

Governor impact and communication with parents May 2020

External oversight and support are key areas of focus at Kesgrave High School with Governors annually adopting and signing the Code of Conduct. There are clear and concise Terms of Reference for all Committees, an experienced Chair and Vice-Chair, engagement of external professional clerking services and an annual skills audit to ensure the optimum governor membership. The level of commitment required of Governors is acknowledged and clearly discussed with new potential Governors to ensure longevity of tenure. All current Governors are experienced and committed to supporting the school and holding leadership to account.

Governor training is recognised as a key pillar for success, and a regular review of requirements is undertaken. This provides for external training as well as internal events at the two Governor days held every year where data is reviewed, targets and objectives discussed and further opportunity for governor interaction afforded. This training helps governors to develop the confidence to have the required conversations with senior leaders, heads of department, non-teaching staff and students.

The Governing Body ensures compliance with all relevant regulatory and statutory requirements, delegating responsibility as agreed to the appropriate committee. This includes a formal Admissions Committee to ensure all necessary activity in respect of student admissions is managed effectively, a significant task for a heavily oversubscribed school, and a Headteacher Review Board to ensure high standards are maintained. Governors recently managed the recruitment of the new Headteacher, with the recommendation to the Trust being unanimously accepted.

In partnership with the Senior Leadership Team, the Governing Body sets a 3-year school development plan to ensure the delivery of the school strategy and objectives. This is reviewed termly at Committee and Governing Body meetings to ensure all activities remain on track, providing guidance and support where required. This approach ensures the continuation of the school ethos and values which remain relevant and appropriate to ensure students are equipped for life after school.

Governors have allocated departments with regular interaction both with the Heads of Department and wider teaching staff. Liaison is also held with specific areas such as Sixth Form, Pastoral, Safeguarding, SEN and Careers to ensure all activity supports the school ethos, values, strategy and objectives.

Governors set an annual action plan that ensures effective support for Kesgrave High School in its achievements. This is an objective review that allows the Governing Body to evaluate performance and make any necessary adjustments to ensure the optimum support is provided to the school; this may be through the addition of specialist knowledge to the Governing Body or greater support focused in certain areas. Interaction with teaching staff, non-teaching staff, students and parents is a key metric and feedback is actively sought.

Governors actively support curricular and non-curricular activity including School Council, Work Experience, Mock Interviews, Dragons Den activity, Performances, EPQ and STEM events. Governors will also attend Parents Evenings to seek the opinion and feedback from Parents which helps to support information received through Parentview. Wherever appropriate, communication to Parents is jointly agreed and signed by the Chair of Governors and Headteacher, allowing Parents direct access to the Chair should this be required.