;

- vision and ethos of the school and Governing Board,
- effectiveness of Governors in relation to the School Improvement Plan,
- self-evaluation of the Governing Board.

### Schedule of meetings.

Following an informal review of the meetings schedule at the end of July 2017, it became clear that the timing of meetings could be improved. In previous years there had been a flurry of committee and full Governing Board meetings at the beginning of each term, followed by a gap of 2 - 3 months with limited formal communication with Governors. Therefore, from September 2017, committee meetings will be held during the first half of the term with a full Governing Board meeting occurring during the second half of the term. This will allow more time for completion of any actions arising from the meetings and will foster more regular contact with all Governors.

## **Senior Leadership Team**

As the CMAT has continued to evolve over the last twelve months, there have been important and exciting developments within the Senior Leadership Team at Chatsworth High School. Following the appointment of Martin Hanbury as the permanent and substantive Executive Headteacher for the CMAT in the summer, it became necessary for the Governing Board to appoint a new Headteacher. This was a rigorous and robust interview process, and I am pleased to report that in July 2017 the Chatsworth Governing Board appointed Sue Goldsworthy as the permanent and substantive Headteacher. The process of selection, interview and appointment was completed by a panel of four Chatsworth Governors and two CMAT Trustees. The appointment took effect from 1<sup>st</sup> September 2017.

The Governing Board believes that Sue's experience and enthusiasm will be an asset to our school and will continue to bring stability and success in the future. We are looking forward to working with Sue and the whole Chatsworth community to build on the school's excellent practice, enhance provision and secure a bright and fulfilling future for our students, their families and our staff.

In addition to the Headteacher interview, two Governors were also invited to sit on the interview panel which appointed Gail Myers as the new Deputy Headteacher.

### Headteacher's Performance Management

In September 2017, three Governors from the Leadership and Management Committee formed a Headteacher's Performance Management Panel to review the Headteacher's objectives for 2016 / 2017. This panel examined a range of evidence and received input from Martin Hanbury (Exec HT). The panel agreed that the objectives had been achieved and recommended that the Headteacher should receive an annual increment of one point. This recommendation was shared and ratified by all Governors and Trustees during the Autumn term. Following this process, the Chair met with Sue Goldsworthy (HT) and Martin Hanbury (Exec HT) to set the Headteacher objectives for 2017/2018. These include:

- To develop a comprehensive and fully integrated Quality Assurance programme which includes significant contributions from all members of the Senior Leadership Team.
- To sharpen the focus of the school's curriculum onto the destinations pupils will experience in adult life.
- To develop consistently high-quality communication practice across the whole school.

Governors strongly believe that the senior leaders have worked effectively and tirelessly together and have been highly effective in developing practice in school through strategic quality improvement work.

## School Improvement Plan

The key priorities for 2016 / 2017 were:

- To develop the total communication environment
- To ensure consistency of high quality English and Maths Learning Outcomes (EMLOs)
- To ensure pupils make progress towards their EHCP targets by linking targets from EHCPs into classroom practice

Following scrutiny of the data provided by the Headteacher and Senior Leadership Team, Governors felt confident that clear, consistent progress had been made in these areas; the objectives had been achieved and this had a very positive impact on student's outcomes.

The key priorities for 2017 / 2018 are to develop:

- Leadership and Quality Assurance systems across the school and
- Developing the curriculum to ensure that it is effective in enabling each pupil to have the most aspirational life after school possible.

Governors continue to contribute positively to school improvement; demonstrating a high level of challenge and support of the Senior Leadership team. Some Governors have visited school to familiarise themselves with school and to observe practice. Additionally, Gina Reynolds has visited school to review the Safeguarding policy and practices, and Janet Pardoe has been in to review 'Looked After Children' and Pupil Premium expenditure and practice. Gina and Janet's reports show robust and highly effective practice and were delivered at the Full Governing Board meeting at the end of the summer term.

## Racist or Bullying Incidents

Throughout the year, Governors have received reports from the Headteacher relating to a small number of episodes which relate to racist or bullying behaviour in school. Governors are satisfied that each event was handled appropriately and professionally by all staff involved. We are confident that the necessary strategies are in place, and all policies, procedures and guidance are being followed accordingly.



## Quality of Teaching and Outcomes

Analysis of pupil progress data shows that pupil progress is very strong. Governors are well informed about the quality assurance and monitoring practices that are used within school to assess the quality of teaching, and we feel confident that teaching standards remain high. Our judgement is based upon scrutiny and evaluation of high quality data, and feedback from the Headteacher relating to;

- Analysis of pupil progress data,
- Pupil premium spending,
- Moderation, triangulation and peer support for teachers,
- External moderation networks,
- Leavers destinations,
- Evaluation of interventions to improve attainment, such as booster groups etc.

Throughout the year, Governors have frequently visited classrooms as volunteer support, and have attended special assemblies or Super Learning Days, so that we can learn more about the students and their learning. Whilst in school, Governors can observe how strategies such as EMLO's (English and Maths Learning Outcomes) are used in the classroom, how progress is identified and recorded, and how teachers adapt each session to meet the learning, behavioural and physical needs of each young person. By engaging in the classroom with students and members of staff, Governors develop their awareness and understanding of the school, which enhances their ability to support and challenge the school in Governing Board meetings.

## Conclusion

Governance is strong at Chatsworth High School and Community College. We currently have nine Governors, including the Headteacher, who are committed to maintaining high standards of education and achieving excellence for our students. Training and developments needs of Governors have been identified through a Skills Audit and individual meetings, and a 'Governor Away Day' is scheduled for February 2018.

**Louise Hutchinson**

**February 2018**