

Wetherby High School Governing Body 2019/20

Chair: Cindy Bentley

Vice-Chairs: Paul Sibbons and Neil O'Byrne

The Constitution of the Governing Body is:

- Headteacher
- 1 Local Authority governor, recommended by the LA and approved by the Governing Body
- 2 Parent governors, formally elected through a ballot of parents
- 1 Staff governor, formally elected by staff employed at school
- 7 Co-opted governors, nominated and appointed by the Governing Body
- 2 Foundation governors, appointed by the Leeds Learning Alliance
- Names, photographs and pen portraits of all current governors can be found below.

The Governing Body operates with the following committees:

- **Resources Committee** – responsible for staffing, finance, property management, health and safety, nutritional standards
Committee Chair – Neil O'Byrne
- **Learning and Inclusion Committee (now amended to Quality of Education and Inclusion)** – responsible for teaching and learning matters, including target setting, standards and achievement, SEN, monitoring teaching and learning, curriculum provision, behaviour, attendance, children's spiritual, moral, social and cultural development and equality and diversity.
Committee Chair – Paul Sibbons
- **Pay Review Committee** – responsible for ensuring the implementation of the school's Pay Policy and Staff Appraisal Policy
- **Pay Appeal Committee** – responsible for hearing pay appeals and ensuring a fair and proper process has been followed.

Safeguarding is the responsibility of all governors and is dealt with at full Governing Body meetings with regular reports by the Headteacher and the Lead Governor for Safeguarding, Neil O'Byrne.

Governance Statement for Wetherby High School Governing Body, July 2020

1. Overview

The Governing Body conducts its business to take account of the three roles of governing bodies as outlined in the Governors' Handbook:

- a) Ensuring clarity of vision, ethos and strategic direction**
- b) Holding the Headteacher to account for the educational performance of the school and the health and personal wellbeing of its pupils**
- c) Overseeing the financial performance of the school and making sure its money is well spent**

The day to day management of the school is, in the main, the responsibility of the senior management.

The Governing Body also ensures that the school complies fully with statutory safeguarding procedures. All staff have signed a record to confirm that they have read Part 1 of the DfE statutory guidance document 'Keeping Children Safe in Education'. The Governing Body has familiarised itself with the document and the Lead Governor for Safeguarding works closely with the school to ensure that all statutory requirements are met.

2. The composition of the Governing Body

The Governing Body has a good spread of experience and expertise and regularly carries out a Skills Audit to ensure that this remains the case. The last audit was carried out in 2018 and completed in 2019. As there has been no change in membership of the Governing Body, no audit was carried out in 2020. Co-opted Governors are nominated on the basis of the skills required by the Governing Body to carry out their appointed tasks and a willingness to take an active role in discharging these duties.

3. Meetings of the Governing Body and Attendance

The full Governing Body meets 6 times a year and all meetings are clerked by a trained professional clerk. The two main committees (Resources and Quality of Learning & Inclusion) meet 5 times a year, prior to full Governing Body meetings, and have delegated authority to make decisions on behalf of the Governing Body. Obviously, from March 2020, physical meetings in school became impossible but governors continued to meet as scheduled via Zoom to carry out their statutory duties.

Wetherby High School governors have an excellent overall attendance record as can be ascertained from the 2019/20 attendance record shown above. Apologies for non-attendance are considered on an individual basis. Governors are aware through the Code of Conduct, which they sign at the start of each academic year, that non-attendance may result in the removal of a governor 6 months from the date of first non-attendance.

4. The remit of the Governing Body and its committees

The school has a School Improvement Plan which is regularly updated and is informed by developments within the school and by support and challenge from the Governing Body. The main priority areas are:

- a. Raising standards and achievement in those areas which have been below expectations by continuing to improve attainment and pupils' achievement across all Key Stages; continuing to improve the progress of disadvantaged children in order to close the gap between them and their peers; monitoring levels of attendance and taking appropriate action where necessary
- b. Continuing to improve the quality of teaching by ensuring that the marking and feedback policy is used consistently through the school, that support and intervention match pupils' needs accurately so that all pupils make strong progress and that all teaching is good or outstanding.
- c. Implementing possible changes in examination systems and new curriculum innovations.
- d. Responding to any issues raised by outside bodies or individuals.

These priority areas are dealt with by either the Resources or the Quality of Education & Inclusion committees and are always included in the Headteacher's comprehensive report at full Governing Body meetings.

5. The effectiveness and impact of the Governing Body 2019/20

The partnership agreement between Wetherby High School and Carr Manor Community School which has been in place since 2014 was once again negotiated and agreed by both Governing Bodies, guaranteeing further stability and outstanding leadership for our school. Input from Carr Manor Community School has reduced considerably since 2014 now that their values and ethos are firmly embedded in our school. Early in 2020, the Governing Body decided that the time was right to advertise for a permanent Headteacher on the basis that he/she would work closely with Mrs. Lucie Lakin who would remain as Executive Headteacher. Unfortunately, the pandemic and lockdowns meant that interviewing shortlisted candidates in the usual rigorous manner for this vital post proved to be impossible as schools were closed to all but essential staff and vulnerable/key worker children, so the issue was postponed until the start of the academic year 2020/21.

The Governing Body has continued to work closely with the Senior Leadership Team to address areas identified for improvement in the Ofsted report in February 2019.

Our results have again improved on the 2018/19 year and we have continued to close the gap for our disadvantaged students. The Governors and staff are proud that Wetherby High School continues to be a truly inclusive community school. The pandemic has caused considerable disruption in school for both staff and students and the cancellation of all GCSE/A-Level examinations at relatively short notice this year was devastating for everyone. Governors have worked closely with the Senior Leadership Team since the first lockdown in March and are immensely proud of the way in which our staff members have adapted to new ways of teaching and caring for our students.

At the start of the year, governors very reluctantly took the decision to close the Sixth Form for the time being. There were a number of reasons for this, but in the main, our very small numbers meant that we could not offer the number and combination of subjects to our students that are on offer at larger institutions. In addition, there are now so many opportunities other than A-Levels open for post-16 students and Wetherby High School has always had a policy of encouraging students to take the best course for their particular interests and abilities. During the year, partnerships were negotiated with other institutions such as the St. Aidan's/St. John Fisher Sixth Form, Notre Dame in Leeds, etc. to ensure that all of our students would be able to progress to whatever post-16 course was most appropriate for them.

At the end of 2019 and following extensive consultation with stakeholders, governors voted unanimously to join the newly formed Leeds Learning Alliance, along with Carr Manor Community School, Leeds Trinity University, Bankside Primary School and Leeds Rhinos. Governors felt that being a part of such a prestigious organisation would bring valuable opportunities for both staff and students. The original Education Trust for Wetherby is to be dissolved.

The Governing Body has not abandoned plans for a new school and has continued to press both local and national government for improvements to the existing buildings in the meantime.

All governors have completed a two-part induction course and several have attended other training courses related to their specialist area such as finance, pupil premium and safer recruiting. Governors spent time in school prior to the start of the pandemic, meeting staff, participating in coaching groups, attending Open Evening and other events. They have sat on selection panels for recruiting teaching and non-teaching staff. At meetings, they continue to support and challenge the school as it strives to raise standards for all of our children and to ensure that each one of them

leaves Wetherby High School as a resilient and well-rounded young person, prepared for the adult world.