

## Ryarsh Primary School Governing Body impact statement

According to the National Governors' Association, effective governance is based on six key features:

**Strategic leadership** that sets and champions vision, ethos and strategy.

**Accountability** that drives up educational standards and financial performance.

**People** with the right skills, experience, qualities and capacity.

**Structures** that reinforce clearly defined roles and responsibilities.

**Compliance** with statutory and contractual requirements.

**Evaluation** to monitor and improve the quality and impact of governance

Our governing body demonstrates its effectiveness and impact in the following key areas:

### Recruitment

Our Governors' input ensures that we only employ and develop the best staff at all levels. In 2017/18, Governors were on the selection panel for all teaching appointments and one teaching assistant appointment, conducting interviews and making recruitment decisions alongside senior staff. This adds value and consistency to our recruitment processes and strengthens the shared understanding of staffing issues among school leaders and governors.

### Partnership

Our Governors are an integral part of the school community. As well as our regular monitoring visits in school three times a year, we also attend some inset days and school celebration events. This means that we have a deep understanding of the school and its priorities for the education and well-being of all pupils.

### Oversight

Management of school budgets is increasingly difficult as demands increase whilst resources are constrained. Our finance governors review the school budget monthly, and take part in quarterly monitoring and budget setting. We are able to ensure that we achieve the best possible value for money which delivers maximum impact on learning for all our pupils.

### Evaluation

Self-evaluation is a key factor in our drive for continuous improvement. Once a year we perform a skills audit to ensure that we have the right range of skills to maximise the support we can give to the school. We also review these skills every time we appoint a new member of the Governing Body. Our Kent CC school improvement advisor said in his last visit that *'Governors are determined and have good experience. They work as an effective team with leadership at all levels. They evaluate the school development plan termly.'*

### Training

Our Governors are committed to their continued professional development. During 2017 we had attendance at training on special educational needs and disability, safer recruitment and safeguarding, as well as a range of on line CPD credits. This ensures that we stay up to date so that our input is relevant and helpful.

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