

HIGHER BEBINGTON JUNIOR SCHOOL

GOVERNOR ACTION PLAN

2021 - 2022

Context

Following two disrupted school years, we start 2021 as a fresh start! We have said farewell to our previous Chair of Governors Ian Batch and now welcome our new Chair Jess Harrison. We have 5 Governors who have started within the last two years. While we have been focusing on supporting our staff team get through the pandemic, we haven't spent the time we would have liked in supporting these new governors and developing us as a team.

21/22 will see the governing body spend time reviewing its practices, getting the right governor doing the right role and supporting them in doing it well.

This plan outlines our key aims and objectives for this school year.

AIM: To be an effective Governing board.

OBJECTIVES	ACTION	SUCCESS CRITERIA
Know the skills available within the governing body.	<ul style="list-style-type: none">• A skills audit undertaken at the first FGB meeting of the school year.	Governors will have a role in an area that best fits their skill set.
Ensure that all governors are clear in the understanding of their roles and statutory responsibilities.	<ul style="list-style-type: none">• All governors complete 'Induction to Governance' online training on the Key.• New governors allocated a 'buddy'.	Governors will have a clear understanding as to the role of the governor.
Ensure that Governors are well trained, and their skills developed.	<ul style="list-style-type: none">• A training plan developed to support the work of the GB.• Governors report learning to FGB.	Governors will have the confidence in their ability to deliver their link role appropriately and will report that they feel supported.
Make best use of good practice from elsewhere.	<ul style="list-style-type: none">• Attendance at the Wirral Governors network• Regular use of 'The Key'	Good practice is explored and used where appropriate.

	<ul style="list-style-type: none"> Starting the use of Governor Hub to improve systems. 	
Understand what we do well as a GB and where we need to improve to ensure we make an impact.	<ul style="list-style-type: none"> Termly review meeting with Chair, Vice Chair and Chairs of Committees. Impact Report completed. 	A well led GB who are working hard to improve their performance through this action plan.

AIM: To undertake our work with clear vision, ethos and strategy.

OBJECTIVES	ACTION	SUCCESS CRITERIA
Ensure that the vision and ethos of the school are at the heart of what we do.	<ul style="list-style-type: none"> New Governors spend time in school to see what Vision and Ethos looks like in practice. Governor meetings note on how reported activity reflects Vision and ethos. 	All Governors are able to reflect on how the school activity demonstrates the school Vision and Ethos.
Ensure that the priorities in the School Improvement Plan support the vision and ethos of the school	<ul style="list-style-type: none"> Ensure all governors understand how the SIP works and how it links to Vision and Ethos. Approve the SIP, carry out interim reviews and a full evaluation at year end 	The outcomes in the SIP will have been delivered and made a direct impact upon the lives of the children and their families.
Ensure the Governing Body regularly reports on its work to the parents and community.	<ul style="list-style-type: none"> Governor area of website expanded to include more information Half termly feedback through Parent Mail. HBJs Governors Account developed. 	Parents and the local community will have more knowledge and understanding of the work of the GB and be more engaged.

AIM: To be accountable and hold school leaders effectively to account.

OBJECTIVES	ACTION	SUCCESS CRITERIA
Ensure that there is robust knowledge and understanding of the school priorities and this ensures governors are able to hold leaders to account.	<ul style="list-style-type: none"> Monitoring visits help governors to know how we are progressing towards SIP objectives. Visit reports will ensure that all governors are aware of progress. 	All governors will be able to articulate the SIP priorities and be able to make a valuable contribution as we evaluate priority outcomes.
Ensure that all governors are able to understand and use performance data in our work.	<ul style="list-style-type: none"> All governors to have access to Insight and given training on how to analyse data. 	Governors will be able to effectively explore data and evaluate performance.

	<ul style="list-style-type: none"> • Governors with link roles that require more knowledge to spend time with subject lead to develop greater depth of knowledge. 	
Ensure that all governors can visit the school so they can observe and monitor the implementation on the SIP.	<ul style="list-style-type: none"> • Link in with SL time to develop timetable of visits. • Explore external practice to see how schools make best use of governor's time. 	All governors will have spent time in school and will be able to articulate how their visit contributed to their link role.
Ensure policies are reviewed and compliance is maintained.	<ul style="list-style-type: none"> • Policy review scheduled is maintained. • Governors review, comment and approve (if appropriate) in a timely manner. 	Policies are appropriate and up to date and compliance is maintained.
Do we use performance management systems effectively to improve teaching, leadership and management?	<ul style="list-style-type: none"> • Review of performance management systems is undertaken. • Actions are planned as an outcome of the review. 	Governors understand how we use performance management systems.
Are our financial management systems robust so we can make sure we get best value for money?	<ul style="list-style-type: none"> • Use SFVS as a tool to ensure we get best value for money. 	SFVS demonstrates that we get best value for money.
Do we receive high-quality, accurate information about the position of the budget and how resources are being deployed?	<ul style="list-style-type: none"> • Bursar supports us to have access to the information we need to know budgetary position and how resources are deployed. • Budget is discussed and approved at FGB meeting. 	Governors know budgetary position and are confident that resources are being deployed appropriately.
Ensure that Pupil Premium Funding is spent appropriately.	<ul style="list-style-type: none"> • Termly meetings held to review area of work. • Annual Report reviewed by Link governor and reported back to FGB. 	Pupil premium budget is used in a way that is best for the children and gets best value for money.