

## Annual Governance Statement

Annual Governance Statement for the Local Governing Body of Reepham High School and College September 2021	
Reepham High School and College- Comprehensive Excellence	
The school believes that every single pupil is entitled to teaching and learning of the highest calibre, allowing all pupils to achieve to their academic potential.	
The Local Governing Body of RHSC has a strong focus on its three core strategic functions: <ol style="list-style-type: none"> <li>1. Ensuring clarity of vision, ethos and strategic direction;</li> <li>2. Holding the Headteacher to account for the educational performance of the school and its pupils, and the performance management of staff; and</li> <li>3. Overseeing the financial performance of the school and making sure its money is well spent.</li> </ol>	
<b>Governance arrangements</b>	<p>Our Board consists of:</p> <ul style="list-style-type: none"> <li>• 3 parent governors, 2 staff governors, 5 community governors. Head is an ex officio member.</li> <li>• All non-staff governors are linked to key areas of monitoring – Safeguarding, Finance, SEND, LAC &amp; PP, Behaviour &amp; Attendance, Teaching &amp; Learning, Careers, RSHE and Well-being. These Governors liaise with staff throughout the year and report to the LGB at meetings. Currently, SEND, Behaviour and Teaching &amp; Learning are vacant</li> <li>• Meetings are held each half term, 6 meetings each year. If required, extraordinary meetings are called to discuss urgent matters. Currently, there are no committees. All meetings are professionally clerked.</li> </ul>
<b>Attendance record of governors</b>	<p>Our Governors have maintained regular meetings throughout the disrupted year in education by use of technology to meet remotely. This enabled a member who was working away from Norfolk to continue attending. The final meeting was in person, which was a welcome return to more normal proceedings. All members play a full part in the work of the Board. The record of attendance of governors at meetings is accessible on the <a href="#">school website</a>.</p>
<b>The work that we have done</b>	<p>During 20-21, work on revising our Vision and purpose was our key aim, to clarify how the school should develop and respond to the enlarged MAT. A new Scheme of Delegation has helped with this. The constraints of Covid made this more challenging but consultation with SLT is the next step. The curriculum model, which was changed 2 years ago, should begin to provide evidence of impact through the performance data in the current academic year. The results, using the Teacher Assessed Grades, are impossible to directly compare to previous years, as they were generated by different methods. However, RHSC at GCSE in English &amp; Maths., 71% achieved grade 4, 45% Grade 5. For Disadvantaged pupils, this fell to 48% &amp; 28% At RHSC, the two main areas for improvement are gender and disadvantaged pupils. With gender, girls significantly out-perform boys. Across all subjects, girls performed on average over a grade higher than their male counterparts. Equally the disadvantaged gap has widened</p>

	<p>over the pandemic and their average grade of a non-disadvantaged pupils is over one and a half grades higher. At A level, results were in the top 10% nationally. Monitoring had been a challenge, as direct observation has not been feasible. However, some link governors have been in regular contact with their counterparts. Parent governors have submitted feedback of online teaching. Towards the end of year, some face-to-face meeting was possible and the Chair attended the INSET day on Respectful Relationships, the new RSHE curriculum and whole-school gender issues. The work on safeguarding was a vital area to maintain as the extra pressure of Covid impacted. Our safeguarding lead gave a comprehensive overview at the final meeting. This underlined the need for extra resources and time devoted to supporting the pupils and students.</p> <p><i>key issues faced and addressed by the Local Governing Body.</i></p> <p>The challenge of the Pandemic has been the disruption to education for so many children. This has brought increased levels of anxiety and frustration. There was an unusually high number of complaints which came directly to the Chair, without first contacting school to seek resolution, as set out in the Complaint Procedure. Two complaints did escalate to an Appeal Panel, which members of the Board were able to conduct.</p> <p>There are 2 vacancies on the Board to fill. We want to widen the composition of the Board and need a clear “person spec” to complement the range of experience and skills currently on offer. This will be easier once we have finalised our Vision and purpose work.</p> <p><i>How our actions have benefited the school.</i></p> <p>The year has been focussed on support, given the additional workload, challenges and safeguarding created by Covid, while still ensuring the quality of education did not suffer. Several members have sat on complaints panels and others have been involved with interviews and recruitment. Governors have offered practical help with Covid testing for 2 periods when it was required.</p>
<p><b>Future plans for the Local Governing Body</b></p>	<ul style="list-style-type: none"> <li>• Launch vision and purpose</li> <li>• Support on financial challenges – to ensure the delegated budget is targeted to best effect</li> <li>• Realign governing body to new scheme of delegation to improve effectiveness</li> <li>• Monitor improvements in key subject areas following changes to Heads of Departments</li> <li>• Ask SLT to demonstrate how the new curriculum model has improved the learning and confidence of pupils as evident in the outcomes achieved.</li> <li>• As the new Executive Head arrangement develops, work with SLT to ensure capacity at RHSC to provide the same level of leadership whilst gaining the benefits of collaboration under a joint headship.</li> <li>• Recruit new Board members to provide sufficient ability to monitor and challenge in key areas.</li> </ul>
<p><b>How you can contact the Governing Body</b></p>	<p>We always welcome suggestions, feedback and ideas from parents. Please contact the Chair of Governors via the school office or email <a href="mailto:chair@reephamhigh.com">chair@reephamhigh.com</a> .</p> <p>You can see the full list of governors, including a pen portrait of their experience, their attendance at meetings and business interests on the Governance page of the school website. Minutes of Local Governing Body meetings are available on request from <a href="mailto:clerktogovernors@reephamhigh.com">clerktogovernors@reephamhigh.com</a></p>