



Annual Governance Statement for the Governing Body of Richard Lander School

July 2017

In accordance with the Governments' requirement for all governing bodies, the 3 core strategic functions of the Governing Body of Richard Lander School are:

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding the Headteacher to account for the educational performance of the school and its pupils;
3. Overseeing the financial performance of the school and making sure its money is well spent.

About our school

Richard Lander School is located on the west side of Truro with 1360 pupils split into 5 years and 4 vertical communities of tutor groups. There are 95 teaching staff, 65 support staff including 20 TAs and 12 in administration.

Our aims are threefold - to enable all our young people to become:

- 1. Successful learners, who strive to reach their potential in all they do**
- 2. Confident learners, who develop a fine sense of identity and self-worth**
- 3. Responsible citizens, well prepared for life and work and keen to make a positive difference to the world they live in**

Our Ethos - The school has much to celebrate and be proud of. The achievements of students, both within and beyond the classroom, are part of the rich tradition of this school. Our inclusivity and nurture have been built upon by successive generations of students and staff. We must continue to build upon this.

The school was graded as Good at the inspection in March 2015.

Constitution

The Governing Body was re-constituted on the 1st September 2014 and is made up of 2 staff governors (including the Headteacher), 4 elected parent governors, 1 local authority governor and 11 co-opted governors. The Head Boy and Head Girl and their deputies are invited as associate members for the students & curriculum committee each year.

Co-opted governors are appointed by the governing body and are people who in the opinion of the governing body have the skills required to contribute to the effective governance and success of the school:

On our governing body, 3 of the co-opted governors are parents, 2 are staff and 5 are members of the local community with 1 vacancy.

Attendance

Governor's attendance at meetings this year has been good. We have had to cancel one meeting and hold one, for information only due to not being "quorate" (the number of governors needed to ensure that legal decisions can be made).

You can get a full list of governors and their attendance at the meetings from the Clerk to the Governors.

Governing body structure

The full governing body meets at least once per term, and we also have four committees that each meet at least once per term. Each committee has fully delegated powers to make decisions according to their terms of reference.

The Policy committee consists of the Chair and Vice Chair of Governors and the Chairs and Vice Chairs of the other committees.

The Personnel committee is restricted to 7 people including the Headteacher and Chair of Governors.

The Students & Curriculum committee has 10 governors including the Headteacher and Chair of Governors. The Head Boy and Head Girl and their deputies are also invited as associate members of this committee.

The Finance and General Purposes committee has 7 governors including the Headteacher and Chair of Governors. A separate working party looks in detail with the Headteacher and the SLT at the issues on creating a balanced budget, and this sub-committee report back to the full committee. This sub-committee normally has at least 4 people in attendance.

All of our meetings are clerked by our experienced clerk and minutes are available by applying to the clerk.

Effectiveness and impact of the governing body

The governing body has had a busy year, ensuring the outcomes of the previous OFSTED inspection are implemented.

This year saw the re-election of the Chair of Governors for a second term of office. The governing body has successfully recruited a new governor with relevant skills to support the work of the full governing body. It is expected that there will be the need for new Parent Governors in September.

The Headteacher led the school into a successful set of GCSE results which were scrutinised by the Senior Leadership Team (SLT) and the governing body for effectiveness and where resources need to be targeted. This has resulted in high staffing levels for English and Maths alongside the intervention and support given to Pupil Premium students and those with identified additional needs. The on-going success in English is particularly pleasing as the governors have continued to support this important subject.

Pupil Premium students remain a constant focus for the SLT and governing body to ensure that the correct level of support is provided.

The responsibility of the governing body now covers the scrutiny of performance management of all staff, where governors are able to consider the recommendations of the Headteacher and this is done by a small delegated pay committee of three governors.

The issues of budget are an on-going constant challenge for the Finance and General Purposes committee with the finance working party, where value for money and best quality are often in tension. The committee works hard with the Headteacher and the School Business Manager to present a budget that achieves the best outcomes for all the students whilst ensuring the future security of the school. This year has seen a restructuring in the ARK (ARB provision) and with support staff to ensure the on-going success of the school and student achievement.

The challenges of the curriculum with the recent changes to the curriculum and exam gradings are a continuing focus for the Students and Curriculum committee to ensure that all students are provided with the appropriate challenge and support with the opportunity for all to succeed. This has resulted in the introduction of a range of support for the majority of students to enable the best achievements for all. The support for gifted and talented students is an area for on-going work to enable their successes.

Most of the governors are attached to a curriculum area or other principle function of the school and all governors meet with their link areas at least once in the year. The reports from these help provide the governing body with a fuller picture of the operation of the school and how the governors can provide the support and challenge to help them succeed.

It has been a busy year in recruitment for the governing body as many have attended interviews across most curriculum areas to support the appointment of new teachers and other senior staff.

Students at risk of Exclusion have been a focus this year for the governing body where it has supported the school's leadership team in the range of sanctions and alternative provisions for those who find main stream education presents significant difficulties. Unfortunately we have had to support permanent exclusions for four students to ensure the safety and security of the larger student body and to preserve the highest standards of learning.

Governance objectives for the future

The last OFSTED inspection continues to be the focus for the governing body, to maximise the effectiveness of Pupil Premium spend to ensure that all students make good progress. The other main focus is to ensure teaching provides the consistent challenge and systematic checking across all subjects.

Like other schools the financial challenges are on-going and the introduction of contribution related pay for support staff has added to that pressure.

The governing body are continuing to consider the important issues surrounding academy status as many schools in the area including feeder schools have, or are changing, and the government's desire for all schools to become part of an academy trust group.

Contact us

The governing body are always open to suggestions, feedback and ideas from parents and the community. You can contact the Chair of Governors (Rob Loosemore) via the Clerk to the Governors (Mrs Laura Morgan) via the school office.