



## Governance at Walsh Memorial CoE Infant School

2022 2023

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 the Headteacher to account for the educational performance of the school and its pupils, and the performance management of staff;**
- **Overseeing the financial performance of the school and making sure its money is well spent.**

## Governance arrangements at Walsh Memorial CoE Infant School

We meet as a full governing body each term to ask questions about:

- what has been achieved against the school development plan
- information and data about the school
- how statutory duties are being met
- challenging the school and ourselves
- ensuring the strategic direction of the school will meet all pupils' needs

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

We have a **Data and learning committee** where we support and challenge:

- how well all children are progressing
- how new strategies are making learning better for children
- how the school's curriculum is designed and implemented and what the impact is on learning
- how well children with Special Educational Needs and disabilities are being supported
- how the children's behaviour for learning is evidenced and the impact it has on progress
- attendance: how high attendance ensures good progress and how children with low attendance are encouraged to be in school
- how the school engages with parents
- what the children think about the school
- how effective safeguarding is in school
- 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
- the staffing structure to ensure that children that teaching and learning is of a high standard and that children are well supported
- 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 and staff 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** ensures 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

The **Pay review committee** ensures that:

- all staff have met appraisal targets
- all pay recommendations are reviewed and implemented against the school's pay policy
- Local Authority and DfE guidance is used to implement the school's pay policy

Governors also:

- ensure that safeguarding has a high profile in school and that children are safe
- ensure that policies are reviewed and updated to underpin the school's work
- are linked to areas/school development plan priorities 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

As a Church of England School, governors seek assurance that wellbeing is promoted and that every child has the opportunity to flourish academically and spiritually. Governors support the links with the local church and vicar and the Christian ethos of the school.

Being a governor requires commitment and time; but is very rewarding. If you have any further questions or want to find out more about school governance, please contact Yvonne McLeod, Chair of Governors, via the school or email [chair@walsh-memorial@surrey.sch.uk](mailto:chair@walsh-memorial@surrey.sch.uk)