



# St Bede's

Catholic School  
& Sixth Form College

**St Bede's Catholic Academy, (Lanchester)**

**GOVERNING BODY IMPACT STATEMENT 2014/2015 ACADEMIC YEAR**



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“ School governors have an incredibly important role in setting high standards, holding Headteachers to account and ensuring money is well spent. I want all governors to live up to these expectations.

“Stronger governing bodies will drive aspiration in schools and help young people get on in life”.

Lord Nash DfE January 2014

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The Governing Body of St Bede’s Catholic School and Sixth Form College has a commitment to fulfil its core strategic functions:

1. Ensuring clarity of vision, ethos and strategic direction.
2. Holding the Headteacher and leadership to account for educational performance of pupils and the performance management of staff.
3. Overseeing the financial performance of the academy and making sure money is effectively spent for the benefit of pupils.

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	Children's Committee
Issue/s addressed	<ul style="list-style-type: none"> <li>SEND Reforms.</li> </ul>	<ul style="list-style-type: none"> <li>Supported staffing appointments.</li> <li>Received staffing updates.</li> </ul>	<ul style="list-style-type: none"> <li>Amendments to the Financial Handbook.</li> </ul>	<ul style="list-style-type: none"> <li>Student Support Services</li> </ul>
Actions Taken	<ul style="list-style-type: none"> <li>Support HT with SEND reforms.</li> <li>SEND Codes of Practice and policies updated to incorporate legislative changes.</li> <li>Reviewed ways of working for LSAs to enhance effectiveness and respond to policy changes.</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Agreed permanent status of NQT staff.</li> <li>Agreed to advertise TLR3 posts – following consultation.</li> </ul>	<ul style="list-style-type: none"> <li>Review of handbook noting requirement to publish VFM Statement, Register of Business Interest and changes to reporting requirements. (Meeting 06.11.15)</li> <li>Risk Management Plan and Risk Register reviewed and updated.</li> </ul>	<ul style="list-style-type: none"> <li>Changes to the physical layout of the Student Support Base. agreed</li> <li>Support progress of restorative approaches.</li> <li>Erosion of universal services and need to become self-resourceful – training and development implication supported.</li> </ul>
Impact	<ul style="list-style-type: none"> <li>Policy and procedures impact assessed against reforms – EHC Plans being produced.</li> <li>Governing Body consultations undertaken against new reforms.</li> <li>LSA structure revisited – more effective, aligned to departments – targeted support – specialist, 1:1 support and small group intervention.</li> <li>Statutory EHC Plans met.</li> </ul>	<ul style="list-style-type: none"> <li>Posts secured.</li> <li>Consultations completed.</li> </ul>	<ul style="list-style-type: none"> <li>Adopted and published on website in line with EFA expectations.</li> <li>“RO” recommendations carried out.</li> </ul>	<ul style="list-style-type: none"> <li>Negotiation of bespoke CAMHS support.</li> <li>Recruitment of HLTA, Ed Psych support</li> <li>School Counsellor – positive impact emotional wellbeing – high level CP.</li> </ul>
Evidenced by	<ul style="list-style-type: none"> <li>Policy adopted 20.11.14.</li> <li>Policy published on website.</li> <li>Positive LSA feedback.</li> </ul>	<ul style="list-style-type: none"> <li>Minutes.</li> </ul>	<ul style="list-style-type: none"> <li>Minutes and website.</li> </ul>	<ul style="list-style-type: none"> <li>minutes</li> </ul>

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	Children's Committee
Issue/s raised	<ul style="list-style-type: none"> <li>• <b>LPA Achievement.</b></li> <li>• <b>Pupil Premium.</b></li> <li>• <b>Closing the Gap.</b></li> <li>• <b>Split Lunch.</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Supported curriculum. Developments, Progress 8 measures.</b></li> <li>• <b>Considered Revised Ofsted Framework.</b></li> <li>• </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Budget Update and Review</b></li> <li>• <b>14/15 Budget approval.</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>SEND Review</b></li> </ul>
Actions taken	<ul style="list-style-type: none"> <li>• Curriculum developments – deep understanding of curriculum changes – Progress 8 – supported HT with move to 3 year KS4.</li> <li>• Deep analysis of PP intervention plans, FGB 20.11.14.</li> <li>• Agreement to fund strategies Inc. Maths HLTA, Lexia, Accelerated Reader.</li> <li>• Detailed successful consultation to move to a split lunch model.</li> </ul>	<ul style="list-style-type: none"> <li>• Received considered and challenged intended changes to the curriculum for impending KS4 changes – noting impact on staffing and budget.</li> <li>• Received a detailed report on the changes to the Ofsted Framework with effectiveness of the Governing Body a key feature.</li> <li>• COG cascaded IAG following attendance at a DCC Governor training event.</li> </ul>	<ul style="list-style-type: none"> <li>• End of financial year 13/14 budget summary reported with areas of underspend and overspend challenged and noted – explanations accepted.</li> <li>• Considered in detail budget allocation by heading. Teaching School additional revenue stream.</li> <li>• Early predictions for 15/16 budget noted.</li> </ul>	<ul style="list-style-type: none"> <li>• Received implementation plan, health checked SEND Policy.</li> <li>• Re affirmed link Gvnr role.</li> <li>• Approved website material.</li> <li>• Upskilled re The Children and Families Act 2014 requirements.</li> </ul>
Impact	<ul style="list-style-type: none"> <li>• More guided learning hours for LPA students prior to examinations.</li> <li>• Support given to personalized programmes of support for yr. 11.</li> <li>• Bespoke support for PP in particular targeted to yr10 and yr11. Mentoring and KS3 support by small group HLTA support.</li> <li>• Extra intervention time for literacy and numeracy catch up. 1:1 and small group.</li> </ul>	<ul style="list-style-type: none"> <li>• Deeper understanding of these crucial strategic developments.</li> <li>• Ability to offer support and be a critical friend to the HT.</li> </ul>	<ul style="list-style-type: none"> <li>• Best value principles applied to services and SLAs.</li> <li>• Impact of pay settlements and expected changes going forward. Strategic “opportunity cost” decision making.</li> <li>• Funds directed to areas of priority, linked to SDP.</li> <li>• Pupil Premium spend analysis noted – notable “narrowing the gap” impact.</li> </ul>	<ul style="list-style-type: none"> <li>• Legal obligations met.</li> <li>• SEND students receive personalized support; inclusive and safeguarded.</li> </ul>

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	Children's Committee
Impact (cont.)	<ul style="list-style-type: none"> <li>• Morning intervention sessions – literacy focus. Use of Lexia as an intervention tool.</li> <li>• Actions to enable changes to split lunch (Sept 15) following successful and detailed planning and consultation.</li> <li>• This will provide extra intervention time, bespoke Tutor time, targeted PSHE, homework clubs.</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
Evidenced by	<ul style="list-style-type: none"> <li>• Governing Body minutes (11.03.15 &amp; 05.06.15).</li> <li>• In 2014, expected progress for Pupil Premium students in Maths remained very similar, with 67% compared to 68% the previous year. The in-school gap improved significantly, from 20% to just 10%. When comparing St. Bede's with the national figure for non-PP students, we were very similar to 2013's figures, with a gap of 9% compared to 8% the previous year.</li> <li>• All PP students in year 7 and 8 enrolled on AR programme. This includes one to one tuition; peer mentoring and small group reading lessons. 70% have increased their reading age.</li> </ul>	<ul style="list-style-type: none"> <li>• Minutes and reports.</li> <li>• SIG Gvnr reports following learning walk.</li> </ul>	<ul style="list-style-type: none"> <li>• Minutes and reports</li> <li>• Achievement 13/14 – published within PP Plan 14/15 - website</li> </ul>	<ul style="list-style-type: none"> <li>• Minutes, reports</li> <li>• EHC plans, costed provision maps.</li> <li>• Website material</li> <li>• Transition</li> <li>• Pupil parent feedback</li> </ul>

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	Children's Committee
Issue addressed	<ul style="list-style-type: none"> <li>• Increase further the amount of outstanding teaching and learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Pupil number trends and impact.</li> <li>• Split Lunch.</li> </ul>	<ul style="list-style-type: none"> <li>• Traffic Management</li> </ul>	<ul style="list-style-type: none"> <li>• Admission Policy and arrangements</li> <li>•</li> </ul>
Action Taken	<ul style="list-style-type: none"> <li>• Supported HT plan for all PM observations to be undertaken by LMT.</li> <li>• Revisited PM Policy and WSPP in line with STPCD 14/15 – PRP.</li> <li>• Introduced 3 pay bands linked to Career Stage Expectations.</li> <li>• Purchased IRIS as a training tool.</li> <li>• Supported HT by maintaining CPD budgets to purchase high quality staff training, professional speakers.</li> <li>• Appointed Deputy Director of Pedagogy x 2.</li> <li>• Supported HT with restructure document – responding to strategic developments – HT Vision Statement (providing capacity at all levels for coaching, R&amp;D).</li> <li>• Extended LMT to create ELMT – richer and broader experience.</li> </ul>	<ul style="list-style-type: none"> <li>• Detailed analysis of pupil numbers going forward.</li> <li>• Effect on school capacity, PAN.</li> <li>• Feasibility of submitting an expansion bid.</li> <li>• Effect on budget and rooming.</li> <li>• Condition, suitability and sufficiency of accommodation analyzed.</li> <li>• Detailed planning for split lunch and period 4 deliberated upon.</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing meetings with planners to secure planning permission. Agreement to commission a Project Manager “at financial risk” to progress pre planning advice.</li> </ul>	<ul style="list-style-type: none"> <li>• Intake admission approved.</li> <li>• Waiting list agreed.</li> <li>• Trend analysis received.</li> <li>• Pupil number trends, migration patterns considered.</li> </ul>

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	Children's Committee
Impact	<ul style="list-style-type: none"> <li>• Successful consultation and approval of restructure documentation (March 2015).</li> <li>• Increased consistency. Early identification of CPD needs.</li> <li>• Clear expectations of staff at different levels; consistent and transparent.</li> <li>• Rigor and accountability – VFM.</li> <li>• Enabling changes for application 2015/2016.</li> </ul>	<ul style="list-style-type: none"> <li>• Of pupil numbers on school capacity.</li> <li>• Split lunch planning to be submitted to FGB.</li> <li>• Strategic thinking for future proofing the academy.</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic support given to HT. Release of funds for feasibility report.</li> </ul>	<ul style="list-style-type: none"> <li>• Admission Authority legal obligations met.</li> <li>• Strategic direction formulated to reflect pupil trends.</li> </ul>
Evidenced by	<ul style="list-style-type: none"> <li>• Governing Body minutes and consultation documents – March and June 2015.</li> <li>• PM documentation.</li> <li>• Impact comments/feedback following bespoke CPD.</li> <li>• Cascade of expertise – LOL and Department level.</li> </ul>	<ul style="list-style-type: none"> <li>• Minutes and reports.</li> </ul>	<ul style="list-style-type: none"> <li>• Minutes and reports</li> </ul>	<ul style="list-style-type: none"> <li>• Minute and reports</li> </ul>

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	Children's Committee
<b>Issue addressed</b>	<ul style="list-style-type: none"> <li>• <b>Raising achievement in Maths.</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Raiseonline and Data Dashboard.</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>End of Year Accounts Return</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Behaviour update</b></li> <li>• <b>Attendance</b></li> </ul>
<b>Action Taken</b>	<ul style="list-style-type: none"> <li>• Appointed specialist HLTA.</li> <li>• Redeployment of LSAs in specific subject areas – intensive maths support.</li> <li>• Creation of additional TLR post to create capacity and for succession planning.</li> <li>• Increased SL contact time.</li> <li>• Increased curriculum allocation.</li> <li>• Appointed additional maths teachers to for effective management of groupings.</li> </ul>	<ul style="list-style-type: none"> <li>• Detailed training received. Impact on PP and C/D borderline pupils with intervention strategies agreed.</li> <li>• Trend analysis undertaken across the key stages.</li> <li>• Intervention strategies agreed to narrow the gap, deploying PP Grant.</li> <li>• Raised awareness of measure changes and reporting attainment/achievement going forward. Potential impact considered.</li> </ul>	<ul style="list-style-type: none"> <li>• End of Year Management Report and Accounts received and deliberated upon: Financial Statements Audit Regularity Reporting Adjusted and Unadjusted Misstatements Report to Management Letters of Representation Trustees Report formulated.</li> </ul>	<ul style="list-style-type: none"> <li>• Expectations and RESPECT strategies revisited. Implantation of Class charts as a system to record behavior supported.</li> <li>• Attendance data received, strategies supported.</li> </ul>
<b>Impact</b>	<ul style="list-style-type: none"> <li>• Targeted intervention based on rigorous data.</li> </ul>	<ul style="list-style-type: none"> <li>• Deeper understanding of these crucial strategic developments.</li> <li>• Ability to offer support and be a critical friend to the HT.</li> </ul>	<ul style="list-style-type: none"> <li>• Only minor amendments to make, no issues identified - financial systems robust and risk assessed.</li> </ul>	<ul style="list-style-type: none"> <li>• Behavior systems reduced fixed term exclusions.</li> <li>• Classcharts – data to direct personalized strategies.</li> <li>• F/T exclusions reduced 35 13/14 to 29 14/15</li> </ul>
<b>Evidenced by</b>	<ul style="list-style-type: none"> <li>• Governing Body minutes.</li> <li>• Monitoring and Tracking reports.</li> </ul>	<ul style="list-style-type: none"> <li>• Minutes and reports.</li> </ul>	<ul style="list-style-type: none"> <li>• Reports submitted to EFA and Company House. Published on website.</li> </ul>	<ul style="list-style-type: none"> <li>• Minutes and reports, census</li> </ul>



	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	First Committee
Issue addressed	<ul style="list-style-type: none"> <li>Strategic Budgeting, planning for places and capital investment.</li> </ul>	<ul style="list-style-type: none"> <li>Staff contact ratios.</li> </ul>	<ul style="list-style-type: none"> <li>CIF Capital Bid</li> </ul>	<ul style="list-style-type: none"> <li>Performance Review Inc. HT</li> <li>Whole School Pay Review</li> <li>WSPP 2014</li> </ul>
Action Taken	<ul style="list-style-type: none"> <li>Agreement to become a Teaching School – revenue injection.</li> <li>Deep analysis of in year budget and projected budget 2015/2016.</li> <li>Agreement to at risk investment in CIF Bid.</li> <li>Analysis of pupil number trends/regional landscape/condition of school.</li> <li>Analysis of Year End Report, Academy policies – Register of Business Interest and RO Reports.</li> </ul>	<ul style="list-style-type: none"> <li>Noting that unions had been consulted, agreement to support HT in this regard.</li> </ul>	<ul style="list-style-type: none"> <li>Bids submitted to EFA to replace extensive window set and roofing. Supported commissioning work and initial revenue to finance “at risk” project management – December 2015. Costings and schematics included. Best value principles applied and Salix loan included.</li> </ul>	<ul style="list-style-type: none"> <li>Approved performance progression M6 – UPS1/UPS2/UPS3</li> <li>Approved leadership progression</li> <li>Applied PM and WSPP criteria.</li> <li>Revisited WSPP and made changes in line with STPCD 2014</li> <li>Carried out Whole School Pay Review</li> </ul>

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	First Committee
Impact	<ul style="list-style-type: none"> <li>Teaching School – 3yr revenue injection. Bids to support schools, additional revenue streams established.</li> <li>School Direct “Grow your Own” VFM/quality.</li> <li>Stable awpu but reduced funding overall – caution highlighted.</li> <li>CIF Bid successful £1.1m secured to replace windows and roof – work to commence Sept ’15.</li> <li>LAH/SCW/SW roles enhance Finance Team and create capacity.</li> <li>Agreement to further consider Expansion Bid 15/16.</li> </ul>	<ul style="list-style-type: none"> <li>Effectiveness and best value.</li> <li>Maintain staff morale.</li> <li>Adherence to STPCD 2015.</li> </ul>	<ul style="list-style-type: none"> <li>Bids successful. Only Catholic Academy in North East to be successful with 2 bids.</li> <li>Tenders return and Compass contracted as Main Contractor. Work to commence September 2015 to January 2016.</li> <li>Long term revenue savings. Low maintenance costs.</li> <li>Low risk to water ingress – Business Interruption risk greatly reduced.</li> </ul>	<ul style="list-style-type: none"> <li>Governor obligation met.</li> <li>Rigor applied to PRP</li> <li>Consistent and transparent</li> <li>Changes to STPCD applied.</li> </ul>
Evidenced by	<ul style="list-style-type: none"> <li>Audit Reports/RO visits.</li> <li>EFA confirmation.</li> <li>Teaching School action plans.</li> <li>Governing Body minutes and budget reports.</li> </ul>	<ul style="list-style-type: none"> <li>Minutes and reports</li> </ul>	<ul style="list-style-type: none"> <li>EFA notification</li> <li>Correspondence and documentation.</li> </ul>	<ul style="list-style-type: none"> <li>PM reports</li> <li>minutes</li> </ul>

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	Teaching School Committee
<b>Issue addressed</b>	<ul style="list-style-type: none"> <li>Develop Student Support Services, in light of removal of LA services</li> </ul>	<ul style="list-style-type: none"> <li>Life without Levels</li> </ul>	<ul style="list-style-type: none"> <li>Living Wage</li> </ul>	<ul style="list-style-type: none"> <li>Year 1 developments</li> <li>Future developments</li> </ul>
<b>Action Taken</b>	<ul style="list-style-type: none"> <li>Invested funds to redesign facilities/ create support areas for welfare, intervention, restorative approaches.</li> <li>Restructured staffing structure in this regard.</li> <li>Appointed Attendance/SS Receptionist.</li> <li>Appointed Health and First Aid Officer.</li> <li>Appointed Care and First Aid Officer.</li> <li>Increased Ed Psych time.</li> <li>Purchased Class Charts.</li> </ul>	<ul style="list-style-type: none"> <li>Awareness raising training received.</li> </ul>	<ul style="list-style-type: none"> <li>Consideration of impact on budget.</li> <li>Addition funds allocated to allow for implementation.</li> <li>Living Wage (Local arrangement accepted)</li> </ul>	<ul style="list-style-type: none"> <li>Strategic priorities supported.</li> <li>Bids affirmed for school to school support.</li> <li>KPIs received and development plans noted.</li> </ul>
<b>Impact</b>	<ul style="list-style-type: none"> <li>Creation of space for bespoke support.</li> <li>Effective deployment of staff.</li> <li>Appointment of Snr AHT Student Support and Deputy – create capacity.</li> <li>Improved H/S systems and procedures.</li> <li>Consistency of approach and internal training – capacity and expertise.</li> </ul>	<ul style="list-style-type: none"> <li>On staff training and development.</li> <li>Resources, revised POS and SOW.</li> <li>Deeper understanding of this crucial strategic development.</li> <li>Ability to offer support and be a critical friend to the HT.</li> </ul>	<ul style="list-style-type: none"> <li>Support to lowest paid staff.</li> <li>Ethos.</li> <li>Positive impact on staff morale</li> </ul>	<ul style="list-style-type: none"> <li>Student receive highest standard of teaching and learning by working collaboratively, benefiting from R&amp;D and training teachers via School Direct route.</li> <li>Leadership and talent management embedded through securing license.</li> </ul>

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	Teaching School Committee
<b>Evidenced by</b>	<ul style="list-style-type: none"> <li>HT Report.</li> <li>Governing Body minutes.</li> <li>Case studies.</li> <li>SIG Gvnr Reports</li> </ul>	<ul style="list-style-type: none"> <li>Minutes and reports</li> </ul>	<ul style="list-style-type: none"> <li>Minutes. Verbal feedback.</li> </ul>	<ul style="list-style-type: none"> <li>Minutes and reports.</li> </ul>
<b>Issue addressed</b>	<ul style="list-style-type: none"> <li><b>Impact assessment of policies</b></li> </ul>	<ul style="list-style-type: none"> <li><b>Ofsted and Target setting/SDP</b></li> </ul>	<ul style="list-style-type: none"> <li><b>Receipt of RO Reports</b></li> </ul>	
<b>Action taken</b>	<ul style="list-style-type: none"> <li>Approval following critical analysis and fit for purpose testing of: Chaplaincy Policy and Handbook Behaviour Policy CES HR policies WSPP and PM Policies Admission Policies Homework Policy Curriculum Policy, CEIAG PSHE,SRE Health and Safety Child Protection</li> </ul>	<ul style="list-style-type: none"> <li>Committee members working with LMT leads as SIG Governors. Reviewing and assessing school data relating to school areas. Behaviour, progress Inc. PP and attendance.</li> <li>Continued training sessions with members of LMT at FGB and Committee to assess and compare Raise online, Dashboards and FFT data. Agreed strategies and priorities, shaping SDP 14/15 and 15/16, on areas of future development and best practice. Implementation of mock examinations to replace early entries and to respond to terminal approach.</li> </ul>	<ul style="list-style-type: none"> <li>Only low risk areas highlighted. No concerns raised and action taken.</li> </ul>	
<b>Impact</b>	<ul style="list-style-type: none"> <li>All policies fulfil statutory requirements.</li> <li>Published on website for public perusal.</li> </ul>	<ul style="list-style-type: none"> <li>Deep analysis and monitoring.</li> <li>Support to strategically change direction of strategy and policy.</li> <li>Continuous monitoring of targets and school action.</li> </ul>	<ul style="list-style-type: none"> <li>Positive acknowledgement of effective financial systems and procedures.</li> </ul>	
<b>Evidenced by</b>	<ul style="list-style-type: none"> <li>Minutes.</li> <li>Website.</li> </ul>	<ul style="list-style-type: none"> <li>Minutes and reports.</li> <li>Attainment and achievement against reportable measures.</li> </ul>	<ul style="list-style-type: none"> <li>Reports and minutes.</li> </ul>	

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	Health and Safety Group
<b>Issue/s addressed</b>	<ul style="list-style-type: none"> <li>Effectiveness of the Governing Body</li> </ul>		<ul style="list-style-type: none"> <li>Transport Costs</li> </ul>	<ul style="list-style-type: none"> <li>Risk Assessments.</li> <li>Strategic developments</li> <li>Risk management planning</li> <li>Training</li> </ul>
<b>Actions Taken</b>	<ul style="list-style-type: none"> <li>Revisit of ways of working</li> <li>Governor Code of Conduct</li> <li>SIG Gvnr linked to SDP</li> <li>SIG Gvnr visits</li> <li>Committee structure and membership reviewed</li> </ul>		<ul style="list-style-type: none"> <li>Detailed consideration of proposal to provide families with financial support for home to school transport.</li> <li>Subsidised contract ticket – funds provided for 15/16.</li> <li>Sibling Scheme to subsidise cost of passes – funds provided for 15/16</li> </ul>	<ul style="list-style-type: none"> <li>Agreed to training plan for Defib’</li> <li>Policy health checks undertaken.</li> <li>Accident reporting revisited.</li> <li>Action plan formulated for LA H/S inspection.</li> </ul>
<b>Impact</b>	<ul style="list-style-type: none"> <li>SIG Gvnr role established – visited all areas of SDP/linked to LMT deeper understanding of school developments at all levels, cascaded back to Full Governing Body.</li> <li>Staffing and Standards merged to create School Staffing and Standards Committee.</li> <li>Creation of Teaching School Committee.</li> <li>Gvnrs receive greater detail and understanding of school issues, SDP 14/15 and 15/16 – Support and provide critical friend to leadership in a closer more effective role.</li> </ul>		<ul style="list-style-type: none"> <li>Positive feedback from community.</li> <li>Increased take up of scholars tickets 14/15.</li> <li>Strategy to reduce traffic congestion.</li> <li>Targeted support to our most vulnerable families.</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety remains priority.</li> <li>Governing Body to monitor and challenge group findings and outcomes through presentation of minutes to FGB.</li> <li>GB awareness raised on H/S matters.</li> <li>Health and safety of school community maintained.</li> </ul>
<b>Evidenced by</b>	<ul style="list-style-type: none"> <li>SIG Gvnr reports.</li> <li>Minutes.</li> <li>Gvnr SEF.</li> </ul>			<ul style="list-style-type: none"> <li>Minutes and reports</li> </ul>

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	Health and Safety Group
Issue/s raised	<ul style="list-style-type: none"> <li><b>Safeguarding and supporting the School Community</b></li> </ul>		<ul style="list-style-type: none"> <li><b>Budget 15/16</b></li> </ul>	
Actions taken	<ul style="list-style-type: none"> <li>Raft of safeguarding policies reviewed and approved Inc. First Aid, Fire Evacuation, Child Protection, Prevention of Extremism and Radicalisation.</li> <li>Plans to reduce congestion by creating a drop off zone supported.</li> <li>Gvnr training cascaded – SEN, Safer Recruitment.</li> <li>Health and Safety Group received a raft of risk assessments, Asbestos Register.</li> <li>Governors agreed to purchase a portable Defib.</li> <li>Agreement to support transport costs with a subsidized contract ticket and sibling scheme, STC Bursary at Post 16, Hughes Memorial and revised criteria for 16-19 Bursary to include a general benevolent fund.</li> </ul>		<ul style="list-style-type: none"> <li>Detailed deep analysis of expected EFA budget, Pupil Premium and ESG.</li> <li>Analysis of staffing costs and changes to pay arrangements.</li> <li>Early predictions for planning final 15/16 budget.</li> <li>Impact assessment of SLAs and services in line with best value principles.</li> </ul>	

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	Health and Safety Group
Impact	<ul style="list-style-type: none"> <li>Safeguarding arrangements further improved.</li> <li>Pre planning advice sought re planning permission for drop off zone.</li> <li>Defib' in school. Health and First Aid officer to train LSAs in use.</li> <li>Health and Safety inspection positive recognition of robust policies and procedures.</li> </ul>		<ul style="list-style-type: none"> <li>Strategic planning.</li> <li>Raised awareness of local and national picture.</li> <li>Management challenged based on confident and knowledgeable standpoint.</li> <li>Reprographic Contract to be tendered and service delivered to be more cost effective and efficient.</li> </ul>	
Evidenced by	<ul style="list-style-type: none"> <li>Minutes and reports</li> </ul>		<ul style="list-style-type: none"> <li>Minutes and Budget Reports.</li> <li>Audit acknowledgements.</li> </ul>	
Issues Raised	<ul style="list-style-type: none"> <li><b>Spiritual Life of the School</b></li> </ul>			
Actions Taken	<ul style="list-style-type: none"> <li>Revised School Aims.</li> <li>Sig Gvnr visits.</li> <li>Support Chaplaincy.</li> <li>Attendance at liturgical events.</li> <li>Section 48 support.</li> </ul>			

	Full Governing Body	School Staffing and Standards Committee	Finance and Building Committee	Health and Safety Group
Impact	<ul style="list-style-type: none"><li>• School Aims adopted and published</li><li>• Sig Gvnr cascaded deep understanding of the spiritual life of the school and wide range of activities thereto.</li><li>• Gvnr crucial role in S48 evidence gathering</li></ul>			
Evidenced by	<ul style="list-style-type: none"><li>• Minutes and SIG Reports</li><li>• Outstanding S48 Inspection</li></ul>			