



ST MICHAEL'S CHURCH OF ENGLAND VA HIGH SCHOOL

ANNUAL GOVERNANCE STATEMENT 2024-2025

The Governors have pleasure in presenting their annual governance statement.
(Governing Board membership and guidance documentation references up-dated 4th October 2024)

In preparing this statement, governors have taken into account the Department for Education's statutory guidance on "The Constitution of Governing Bodies of Maintained Schools" (August 2017) and Maintained Schools Governance Guide (March 2024). The governing board fully supports the principles of transparency and accountability set out in those documents.

The Governing Board has three core strategic functions, which are:

1. Ensuring clarity of vision, ethos and strategic direction:

Governors are responsible for setting the school's strategic framework, identifying priorities for school improvement and monitoring progress towards these goals. They are also responsible for setting a school ethos of high expectations of behaviour, progress and attainment of all students and of conduct of staff and governors.

St Michael's has a strong Christian vision, values and ethos, which is evident throughout the school including governors' meetings.

2. Holding the Headteacher to account for the educational performance of the school and its students, and the performance management of staff:

Governors must provide challenge to the school and hold the headteacher and senior leadership team to account, for improving the quality of teaching and learning and school performance. This is done through questioning and through regular monitoring and analysis of data on student's performance and progress. Governors hold the headteacher to account for the performance management of teachers. (Governors conduct the Headteacher's performance management).

3. Overseeing the financial performance of the school and making sure its money is well spent. Governors regularly look at financial statements and ask questions to ensure that the school makes efficient use of its budget and provides best value for money.

Governing Board Membership 2024/2025 (as at 3.10.2024)

The Co-Chairs of Governors, Mrs. Kerry Thornton and Ms Katarzyna Kujawa-Sogbesan, can be contacted via the school.

The Clerking service to the Governors is provided by SIPS Education.

Governor Name	Type of Governor	Term of office	Committee involvement
Mrs Kerry Thornton (Co-Chair)	Local Authority	14 th July 2022 – 13 th July 2026	Personnel & Finance/Pay/HT Appraisal /Admissions
Ms Katarzyna Kujawa-Sogbesan (Co-Chair)	Parent	7 th January 2021- 6 th January 2025	Curriculum
Mr Ian Goldby-Timmis (Vice Chair)	Parent	21 st June 2022 – 20 th June 2026	Pay/Facilities Management/HT Appraisal
Mr Joseph Parker	Foundation	6 th July 2022 – 5 th July 2026	Facilities Management
Mrs Julie Bodin	Foundation	23 rd November 2020 - 22 nd November 2024	Personnel & Finance/Curriculum/ Pay/HT Appraisal/Admissions
Mrs Christina Handy-Rivett	Headteacher	Ex -Officio	Personnel & Finance/Curriculum/ Facilities Management/ Admissions/Ethos
Mr Jaspreet Belkhu	Staff	2 nd September 2024 - 11 th October 2028	Curriculum/Facilities Management
Ms Kita Amos	Foundation	2 nd December 2021 – 1 st December 2025	HT Appraisal/Personnel & Finance/Curriculum/Admissions
Rev John Bridge	Foundation	Ex-Officio	Personnel & Finance/Ethos
Mr Dan Jarvis	Foundation	31 st October 2022 - 30 th October 2026	Facilities Management
Mr Simon Lakin	Foundation	4 th September 2023 – 3 rd September 2027	Curriculum
Mr Adam Gould	Parent	30 th September 2024 – 29 th September 2028	Personnel & Finance/Facilities Management

In-year resignations during Academic year 2024-2025:

Mr Lee Mole – resigned 31st August 2024

Mr Colin Nicholls – resigned 31st August 2024

Mrs Abigail Rumano – resigned 8th January 2024

Mr Simon Smith – resigned 5th October 2023

Special Responsibility Governors

Governors have the following named responsibilities within the school:

Safer Recruitment Governor	Mrs Kerry Thornton, Ms Katarzyna Kujawa-Sogbesan, and Mr Ian Goldby-Timmis
Child Protection/Safeguarding Governor	Ms Katarzyna Kujawa-Sogbesan
Computing Link Governor	Ms Katarzyna Kujawa-Sogbesan
English Link Governor	Mr Joseph Parker
Mathematics Link Governor	Ms Katarzyna Kujawa-Sogbesan
Science Link Governor	Mr Simon Lakin
RE Link Governor	Rev John Bridge
SEND Governor	Mr Dan Jarvis
Business Studies Link Governor	Ms Katarzyna Kujawa-Sogbesan
Geography & History Link Governor	Mrs Kerry Thornton
Modern Foreign Languages Link Governor	Mrs Kerry Thornton
Performing Arts Link Governor	Mrs Kerry Thornton
Looked After Child Governor	Mrs Kerry Thornton
PSCE/RSHE Link Governor	Mrs Kita Amos
ECT Link Governor	Mrs Kita Amos
Mental Health/Wellbeing Governor	Rev John Bridge
Health & Safety Governor	Mr Ian Goldby-Timmis

The Full Governing Board meets once per term in spring and summer and twice in the autumn.

The committees meet once per term. The committees are:

- Finance & Personnel Committee
- Student & Curriculum Committee
- Facilities Management & Health and Safety Committee
- Pay Committee
- Admissions Committee

Other committees when required are:

- Student Discipline & Complaints Committee
- Appeals Committee

During every meeting the Governors focus upon aspects of the School Action Plan and monitor the progress against rigorous targets. We receive detailed reports from the Head Teacher, the School Improvement Advisor and other agencies.

A **skills audit** is carried out each year and helps us to identify where we need to develop knowledge, skills, and behaviour to deliver our functions effectively. All new governors are required to complete the audit on joining, so that suitable training can be suggested to help them fulfil their role.

The following are some of the ways in which the Governing Board impact on the strategic management of the school:

- **School Action Plan (SAP)** – Governors work co-operatively with the Headteacher (HT) and senior management in the writing and monitoring the School Action Plan. The School Action Plan sets aims for the school. The current SAP is based on priorities identified from data, school self-evaluation and Ofsted priorities. The SAP is set out with clear aims, the key tasks which will be completed in order to achieve these aims and the success criteria in order to measure outcomes. The SAP is monitored and review termly, with an evaluation overview being completed and presented to governors within the HT report.
- **Governor visits** – The governors are invited to visit the school as part of their monitoring of the SIP and of specific issues. Guidance in terms of the roles and responsibilities of statutory link governors are provided to relevant governors and regular training is available in order to up-skill our team.
- **Data analysis** – Data is made available to governors through termly meetings with verbal and written presentations followed by question and answer sessions with the Headteacher and members of the senior management team thus the governors are able to benchmark their data against similar schools, the Local Authority and schools nationally to ensure the schools standards and expectations are high and are able to be closely scrutinised. Particular scrutiny is placed on student progress across all ability groups including vulnerable groups and on the effective use of the Pupil Premium.
- **Policies** – Governors review all relevant policies on an annual basis to ensure that all guidance is current and up to date. Specific attention is paid to ensure that the school complies with the Department of Education statutory policy list and the Local Authority recommended list.

- **Financial management** – Members of the governing board have been trained in School Finance management. The impact of the governors' role in the school ensures that the budget is managed effectively, and improvements are effective and continuous. Governor expertise – the governors bring a wide variety of expertise to the school, and this helps to ensure the school is moving forward.
- **Governor Meeting Attendance** - Governor attendance has been of a good level, with any absences having been fully explained and accepted and approved by the governing board. There are no causes for concern at the level of commitment shown by any member of the governing board.
- **Review** - The governing board, the Headteacher and all members of staff are constantly striving to improve and develop the school.

Governor visits

Governors regularly visit the school (or meet virtually), and these visits are key to getting to know the school, its students, and the staff in depth. Governor visits always have a specific area of focus and link in to the SAP. Governors also attend school events such as:

- Open Evening
- Parent Voice
- End of term services
- Student Voice celebrations
- Awards evening
- Performing Arts productions

Training

All members of the Governing Board have undertaken training as part of their commitment to Continuous Professional Development. This year, this has included courses on:

- Safeguarding
- PREVENT
- Safer Recruitment training
- Providing Professional Challenge
- Pupil Exclusions and Appeals
- Strategic Direction
- Advanced Finance
- Valuable Visits
- NGA Leading Governance 'Development for Chairs'

The Governing Board is immensely proud of the students and staff of St Michael's Church of England High School, and will continue to support the Headteacher, staff, and students to achieve the very best for every child.