



Mengham Junior School

Governor's Annual report 2014/15

Our Aims and Accountability

At the centre of our vision at Mengham Junior School we believe "Anything is possible when you believe in yourself...**Aspire. Believe. Achieve.** We were thrilled when in the OFSTED inspection of January 2015, the school was graded as Good, with some outstanding features, with our thanks and praise being heartily offered to Mrs. Bolton and her staff. We are now on an exciting journey to becoming Outstanding! Indeed OFSTED noted in 2015:

The governors are passionate in their support for the head teacher, and the school. They challenge the school's leadership firmly, especially in relation to pupils' achievement and the quality of teaching.

At Mengham, the over-riding purpose of the governing body is to support and challenge the school in providing the best possible education for its pupils. This is reflected in the law, which states that the purpose of maintained school governing bodies is to 'conduct the school with a view to promoting high standards of educational achievement at the school'

Schools are no longer required to produce a Governors' Annual Report. At Mengham Junior School however we believe the contents are an important part of our openness with parents/carers and have therefore decided to publish a report to parents.

The School Website (www.menghamjunior.co.uk) also contains valuable information.

The governing body is accountable to the LEA, to parents, to children and to the wider community for the way it carries out its functions. It is responsible for determining the aims and overall conduct of the school.

This includes deciding, with the Head teacher, how the school should develop and approving policies and procedures which will support that development.

The Governing Body of Mengham Junior School was re-constituted in July 2014 and is now made up of members who are skilled in different aspects of education and business management, namely, an ex head teacher, ex assistant head teacher, ex Head of Youth Services, ex Head of work based learning at a FE college, plus a current teacher, a NCT trainer, an engineer, an accountant, a Teaching Assistant. The governing body comprises of:

2 staff governors (including the Headteacher),
2 elected Parent Governors and
7 Co-opted governors.

Co-opted governors are appointed by the Governing Body and are people who, in the opinion of the governing body, have the skills required to contribute to the effective governance and success of the school: on our Governing Body Co-opted governors include parents, a staff member and members of the local community.

The responsibilities of the entire Governing Body are determined by a range of statutory and best practice directives; we adopt the view that governing bodies should have a strong focus on three core strategic functions are:

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding the headteacher to account for the educational performance of the school and its pupils;
3. Overseeing the financial performance of the school and making sure its money is well spent.

What have governors done over the past year to carry out these core functions?

All governors can attend 12 formal meetings a year. In addition to those, they go into school to monitor school performance, meet with school staff, talk with pupils and parents, attend school events, interview prospective employees and consult with education professionals. A log is kept of governors attendance in school and last year, 2014\15, these meetings and visits and meetings totalled approximately 400 hours. We monitored spending of the school budget of (in the financial year April 2014 to March 2015) around £867,000 (*Governors are all unpaid volunteers*)

Governors are passionate about education at Mengham Junior School and try to use their skills and time for the benefit of everyone associated with it. The full Governing Body met twice each term, as did the committees to consider different aspects of the school in detail. At Mengham Junior School we have a Resources Committee, with responsibility for Finance including the school Budget, Premises & Safety, and staffing plus a Curriculum Committee (which focuses on pupil performance and quality of teaching). We also have committees that meet if required to consider parent issues, pupil discipline and staffing matters.

Governors' attendance 2014 to 2015

Governor	Full Governor Body meetings attended	Committee meetings attended
Tracy Rich	6/6	12/12
Sue Lewis	5/6	11/12
Christine Moore	6/6	5/6
Becky Whipp	6/6	5/6
Julie Fraser	6/6	5/6
Wendy Bolton	6/6	9/12
Caroline Mason *	1/6	3/6
David Adams	4/4	4/4
Heather Limb	3/3	1/2
Mandy Westbrook *	5/6	3/6
Richard Moore *	3/3	3/4
Lynne Yates *	2/5	2/5
Alistair Bancroft	1/1	0/0
Tanya Hedgcock	0/0	0/0

*No longer members of the Governing Body

The governors strategic aim is in line with the school's aim for 2014 – 2017:

"a school that maintains and encourages sustainable growth over the next three years." With -

- Successful learners
- Confident individuals
- Responsible members of our community

We intend to do this by maintaining and encouraging children to achieve the best they can academically, socially and morally regardless of gender, race, ability and background. We want the children to succeed in a school in which they feel safe and secure.

To achieve this objective we support and challenge the head teacher and her staff, monitor and evaluate all activities within school and liaise with outside agencies and the community. We work in consultation with the

head teacher to draw up a Strategic Improvement Plan, which is the management tool detailing the steps to be taken to achieve the objectives in the governors' long term plan, this leads into the cycle of business that ensures that all evaluation and monitoring activities take place.

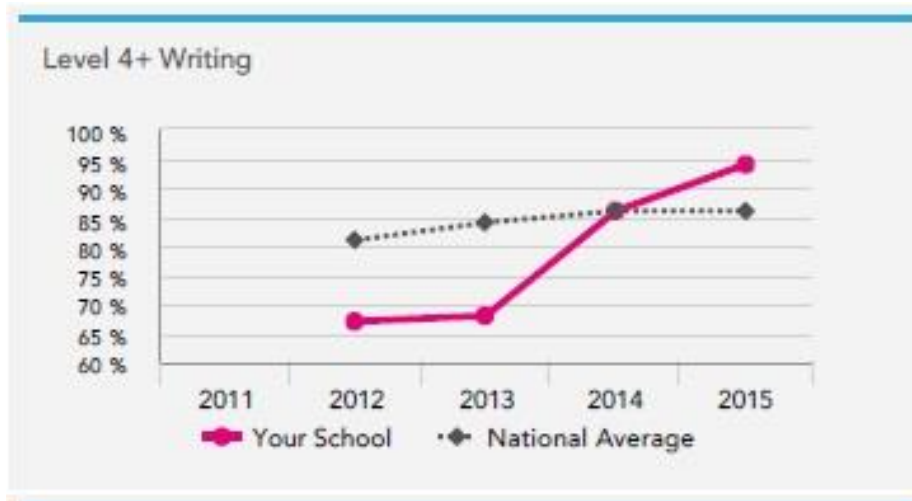
Where the money came from.....

Schools receive their funding from several different sources:

Delegated budget is distributed by the local authority and is based mostly on pupil numbers and covers all running costs plus income from **Parents** including contributions they have made to educational visits. The **Capital** spend comes via the local authority. This is the major source of income and is dependent on the Authorities priority list and is based on the number of children in school on a certain date and is to spend on buildings, grounds and fixed assets. **Pupil premium** is allocated by the government and is based mainly on the number of pupils eligible to receive free school meals and is intended to support disadvantaged children. **Premises** income comes from lettings (e.g. Theatre group, school minibus, etc.) **FOMS** is money raised and donated to the school by the Friends of Mengham Junior School. The school funding is monitored and audited by the governors' Resources Committee every half term. We are responsible for the performance management of the head teacher and the salaries of all her staff. Also there is always a governor to participate in the recruitment of staff. The governors sit on Curriculum, Learning and Standards committee to oversee the standards of teaching and learning.

And what impact has the work of the governing body had on the school and its pupils?

Pupil achievement: We have been instrumental in supporting the school to move from 'Requires Improvement' to 'Good', one example of this is we supported the school with its funding to become a 'Talk for Writing' school and this has been reflected in the improvement in our writing achievements:



We support and challenge the Head to move the school from its present Good to our aim of an outstanding judgement.

What do the important members of our school tell us?

Governors undertake surveys at many whole school events including Parents' Evenings and at other events as required. We strive to ensure we have a governor present at all school activities. This year we have surveyed pupils, parents and staff.

Pupil survey:

We surveyed certain groups of vulnerable children and according to the last pupil survey, carried out on homework and how the pupils felt about themselves and their school, pupils consider that adults care and listen to them, that the school helps them to care for others, they feel safe and the headteacher and staff do a good job. Again OFSTED commented in 2015:

Pupils really enjoy their learning...Pupils feel safe because the school provides a calm and caring environment in which they can thrive.

Parents survey:

We surveyed parents regarding healthy lunchboxes. In response to the survey we ran governors Parent Panel where we invited parents into school for an informal meeting about healthy eating, homework and transition between the schools. We arranged that the catering company that provide hot cooked meals should attend various functions to showcase their menus. We also canvassed parents at Parents' evenings what they thought of the school, giving them guidance on how to complete parents' view. This year we have canvassed parents again re their thoughts on after school provision, designing a questionnaire, and assisting them to complete this to give the school the information necessary to organise this provision.

Staff Survey:

As it was the first year of performance related pay, the governors surveyed staff to see whether they were confident that the process was carried out professionally, and they agreed that it was. We also interviewed staff when they left to ascertain their reasons for leaving and all were furthering their careers.

What are we aiming for in the coming year?

- **Governing body:** the chair and clerk are both following National Governors' Development courses and the whole governing body will focus on becoming even more strategic, undertaking effective monitoring visits and ensuring we are all well-trained for our increasingly complex roles. OFSTED wanted us to publish more information about pupil premium, and look at better ways to develop and promote the Governing Body and the website. With that in mind we have allocated a governor with responsibility for the website. Last year the whole Governing Body undertook training to understand our role regarding the SMSC [Social, Moral, Spiritual and Cultural], aspect and responsibilities of the school. This year so far we reviewed the new OFSTED framework for inspections and are now becoming proficient in learning to understand "Life without levels", the new government assessment strategy.
- **The school as a whole:** we are aiming for all the following areas previously judged as good to be judged outstanding (latest Ofsted criteria)
 - Leadership and management**
 - Personal Development, Behaviour and Welfare**
 - Teaching, Learning and Assessment**
 - Outcomes for Pupils**

We always welcome suggestions, feedback and ideas from parents – please contact the Chair of Governors, Tracy Rich, via the school office.