



Oakfield Junior School Governor Impact Statement 2023/2024

What impact does the Governing Body of Oakfield Junior School have on pupil outcomes?

The governing body has three core functions:

- To ensure clarity of vision, ethos and strategic direction
- To hold leaders to account for the educational performance of the organisation and its pupils, the effective and efficient performance management of staff
- To oversee the financial performance of the organisation and make sure its money is well spent.

The table below provides an outline of how the Governing Body (GB) has fulfilled these functions and contributed to the continued improvement and success of the school in the last year.

Actions	Impact
Two new governors have been appointed; Leigh Skilton and Tim Bennett. The induction process has included training and support.	<ul style="list-style-type: none"> • Governance can be shared more widely across all governors and can support school leaders to secure continued school improvement.
The School Development Plan included actions for Governors and reminds us of our duty to support the school through high-quality governance and termly monitoring. We have a scheduled plan for the review of policies and monitoring visits	<ul style="list-style-type: none"> • Governors are aware of the raised expectations of school governance and how they can contribute to and support continued school improvement. • Governors have shared the expectations of Ofsted and considered their role in school improvement.
Succession planning continues to be a focus for the governing body through shared responsibilities, joint Vice-Chairs, rotation of chairing meetings and external training. Some governors and teachers are coming close to retirement.	<ul style="list-style-type: none"> • The Governing Body continues to be a strong proactive team focused on supporting Senior Leaders and staff to secure continued school improvement.
Governor monitoring of key subject areas continued this year, aligned with the School Monitoring Schedule. Governors' oversight of the curriculum is achieved through subject link governor meetings, learning walks and book scrutinies with Subject Leaders when possible. Governors have received Governor Visit reports and Subject Leader reports to increase their understanding of curriculum provision at Oakfield and its strengths and areas for development.	<ul style="list-style-type: none"> • Nominated subject governors have increased their knowledge of provision and outcomes, providing feedback to GB to ensure all governors were able to have a strategic overview of the school's curriculum strengths and areas for development. • Governors increased their knowledge and understanding of the curriculum on offer and any financial implications for budget planning.
The school was judged by Ofsted to be good in all areas and outstanding in personal development. A SAFE audit / quality assurance visit on 7 th June 2024 gives a detailed analysis of the school's high standards and expectations and current development needs.	<ul style="list-style-type: none"> • Governors are confident that the school has consistently high expectations in all areas and that governor monitoring practices are fit for purpose.
Governors have received termly attainment and progress data updates from Assistant Head Teacher (AHT) leading on Assessment for all groups of children across all year groups with useful detailed analyses. Governors have asked meaningful, challenging questions around the data and in particular PP, More Able and SEND children.	<ul style="list-style-type: none"> • AHT leading on assessment maintaining the high standards and consistency; Senior Leaders and staff are clearly focused on closing the gaps in attainment and securing outstanding outcomes for all children. • Governors have a secure strategic overview of actions and impact on pupil attainment and progress.

Actions	Impact
<p>Detailed analysis of data relating to Pupil Premium & SEND group received by governors. Link Governor allocated for Equalities and Inclusion liaised closely with Senior Leaders leading on Pupil Premium.</p> <p>Link governor for SEND liaises with the SENDco and reports to FGB</p>	<ul style="list-style-type: none"> Increased governor strategic oversight of outcomes gained from AHT and SENDCo leading on Pupil Premium/SEND focus on narrowing the gap in attainment for these groups of pupils.
<p>The Safeguarding Governor makes termly checks on the Single Central Record and has carried out 'snapshot' visits on safeguarding practice in school e.g. educational visits risk assessments, medicines in school. Termly Safeguarding Reports are given to GB.</p>	<ul style="list-style-type: none"> The school is fully compliant with Safeguarding procedures and governors are confident that the school has a strong safeguarding ethos and practice.
<p>HT Performance Management Review completed, Autumn Term 2023, by governors, supported by SIP, ensured robust targets were set for the HT, as part of her appraisal; termly review meetings held.</p>	<ul style="list-style-type: none"> Clear robust appraisal systems in place for all staff ensuring clear expectations of their performance during the year, linked where appropriate to pupil progress and attainment.
<p>Appraisal process for all staff was shared with governors. Pay and Review governors committee met (Autumn 23) to approve pay recommendations in line with Pay Policy and national guidelines.</p>	<ul style="list-style-type: none"> Robust system in place for staff appraisals overseen by governors ensures a fair review of staff performance and pay reviews in line with local and national guidelines.
<p>Governors have played an important part in discussions around the difficulties surrounding budget constraints this year. Changes to the office staff and SBM have presented some challenges</p>	<ul style="list-style-type: none"> Monthly financial reports received by all governors ensure oversight of finance procedures and budget monitoring. Governors able to ensure budget remains on track and school needs are met as far as possible. In a timely manner. SFVS enables governors to meet their statutory financial responsibilities. Finance identified for school improvement priorities such as new IT equipment, curriculum resources, teaching space improvements.
<p>Governors have supported and monitored the financial implications of increasing support staff hours enabling catch-up programmes to be led to address gaps in pupils learning as a result of disruption from Covid and previous years school closures continuing.</p>	<ul style="list-style-type: none"> Pupil attainment and progress data shows that catch-up programmes have been effective and are good value for money. Gaps in pupils learning are narrowing and where relevant SEND needs have been identified.
<p>A governor has undertaken termly Health & Safety inspections with Head Teacher & Site staff; termly report to GB.</p>	<ul style="list-style-type: none"> Governors have a good understanding of the premises needs and impact on financial planning, informing whole school safety and statutory compliance.
<p>Health & Safety inspections identified and monitored any maintenance issues and time has been spent approving risk assessments</p>	<ul style="list-style-type: none"> School finances reviewed by governors and funding identified for various maintenance issues to maintain the fabric and safety of the buildings.
<p>Headteacher, Chair and Vice-Chairs of Governors have liaised regularly to discuss school matters arising and planning strategically each term.</p>	<ul style="list-style-type: none"> Good working relationship established between Headteacher and Chair/Vice-Chairs, facilitating the smooth running of the governing body.
<p>Behaviour monitoring and feedback from HT termly to GB. Governor monitoring of pupils' behaviour around the school noted in Governor Visit Reports to GB.</p>	<ul style="list-style-type: none"> Governors assured of continued consistent excellent behaviour across the school. Additional support provided for pupils demonstrating challenging behaviour during lunchtime enabling earlier intervention.
<p>Governors have received regular reports on pupil attendance, including those with persistent absence and the reintegrating of pupils after extended periods of absence.</p>	<ul style="list-style-type: none"> Attendance has remained a high priority for the school. Whilst the vast majority of pupils have excellent attendance, governors are aware of the need to support those pupils who are experiencing

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	difficulty attending school, particularly post-pandemic.
Governors aware of and supported the increased variety of Cultural Capital experiences pupils have experienced	<ul style="list-style-type: none"> • The breadth and balance in the curriculum has been further extended, ensuring pupils experience an enjoyable and challenging curriculum offer.
Pupil, Parent and Staff Questionnaires results shared with governors. Governors attend parents' evenings and school community events and seek parents' views.	<ul style="list-style-type: none"> • Increased understanding of the pupils', parents' and staff perception of the school and how to further improve the school to meet their needs.
School policies reviewed and approved by governors in line with the school Policy Matrix.	<ul style="list-style-type: none"> • There are clear policies and procedures in place to support the safety of pupils and the smooth running of all aspects of the school community.
Governor Training Record has been maintained and governors have been encouraged to attend in-school and external training and complete evaluations/feedback forms shared with GB.	<ul style="list-style-type: none"> • Governors have been able to identify and share personal and other governor actions arising from the training activity, leading to increased governor knowledge of current issues and best practice.
Training funding allocated to ensure all staff have access to quality training opportunities	<ul style="list-style-type: none"> • Training has allowed the staff to develop professionally and ensured all staff are aware of new expectations (local, national, Ofsted)
Governors have worked with the Friends to explore fundraising for a new Arts Wellbeing Hub	<ul style="list-style-type: none"> • This is ongoing and a large capital project. • A grant has been awarded of £100,000 from MVDC CIL Committee but we still need further funding and Your Fund Surrey turned us down.
Local Links have been established with Fetcham Village Infant School and there have been regular meetings this year. Initial explorations were around the possibility of forming a joint primary school.	<ul style="list-style-type: none"> • Good practice shared and plans made for closer working together whilst exploring options for joining an Academy Trust