

# Annual Governor Report 2017/2018

The Governing Body, working with the Headteacher and the Senior Leadership Team (“SLT”), is the key strategic decision maker and vision setter and plays a major part in the school’s accountability. We are instrumental in driving up school and pupil performance and in ensuring that the school’s resources are used as effectively as possible to deliver the best education we can for all our students.

Our focus is on the three core strategic functions laid down by the Department for Education:

- 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 its staff;
- Overseeing the financial performance of the school and making sure its money is well spent

## How?

Governors work through both full Governing Body meetings and dedicated committees (Welfare; Standards and Achievement; Site, Buildings and Finance; and Littleview) who then report back to the full Governing Body. Under our Link Governor system individual governors, working with school leaders, take responsibility for overseeing specific areas of the school’s activities/curriculum. Visits enable Governors to see for themselves what is going on in the school on a regular basis. Between us, we attend as many of the wonderful school productions and events as we can.

## The key priorities for 2018/2019 are:

- To raise performance to the same high level across all subjects and key stages and, to the extent possible, across all student groups;
- To offer educational services to other local schools;
- To begin the process of establishing a MAT built around Hillview’s belief that all students should be able to access a quality education where they are able to explore and develop their passions and unlock their potential.
- To secure staffing stability
- Continued focus on the need to secure funding revenues and maximise business potential.

## School Priorities for 2017/18 were:

### *Raising Standards*

- Drive the vision and the pure potential belief throughout the wider school community
- Secure P8/A8 performance
- Secure performance in new specification courses

- Target poor subject performance
- Reduce variation in quality and performance in subjects and outcomes for disadvantaged students
- Increase aspirations and challenge across the curriculum
- Develop proactive targeted intervention within the mentor system

#### *Teaching and Learning*

- Drive whole school pedagogical approach and enhanced monitoring procedures
- Support the staff to identify and develop their own CPL and pedagogical approaches
- Develop a stable, cost effective staffing body

#### *HSG Business*

- Continue focus on increased student recruitment
- Maximise business potential
- Expansion of the Hillview brand and marketing

### **Governor impact in 2017/2018**

The school had another very successful year in 2017/2018 and continues to go from strength to strength under Mrs. Burkett's leadership. Governor impact in particular was the following:

#### *Strategic Direction:*

- Governors worked with the Headteacher and her SLT to finalise a very clear vision and mission statement for the school. Hillview's pure potential vision, underpinned by our core values of inspiration, innovation, independence and inclusivity, is now clearly defined in the school's strategic plans and is being embedded across the school community on a daily basis.
- The review and overhaul of governance procedures and the committee structure to enable sharper focus on monitoring and driving up school performance has now been completed.
- Work with the Senior Leadership Team on an outline 5 year Strategic Plan has been completed and more detailed work on the implementation of the plan will be put in place in 2018/2019. See [provide link] for the Hillview Strategic Plan 2018- 2023.

#### *Holding the Headteacher/school to account:*

- Monitoring, review and challenge of the school's performance against the targets/priorities set out in the Strategic Plan through the work of our key committees (Standards & Achievement, Welfare, and Site Buildings and Finance) continues.
- Link Governors responsible for monitoring performance management visited the school to monitor the ongoing progress being made with the continued successful development of the school's performance appraisal systems.
- The Governor Performance Review Panel conducted half yearly performance appraisals of the Headteacher to set and monitor achievement with her of her annual performance objectives.

- Other visits were made by our Careers and Marketing Link Governors to monitor progress in these areas.
- Further visits were made by both the Safeguarding Governor and our Vulnerable Groups Link Governors and regular reports submitted.
- School reporting procedures have been hugely improved and streamlined to enable improved and more effective performance analysis by governors. An annual cycle of policy and performance review has now been established.
- Additional sources of information (parent, staff and student surveys, results of exit interviews, CPD report etc.) are now reviewed annually to enable governors to monitor the effectiveness of the school's work from a number of different perspectives.
- The Governors supported the school during the short Ofsted inspection carried out in March 2018 and were judged to be "a very dedicated and effective governing body".
- A skills audit of the Governing Body was conducted in January 2018 and the perceived skills gaps have been filled by the appointment in September 2018 of an additional four governors with particular skills in IT, facilities management, learning and development and in law. With the appointment of both a staff governor and an additional parent governor at the start of the academic year 2018/2019 the Governing Body is now almost at full capacity.
- Our Health & Safety Governor conducts regular visits and keeps the Governing Body fully informed of outcomes.

*Oversight of Financial Performance:*

- Stringent and regular monitoring of income and spend against budget throughout the year continued.
- Strategic long term budget setting was achieved by a dedicated Budget Review Team working with the Finance Director and the Headteacher to balance the school's resources with our desired outcomes for students
- Income is mainly driven by student numbers. Strenuous efforts by the Headteacher and her team, supported by the Governors, has now started to yield positive upward trends in student numbers for the academic year 2018/2019 and budget figures were realised.
- Work with the Finance Director and Headteacher to approve capital spend on improved facilities at the school continued. New media facilities (a 35 seat cinema) were completed in July 2018 but although plans for a new school pavilion and canteen facilities have been approved, the funding was turned down. A revised bid will be submitted next year (2018/2019)

Sue Bishop  
January 2019