**Wetherby High School Governing Body 2024/25**

**Chair:** Cindy Bentley **Vice-Chair**: 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.

At the end of the 2023/4 academic year, governors opted to abolish the two main committees – Resources and Learning and Quality of Education & Inclusion and replace them with longer full governing body meetings. This means that all aspects of the school such as finance, staffing, curriculum, safeguarding, attendance etc. are discussed by all governors at each meeting and individual governors therefore have a better overall view of what is happening in school. It was initially done as a trial period, but governors voted unanimously to continue operating without committees.

The Governing Body still operates with the following committees:

* **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.

Governors also form ad hoc committees to deal with complaints and grievances at the appropriate stage in the complaints/grievance processes.

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

**Governance Statement for Wetherby High School Governing Body, September 2024**

1. **Overview**

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

1. **Ensuring clarity of vision, ethos and strategic direction**
2. **Holding the Headteacher to account for the educational performance of the school and the health and personal wellbeing of its staff and pupils**
3. **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 Leadership Team.

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.

1. **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. 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.

1. **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. As the two main committees were disbanded last year, the meetings have been longer as they incorporate reports etc. which would previously have been dealt with in committees. All meetings have been held in school, although governors have the option of participating via Zoom.

Wetherby High School governors have an excellent overall attendance record as can be ascertained from the 2024/25 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.

1. **The remit of the Governing Body**

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:

1. 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
2. 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.
3. Implementing possible changes in examination systems and new curriculum innovations.
4. Responding to any issues raised by outside bodies or individuals.
5. Being aware of, and attentive to, the pressures on school staff, particularly the Headteacher and Senior Leadership Team, and responding in an appropriate way when and where necessary.

These priority areas are always included in the Headteacher’s comprehensive report at each full Governing Body meeting.

1. **The effectiveness and impact of the Governing Body**

We have continued to work closely with the Senior Leadership Team to address areas identified for improvement in the 2019 Ofsted report. We were delighted with the new Ofsted report, following our ungraded inspection early in 2024. We maintained our 2019 grade of Good with Outstanding Features, but inspectors were extremely complimentary about the school’s performance.

One major area of focus for the governors has been to improve on the performance of our disadvantaged students and both we and the staff are proud that Wetherby High School continues to be a truly inclusive community school. The area of attendance, which governors monitor closely, poses an ongoing problem and was identified as an issue in our Ofsted report. Staff are making strenuous efforts to improve it and governors have been impressed this year with the actions taken, including the appointment of a staff member dedicated to attendance.

Governors continue to monitor the financial position of the school and a budget report is presented at each meeting. Increased numbers of pupils and excellent financial management by our Bussiness Manager have helped us to reduce the deficit.

We are very proud of the team of both teaching and non-teaching staff in the school, all of whom work hard and enthusiastically to ensure that our children leave us as responsible and resilient young people. They give up their time to run Flexible Learning groups, sports teams and Duke of Edinburgh’s Award trips.

Our involvement in the Leeds Learning Alliance has continued and our Chair is both a Trustee and Director. More and more schools, other educational establishments and commercial enterprises are becoming interested in the inclusive approach of the Alliance. It is a great source of support and information for our school. Our close relationship with Carr Manor Community School also continues with benefits for both schools.

Our new school building has become more of a reality this year and governors have received detailed updates on progress at each meeting. It may seem to be slow moving but things have been progressing well throughout this year and governors were shown a video of the proposed new school at the final meeting of this academic year.

All governors have completed a two-part induction course and, although we do have the opportunity to attend training courses provided by Governor Support Services, we have found it more relevant to hold half hour training sessions prior to the full Governing Body meetings, led by the appropriate member of staff. This ensures that all governors are kept up to date in areas such as safeguarding, inclusion and Ofsted requirements.

All governors have a scheduled visit to school once a year and take part in Staff Circles, coaching groups and sit in on lessons. We all find that this is a very useful way of getting to know staff and students. All new staff are invited to meet governors at the start of every year.

Governors were present at the Open Evening in September 2024 and it was extremely rewarding to welcome so many families to the school.

Overall, it has been a very rewarding year for governors. The school is oversubscribed again and we are all very grateful for the confidence parents/carers are showing in sending their children to Wetherby High School.