Bishop Heber High School

Annual Governance Statement October 2022

OVERVIEW OF THE ROLE OF THE GOVERNING BODY

Our Governing Body comprises a group of diverse individuals, all fully committed to ensuring that Bishop Heber High School provides the best education and outcomes possible for all students, through an ambitious, responsive and inclusive curriculum, delivered and supported by our excellent and committed teaching staff.

In accordance with the Government's requirement for all governing boards, our three core strategic functions are:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding the Headteacher to account for the educational performance of the school and its pupils and the performance management of staff;
- Overseeing the financial performance of the school and making sure that its money is well-spent.

In addition, we recognise a fourth strategic intent recommended by the National Governors' Association, that of ensuring that the voices of our Stakeholders are heard.

GOVERNANCE ARRANGEMENTS

Our Instrument of Government allows for four Parent Governors, five Co-opted Governors, two Partnership Governors, one Local Authority Governor, one Staff Governor and the Headteacher. We also include our two Head Prefects as Associate Governors. We are currently recruiting for one Parent Governor and one Co-opted Governor, with the LA position also being vacant.

Governors are allocated to one of two committees – Student Progress and Achievement (SPA) and Resources, Environment and Personnel (REP), though some governors choose to attend both.

Both committees have their own Terms of Reference detailing responsibilities delegated to them by the Full Governing Body.

SPA meets half–termly, and reviews all aspects of learning and teaching, with regular presentations being given by subject area leaders; behaviour, safeguarding and well-being are also regularly reviewed.

REP meets monthly, providing governors with regular oversight of the School's finances.

The Full Governing Body meets once each term, with one additional day spent in school in the Autumn term engaging with staff and students, revisiting the school's strategic direction and one day spent off site in the Spring term on training and development.

During the academic year 2021-22, the Governing Body continued to meet on its normal calendar of meetings, with all meetings taking place face to face, but with some governors joining virtually when circumstances dictated.

ATTENDANCE RECORD OF GOVERNORS

The attendance record of our governors is excellent; we have never had to cancel a meeting because the Governing Body is not quorate. Please see the website for the record of individual governor attendance.

THE WORK THAT THE GOVERNING BODY HAS COMPLETED IN 2021/2022

Governors have had a significant impact during the academic year.

The Covid-19 pandemic continued to provide some challenge throughout the school year, as staff and students returned to a more normal way of working, which, of course, was completely new to many students. Our Governing Body has once again played an important role in supporting the school through this period.

Through its support and challenge of the Headteacher and Senior Leadership Team, the Governing Body ensured that there continued to be robust risk assessments in place, allowing all students and staff to attend school safely in line with both national and local government guidance. Some changes and adjustments which were necessary throughout the pandemic have been kept, as they were either a better way of working, or popular with staff and students.

The SPA Committee has continued its monitoring of all students to make sure that they are receiving the support that they need to continually progress in their learning and achieve their targets. Due to the pandemic, students were unable to access the wealth of enrichment activities provided by the School's Trips and Visits programme. However, during the Summer Term some trips were resumed and we are pleased to support the school in looking to provide a greater selection this academic year to deliver those all-important enrichment opportunities once more. Governors aim to ensure that trips offer value for money and where possible, enable parents to have sufficient time to budget for them.

Robust checking of our policies and procedures and regular meetings between the Business Manager, Site Manager and Chair of the REP Committee, together with good accounting and financial management have allowed a comprehensive Premises Development Plan to be drawn up and approved, which will be carried out in stages in response to prevailing economic conditions.

Following the huge success in replacing the majority of the school's lighting with LED fittings, which produced a large cost saving, governors requested that the remaining parts of the school were also transferred.

Our Governor Days in school and off site enabled governors to meet with staff and students, including visiting lessons, as well as undertake training and development to ensure we keep abreast with the latest guidance and initiatives. Governors were also pleased to welcome Edward Timpson MP, who spoke to us about his work on School Exclusions, as governors and staff work towards ensuring that every student is able to receive a quality education and is treated fairly.

STAFFING

Governors have been invited to attend interviews for all new staff appointments, where their input is useful and valued in adding another perspective to the choice of candidate. Attendance helps Governors to ensure that as a school, we are employing the best people that we can at all levels, as

well as promoting internally where appropriate. As the employers, we are currently responsible for 180 members of staff, only one of whom receives above £110K in gross salary.

CONTACT US

Governors welcome all suggestions and feedback from parents. Please contact the Chair of Governors, Mrs S Anderson via the Clerk - Miss J Ashley by email jashley@heber.org.uk