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**Governance at Walsh Memorial C of E Voluntary Controlled Infant School**

As well as driving up the standards of achievement and attainment, every governing body has three core functions which are:

* Ensuring clarity of vision, ethos and strategic direction;
* Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff; and
* Overseeing the financial performance of the organisation and making sure its money is well spent.

**Governance arrangements at Walsh Memorial C of E Voluntary Controlled Infant School**

We meet as a full governing body each term to review:

* what has been achieved against the School Development Plan
* information and data about the school
* our statutory duties to ensure they are being met
* the self evaluation of the school and ourselves
* the strategic direction of the school and how it will meet all pupils’ needs

We also meet as committees to look at different aspects of the school.

We have a **Children and Learning Committee** where we support and challenge:

* how effective safeguarding is in school
* how well all children are progressing against targets set and reviewed regularly
* how gaps in learning are identified and addressed
* how well children with Special Educational Needs and disabilities are being supported
* how the More Able children are being challenged
* how children for whom we receive Pupil premium funding are supported
* attendance and how the school team encourages children to attend
* how the school engages with parents
* what the children think about school and learning
* how children are given other opportunities to learn and grow through the school plays, sports day, educational visits

We have a **Resources Committee** where we support and challenge:

* how the budget is spent and the impact of the expenditure
* how staff are part of the appraisal process and the impact of the objectives set
* what training and development the staff take part in and the impact it has in the classroom
* how we keep the school building and grounds safe and secure
* how we keep children safe children in our school and grounds

We have a **Pay Review Committee** where we support and challenge:

* decisions about salary based on the information gathered over the year about the performance of the teaching staff
* recommendation of salary increase for the Headteacher based on information tracked over the year by the Headteacher Appraisal Panel

The **Headteacher’s appraisal panel** ensure that:

* an external advisor is appointed annually to ensure that objectives set are fair, attainable and will move the school forwards
* there is a termly meeting to support and challenge the Headteacher and gather evidence of progression against objectives set
* there is an annual recommendation about salary progression

Governors also:

* ensure that policies are reviewed and updated regularly to underpin the school’s work
* are linked to subjects and visit the school to speak with staff and children about the work in that area
* ensure that all statutory duties are being met
* attend training both in and out of school to increase their knowledge about governance
* prepare for each meeting by reading information to be able ask the challenging questions which help the school show that there is a continuous drive for improvement in all aspects of school life