



## Governors Annual Statement and Impact Report 2022/2023

The role of the Board of Governors is an intrinsic part of the leadership of the school, this annual impact statement is one of the ways in which the Board attempts to articulate its role in school leadership and show the impact of its policies and procedures on school improvement. It is also the means of ensuring governor transparency.

The Governor Handbook published by the DfE clearly sets out the three core functions of the Board of Governors:

- ✦ 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 its money is well spent

The work of the Board of Governors is focused on meeting the requirements of these functions. The Board knows the school well, is confident that all statutory and legal requirements are met and ensures that issues within school are addressed in a timely and effective manner. The Board also contributes to the School Development Plan to ensure the long-term effectiveness of the school.

To achieve their objectives, governors have an annual Governing Board Improvement Plan which is reviewed at the end of each academic year. This ensures that there is a continual process of evaluation and review of governor activity and outcomes.

This statement and report are part of that evaluation and review process.

## Background and Context

The Board of Governors has supported the Headteacher and Senior Management throughout the year. The Board has moved back to face-to-face meetings but has used online and hybrid to pursue the objectives in their improvement plan thus enabling all meetings to be quorate. Staff have joined the online meetings to report to the governors on curriculum development and innovation where this has been necessary. Where last year only staff governors were able to visit residence to monitor NMS standards, this year the co-chairs have also met with residential staff and completed monitoring visits.

The governors initiated the new Headteacher's Performance Management with the support of the Derby City Head of Education Skills and Learning. This process allowed the governors to set appropriate targets for the performance of the Headteacher, to discuss priority areas for this academic year and to establish a good working relationship. The targets set will be evaluated early in the next academic year and a new set of targets established.

The March 2023 Social Care Inspection found the school's residential provision to be good. They said that "Governors are passionate about the school and critical advocates" The school benefits from having a diverse governing Board of experienced professionals from different fields: education, social care, and business.

Governor oversight aims to ensure a high degree of independent scrutiny which in turn ensures compliance and drives progression.

## School Development Plan

Governors have worked with the new head teacher and senior management to monitor the t School Development Plan. The current School Development Plan was established by the previous headteacher to set aims for her final year and for the forthcoming year under a new headteacher. The plan was based on priorities identified from data and school self-assessment and is available on the School IP program. Mr Burrows the new headteacher has started work on a new plan in the summer term to move the school forward in the next academic year.

The Pupil Wellbeing and Attainment Committee have continued to monitor and review sections of the plan at every half termly meeting. This has been recorded in the minutes of each meeting. Members of staff and the headteacher have been invited to give details about certain sections of the plan and to respond to questions from the governors. Mr Burrows has also presented his ideas for the development of the new plan for 2023/2024.

An overview of the committee meetings is presented to the full Governing Board and the meeting minutes are available on The Governor Hub to allow governors the opportunity to question and challenge any issues raised. The Head teacher's report is also available on The Hub prior to the meeting.

School development plan targets in 2022/2023.

- ✦ To ensure the leaders and governors have created a school culture which enables pupils and staff to excel.
- ✦ Governors have the skills to hold senior leaders to account for the National Minimum Standards for Residential Schools and will work with the Independent School Visitor to achieve this.
- ✦ The school's leaders are held to account for the achievement and progress of all pupils ensuring the quality of teaching and learning is consistently good or better.
- ✦ To continue to raise standards in Maths and develop problem solving and times table skills.
- ✦ To continue the school focus on the development and teaching of reading and phonics. A culture of reading is evidence across the school thus enabling pupils to recognise more high frequency words and demonstrate progress in reading levels.
- ✦ To ensure that educational assistants continue to make an impact on learning and that they develop their skills through a range of in-house training.
- ✦ Continue to develop data tracking. Enable the change from Classroom Monitor to Sonar in all areas of the curriculum. Assessment analysis highlights gaps in understanding for CYP and intervention plans are successfully implemented
- ✦ Improve social and emotional regulation leading to improved engagement with lessons and learning. Develop good levels of Well being encourage motivation and resilience.
- ✦ To continually work towards the British Deaf Association (BDA) Deaf Charter.
- ✦ To develop outreach to both the deaf and hearing community.
- ✦ Continue to develop effective and individual programmes of study in Post 16
- ✦ To ensure that a program of maintenance of school premises is effectively actioned and the work quality insured.

## **Governor visits**

The staff governors have continued to visit the school regularly and now that Covid restrictions have finished the co- chairs and other governors have also reinstated their visits. Governors go into residence houses, classrooms and attend meetings as part of their monitoring programme. They have met with staff and young people sometimes continuing to use online methods. These visits are a valuable opportunity for governors to monitor aspects of the National Minimum Standards for residential schools, to gain knowledge of the curriculum, recognise and acknowledge the contributions of CYP.

The joint chairs have had regular meetings with the new Headteacher, input from the Derby City Head of Education Skills and Learning, and updates from the Deputy Heads of Achievement, Care & Guidance and from the School Business Manager.

A record of monitoring links from the governors has been kept throughout the year to ensure all areas of school life have been covered. The documentation has meant that an accurate record of targets identified by these visits and their outcomes are available to all the governors for follow-up. Those governors with particular responsibilities have arranged more frequent visits with specific staff.

The governor responsible for links with the community has, through Communications Unlimited, recorded videos to support the community.

Governors have arranged for specific RSDD governor training face to face and online and have been on training provided by Derby City Governor Services. These courses have helped to update their skills, keep up to date with National developments and engage with online learning recommended by the school such as Safeguarding and Safer Recruitment. Governor training records are listed on The Hub.

Examples of the impact of these visits and training include:

- ✦ Regular visits to monitor the robustness of safeguarding practice was noted by Ofsted.
- ✦ Governors liaison with the school's independent visitor and their response to his reports has meant that recommendations have been put into practice
- ✦ A broad and balanced curriculum is in evidence across all departments with a focus on Literacy and Maths – leaders in both subjects have attended Governor meetings and presented comprehensive information and answered Governor questions.
- ✦ Effective Data collection is continuing to develop governors can now clearly see pupils' targets and achievements across all the curriculum and also track independence and communication skills.
- ✦ All governors have updated Safeguarding training
- ✦ Some governors have completed Safer recruitment training so that they are more effective when interviewing candidates for roles in school.

Governors have played an active role in the life of the school the end of Covid restrictions has meant they have been able to attend school events throughout the year.

A BSL Newsround available for pupils on YouTube is completed regularly by the staff. This has been very well received and some of the governors have contributed to it.

## **Data analysis**

Digital, verbal, and written presentations of data have been given to governors at both the Pupil Wellbeing and Attainment committee and at the Full Governing Board meetings. These have been followed by question-and-answer sessions with the Headteacher and individual members of the Senior Leadership Team.

Classroom Monitor is used across the curriculum and data from it is presented to the governors meetings. This gives the governors the opportunity for a more accurate scrutiny of pupil progress across all ability groups. It has enabled staff to identify areas

where pupils have needed to catch up and has shown the impact of various aspects of the School Development Plan. The Aspire curriculum is now firmly embedded and has been welcomed by governors as a means of assessing the emotional wellbeing and development of all pupils. Work is ongoing to move all curriculum data across to the new Sonar program.

The effective use and impact of both Pupil Premium and Sports Premium has been monitored by the governors. The governors have been involved in reviewing the Wellbeing Programme and have been impressed by the positive impact it has had on young people.

### **Policies**

Governors have continued to work with the Senior Leadership Team to review all the relevant policies on a rolling program. Scrutiny of Policies ensures that all guidance is current and up to date and that the school complies with the Department of Education mandatory policy list. The Governors have reviewed and revised many of the school policies during 2022/23.

### **Financial management**

The Governors Finance & Resources Committee meets twice a term in order to fulfil one of their core functions - ensuring that the budget is managed efficiently, and that reporting is effective and continuous. The governors have a wide variety of expertise and experience which has helped to ensure positive outcomes and continuous improvement.

Examples of the impact of governor expertise on school improvement has been:

- ✦ Supporting the School Business Manager in checking and monitoring financial systems and reporting in school.
- ✦ Ensuring there is an effectively actioned long-term programme of premises maintenance. This has included further work on upgrading of the fire alarm system, further repairs to the roof and additions to the new library area.
- ✦ Ensuring effective deployment of staff and resources
- ✦ The ongoing improvement and upgrading of the ICT infrastructure throughout the school. Links with Lead IT to monitor and review the effectiveness of filters to protect the CYP online.
- ✦ Governor support and expertise has also contributed to the upgrading of residence facilities including redecoration planned for the summer break
- ✦ Monitoring the ongoing development of the A38 improvement programme and the impact of the delays on the school.

The chair of the Finance and Resources Committee attends the Trustees meetings to both contribute to and understand the financial and planning decisions made by the Trustees.

### **Staff recruitment**

The Headteacher and the governors ensure that all recruitment practices are safe and effective. Several of the governors are now trained in Safe and Effective Recruitment. Governors have been involved in the shortlisting and interviewing of staff at all levels within the school and across all departments

Governor participation in interview panels has ensured that high quality, skilled staff, who share the school's ethos and aims, are appointed.

### **Governor Meeting Attendance**

Formal governor meetings for the year 2022 - 23 have taken place in person. However, The use of hybrid meetings (with attendees being either in the room or attending online) has

enabled Staff and Governors to attend meetings and contribute when circumstances have prevented physical presence. All meetings in this academic year have been quorate. Documentation has been placed on Governor Hub for the governors' comments and scrutiny, including the presentations by staff.

The annual programme of sub-committee meetings has been maintained (3 Resources, 3 Finance, 6 Pupil Wellbeing and Attainment) but in order to provide support for the newly appointed Headteacher an interim Full Governors meeting before the October half term was introduced in addition to the standard 4 Full Governors meetings. Although hybrid meetings do have occasional problems the potential for development of the Governing Board is high. Parents and Carers of pupils from any Local Authority now have the opportunity to contribute to governance of the school.

The decision to continue to have co-chairs of the governors has been positive. They have worked effectively together, and the mutual support and shared responsibility have ensured quality school governance. The governing board has remained stable throughout the year. However, one Governor has now finished his term of office and is focussing on his professional career. Recently, the Co-chairs have met with two potential new Governors, and we would welcome interest from others who feel they could contribute to the work of the governing board.

### **Governors' Improvement Plan 2022/2023**

The Governors' Improvement Plan is aligned with the School Development Plan and enabled the governing Board to demonstrate its focus on its three core strategic functions.

These are ensuring clarity of vision, ethos, and strategic direction, holding the headteacher to account for educational performance of the school the CYP and overseeing the financial performance of the school.

The Governors this year have ensured that support is in place for the new headteacher and worked to ensure that the main thrusts of their 2022/2023 plan have been achieved.

These are the following.

- ✦ Checking how well the curriculum in all areas of school fulfils the requirements of the National Curriculum with a particular focus on Reading and Problem solving in Maths.
- ✦ Holding subject leaders to account for pupil outcomes, monitoring progress and intervention strategies. Progress is seen and evidenced in the data
- ✦ Monitoring NMS for residential schools and working with the Independent Visitor including responding to his reports. Maintaining onsite monitoring visits to residence.
- ✦ Overseeing the school financial performance and working with the Trustees to ensure the financial health and wellbeing of the school. Make informed and effective decisions on the use of resources to ensure the school operates at maximum efficiency.
- ✦ Responding to the views and needs of parents, carers, pupils, staff, and the wider community.
- ✦ Ensuring the needs of CSEND pupils are being met in order to improve behaviour and engagement with lessons and learning
- ✦ Monitoring the impact of pupil wellbeing and mental health management and support.

### **Governor Annual Report and Impact Statement Evaluation**

The Governors, Headteacher, Senior Leadership Team and all members of staff are constantly striving to improve and develop the school and to fulfil the school's vision for all the children and young people at RSDD.

The Governors' Improvement Plan has helped to contribute towards this by ensuring that the school is an environment in which children and young people are given the tools and skills to

achieve their potential and where they feel safe and happy and able to express their views in their preferred means of communication.

The Governors are continually monitoring the work of the school and have promoted the school's values encouraging children and young people to enjoy their education and to thrive in a school which is well managed and rich in culture, languages, and experiences.

Since the appointment of the new Headteacher our role as critical friend & support has been invaluable and good relationships with the Senior Leadership Team have not been diminished.

A detailed review of the Governors' Improvement Plan, the minutes of Governor meetings and governor monitoring feedback, all form part of Ofsted inspection reports.

**Janet Hall and Heather Flockton July 2023**  
**Joint Chair of Governors**