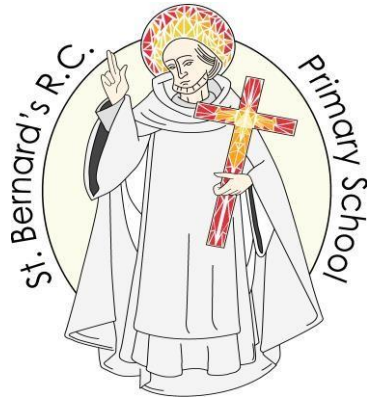




'A unique family in faith, love and learning'

GOVERNORS IMPACT REPORT

2020-2021

Governing board impact statement

At St Bernard's RC Primary, the governing board recognises the importance of identifying and demonstrating the impact of its governance. The governing board considers this impact statement as an effective way to share the strategic work of the governing board and its contribution to and impact on school improvement and development.

Governance structure

The governing board is responsible for setting the strategic direction of the school, acting within the framework set by national legislation, and with due consideration to governance principles and the policies of Salford Diocese, the CES (Catholic Education Service) and Bolton Council. The governing board meets as a whole board **once per term**.

The governing board's strategic vision and role

The academic year 2020-2021 was unlike any other as the school faced the Covid-19 pandemic, class bubble closures and national lockdown. The school was open throughout the whole year providing Key Worker provision during national lockdown periods and home learning for pupils at home.

During lockdown, class teachers operated a dual classroom, teaching three daily lessons to the key worker group in class and live to pupils at home, using the online learning platform Microsoft Teams. Teachers also prepared and provided weekly study packs available each Monday that included all the work set for the lessons so all pupils would be covering the same curriculum work.

The Head teacher posted a Weekly Update each week for parents and emailed to governors every Friday. Governors informed of any bubble closures and further information about school. The Governors Monitoring Group (Chair, Vice Chair and a Foundation governor) met virtually with the Head teacher every fortnight. This ensured that the governors had a clear picture of what was happening in school and an overview of the operational management of Covid-19. It also acted as an effective support mechanism for the Head teacher and staff.

Governors held all meetings virtually throughout 2020-2021 and did not visit school during that time due to the restrictions. Only linked professionals for pupil support were authorised visitors during that time as outlined on the risk assessment.

All governors received a copy of the risk assessment and updates throughout the year. The Head teacher's weekly email kept governors up to date with changes to the risk assessment and school management of Covid-19 related issues such as surge PCR testing and staff absence.

The governing board's strategic aims	Progress towards achieving strategic aim	Impact identified so far
Finance and revenue		
To reduce deficit figure so that the school has recovery within the next 2 years.	The school is currently in deficit. A change in pupil numbers, additional costs due to the pandemic and reduced income have affected predicted recovery last year. A review of staffing done and a deficit budget plan in place.	Reduction in staff hours to reduce cost. Timetables adjusted to maintain high quality provision. Monthly monitoring visits by LA Finance Officer. Fund raising plan over the year to build income.
Teaching, learning and the curriculum		
To ensure 'catch-up' programme for pupils identified post-lockdown are in place so pupils can be 'on track' to meet end of year expectations. To ensure that the curriculum is broad and balanced, sequenced so pupils make good progress.	Informal assessments completed on return of all pupils, interventions and 'catch-up' recovery programme in place. All curriculum overviews are on the school website with knowledge and skills progression for every year group.	Attainment in summer 2021 showed recovery in reading and maths. Writing lower, expected and area to target for recovery 2021-2022.

Buildings and environment		
To maintain the school building and grounds to a high standard.	The school is well maintained, the Site Manager ensures all checks are done and compliant.	The school environment is a strength of the school. This has been recognised by external Quality Assurance (May 2021) and School Improvement (April 2021) visits in 2020-2021.
To ensure all safety measures on the Covid-19 risk assessment implemented and followed to maintain safety of all pupils and staff.	The Covid-19 risk assessment regularly reviewed and updated in response to government and Bolton Council/Public Health guidance. The school remained open throughout the year providing key	The risk assessment was robust and effective in maintaining safety of staff and pupils.
	worker provision during national lockdown periods.	
Staffing		
To have a dynamic and high performing team of staff.	Strong staff team established with very little staff turnover. Staff successfully meet Performance Management objectives over time.	
To ensure staffing meets the needs of the school, appropriate and cost effective.		
To ensure the well-being of staff in light of the challenges of the Covid-19 pandemic.	The Head teacher reports to governors each term in her Head teacher's report and regular	

The School Development Plan (SDP)

The governing board work in partnership with the head teacher and SLT to set the priorities for the school's development each year. The governing board is responsible for holding the school leaders to account for the progress made towards achieving the objectives and aims of the SDP. The SDP posted on the Governors Gateway for easy reference. The Head teacher reviews the SDP with the Governors Monitoring Group each term.

Committees

Delegating aspects of our governance responsibilities to committees enables the governing board to remain strategically focussed on the agreed key areas of school development and work in an efficient way. It is decided which governors will join each committee by analysing

governors' skills and experiences through a skills audit and assigning committee membership accordingly. Committee membership and the committee structure reviewed at the beginning of each academic year.

We currently have the following committees in place that meet regularly. We have other committees that only meet when deemed necessary such as complaints committee.

- Curriculum
- Finance, buildings and Health and Safety
- Ethos and pupil welfare
- Personnel
- Admissions

Monitoring activity

One of the key functions of the governing board is to undertake strategic monitoring activity, the purpose of which is to triangulate information shared with governors by the SLT. The governing board undertakes a wide range of monitoring activities, including:

- Learning Walks in school with a clear focus each term– this has not been able to take place this academic year due to Covid-19 safety measures.
- Pupil interviews for example PPG governor visit in the summer term.
- Quality Assurance visit each year (this year May 2021) by an external Educational Consultant. Chair and Vice Chair meet with the consultant and attend feedback. The governing board request and school fund this extra visit in addition to LA School Improvement Partner visits bi-annually.

Governor training

The governing board takes their responsibility to stay up-to-date seriously and places high importance on this, including undergoing any necessary training. The table below shows all of the various training and CPD the governors and governing board has undertaken during this academic year:

Governor	Training or CPD undertaken	Impact of the training or CPD
Andy Hulme	Diocesan Formation training for governors	New challenging question format introduced Agreed decision that all governors complete the Diocesan training