

## Annual Governance Statement

Annual Governance Statement for the Local Governing Body of Reepham High School and College (RHSC), September 2022	
<p>Comprehensive Excellence is achieved through our culture which is inclusive and supportive, challenging, ambitious &amp; inspiring, respectful, caring &amp; showing appreciation of others. The school believes that every single pupil is entitled to teaching and learning of the highest calibre, allowing all pupils to achieve to their academic potential.</p>	
<p>The Local Governing Body of RHSC has a strong focus on its three core strategic functions:</p> <ol style="list-style-type: none"> <li>1. Ensuring clarity of vision, ethos and strategic direction</li> <li>2. Holding the Headteacher to account for the educational performance of the school and its pupils, and the performance management of staff; and</li> <li>3. Overseeing the financial performance of the school and making sure its money is well spent</li> </ol>	
<p><b>Governance arrangements</b></p>	<p>Our Board consists of:</p> <ul style="list-style-type: none"> <li>• 3 parent governors, 2 staff governors, 6 community governors. The Headteacher is an ex officio member.</li> <li>• All non-staff governors are linked to key areas of monitoring through a member of the SLT – Safeguarding, Leadership &amp; Management [including Finance], Teaching &amp; Learning, SEND, LAC &amp; PP, Behaviour &amp; Attendance, Careers, RSHE and Well-being. These Governors liaise with staff throughout the year and report to the LGB at meetings.</li> <li>• Meetings are held each half term, 6 meetings each year. If required, extraordinary meetings are called to discuss urgent matters. Currently, there are no committees. All meetings are professionally clerked.</li> </ul>
<p><b>Attendance record of governors</b></p>	<p>Although the year has been less disrupted by Covid, our Governors have maintained regular meetings throughout by use of technology to meet remotely. This enabled a member who was working away from Norfolk and a vulnerable member to continue attending. All members play a full part in the work of the Board through their additional meetings with link members of staff and visits to school <a href="#">Reepham High School - Attendance Report</a></p>
<p><b>The work that we have done</b></p>	<p>During 21-22, work continued on our Vision and purpose, to clarify how the school should develop and respond to the enlarged MAT. A session with SLT was invaluable in understanding how this could be achieved. The new Scheme of Delegation also helped with this. The improved presentation of Performance</p>

	<p>Measures by the Head enabled us to track progress more easily. Our focus for the last few years has been on improving results across core subjects at GCSE. Two years of disruption to exams has led to the inability to compare results to monitor improvement. This was the first in three years where students were able to physically sit exams.</p> <p>A level results were outstanding and have led to a considerably higher interest in our College. The expectation set for GCSEs is that results would be roughly half - way between 2021 &amp; 2019 results &amp; that is what the outcome has been. Progress scores were in line with national average &amp; there was a significant improvement in English &amp; Maths which supports the positive improvement measures put in place both before &amp; during lockdowns.</p> <p>Monitoring continued to be challenging but the appointment of link Governors to all key roles was achieved, with new members of the LGB in place. In December, the Chair &amp; Vice Chair spent a day looking at the curriculum provision and behaviour of the whole school. The impact of the 5 non-negotiables was evident. Papers were presented by staff leading on Diversity &amp; Equality and Looked After Children. This gave an insight to the day-to-day experience of pupils. The Chair attended the feedback session from the Ofsted monitoring visit on Safeguarding, which confirmed the school was acting appropriately but encouraged Governors to “be more curious” about information given. This work is a vital area to maintain with the continued impact of Covid. Our Designated Safeguarding Lead [DSL] gave a comprehensive overview at the final meeting. Attendance is down, with more home visits necessary. Safeguarding has become more labour intensive so a new admin. post will be advertised, to reduce onus on teaching staff. New cohorts coming in will need extra support &amp; school is already logging information in readiness.</p> <p><i>Key issues faced and addressed by the Local Governing Body.</i></p> <p>The move to an executive Head over 2 High Schools has impacted on the workload for SLT members and is under review to ensure there are no “gaps”. The coming year will be a time for embedding the role to achieve its aim to improve standards and consistency across the MAT. Inconsistent standards in core subjects have been addressed by appointing new heads of departments (HODs) who have had an impact on delivery and outcomes for these subjects. Vacancies on the Board meant not all areas had been monitored as closely as wished, so a successful election campaign resulted in extra people to share the workload.</p> <p><i>How our actions have benefited the school.</i></p> <p>The recruitment of new and additional Governors with the right skills has strengthened the support we offer. Links with senior staff have meant individual governors are more familiar with specific areas of provision. Some have sat on complaints panels and others have been involved with interviews and recruitment.</p>
<p><b>Future plans for the</b></p>	<ul style="list-style-type: none"> <li>● Develop vision and purpose</li> <li>● Continue to monitor changes to the curriculum offer at KS3 &amp; 4 to ensure improved outcomes for pupils</li> </ul>

<p><b>Local Governing Body</b></p>	<ul style="list-style-type: none"> <li>• Work to promote the Diversity and Equality agenda</li> <li>• Embed the Executive Head arrangement and work with SLT to ensure capacity at RHSC to provide the same level of leadership whilst gaining the benefits of collaboration under a joint headship.</li> <li>• Align practice and policies for clarity and best effect</li> </ul>
<p><b>How you can contact the Governing Body</b></p>	<p>We always welcome suggestions, feedback and ideas from parents. Please contact the Chair of Governors via the school office or email <a href="mailto:chair@reephamhigh.org.uk">chair@reephamhigh.org.uk</a>.</p> <p>You can see the full list of governors, including a pen portrait of their experience, their attendance at meetings and business interests on the Governance page of the school website. Minutes of Local Governing Body meetings are available on request from <a href="mailto:clerk@reephamhigh.org.uk">clerk@reephamhigh.org.uk</a></p>