

Randal Cremer Governors' Impact Statement 2021-2022

Randal Cremer's Governing Body is an integral part of the school, supporting the head, staff, pupils, parents and carers. We are proud of our diverse and inclusive community and are delighted by the superb progress the school is making under the head's leadership. We welcomed the March 2020 Ofsted Inspection which recognised the school's continued progress and achievements and again judged the school to be **Good**. We were also pleased that Ofsted stated: "*Staff and Governors share high expectations for their pupils*". Indeed, we have continued to build on our strong foundations and are delighted by the continued much improved outcomes at all key stages. We are particularly pleased that our pupils' outstanding progress was recognised by the Mayor of London, Sadiq Khan, in his Schools for Success programme. The programme recognises primary and secondary schools that ensure strong progress for their lowest attaining pupils, has a strong overall performance and shares their work with other schools. This success was recognised at the Awards ceremony. The Mayor said: "*I'd like to congratulate the staff of Randal Cremer for their excellent work. Schools for Success was created to celebrate the difference that teachers, teaching assistants, support staff and governors are making every day to support children and reduce inequalities, and this school's inclusive and supportive learning environment is a great example of this*".

The governors are proactive and strive to play a major role in moving our school forward. Our aim is to build up the capacity of our members so that we can effectively and consistently undertake our statutory responsibilities. We have high ambitions for the school and its sustained improvement and are committed to the school's ethos and values, ensuring that every child will leave Randal Cremer able to excel academically and socially. To achieve this we are very aware that our children, their welfare, safety and achievements are at the centre of all our work. The governors believe that in order for this to happen Randal Cremer's pupils must be supported by a well led, caring, enthusiastic, professionally competent and highly motivated staff, all working together with parents, carers and governors to create a safe, supportive, welcoming and nurturing environment which ensures outstanding achievements, enjoyment, health and happiness. To achieve our objectives, the governors apply a self-reflective approach when evaluating our role within the school and seek support and independent guidance.

In 2021/22 we are delighted to participate in the Hackney Young Governor initiative and welcome Dilwar Hussain to our meetings.

Our Impact in 2020-2021

Until the COVID pandemic, governors visited the school many times in a planned cycle of visits as part of their monitoring role, meeting with leaders, teachers, support staff and children across the school. We have continued to keep in close contact and maintained our regular cycle of meetings and visits but have often had to use Zoom, phone calls and emails to supplement face to face meetings.

Examples of the impact of our work include:

- Monitoring the working practices in Special Educational Needs and for Keeping Children Safe in Education,

- Providing challenge to key stage leaders in ensuring improvement objectives are met.
- Monitoring the effectiveness of interventions to ensure that children eligible for Pupil Premium funding achieve as well as other pupils and that funding is used appropriately.
- Monitoring the development and effectiveness of the Sport Premium Funding

Data Analysis:

Data has been made available to governors at regular meetings of the curriculum committee and at full governors' meetings. Verbal and written presentations of data on pupil progress and attainment and the quality of teaching are followed by question and answer sessions with the head teacher and members of the senior management team. Particular scrutiny is placed on pupil progress across all ability groups including vulnerable groups and on the effective use of the Pupil Premium.

Policies:

Governors have reviewed all relevant policies on a programmed basis to ensure that all guidance is current and up to date.

Financial Management:

The Governors' role is to ensure that the budget is managed effectively to benefit the learning of our pupils. Through the Resources committee, they have worked closely with the head teacher and the senior team to ensure that financial processes are secure and that funding is used efficiently.

Staff Recruitment:

Governors have been involved in the recruitment and selection of senior staff.

Partnership:

Governors have worked closely with Hackney Education to oversee continued improvement at Randal Cremer School and have also attended Hackney Education's Governor briefing sessions (via Zoom).

2020-2021 Continued COVID Response:

The governors have held several virtual meetings with the head and deputy during the continued COVID crisis and have also taken part in Hackney Education online meetings. Risk assessments have been shared and the safety and well-being of pupils and staff have at all times been paramount as well as pupil learning and progress. We are proud of the continued and extensive support the Head, Deputy and staff have given to children both in school and at home throughout this unprecedented crisis.

Priorities for 2021-2022

Every year, we review our roles and responsibilities and produce a Work Plan in order to focus our work and contribute to the school's long-term strategic goals.

Our Key Priorities for 2021/22 are:

To continue to improve the effectiveness of our Governing Body by carrying out an annual rigorous self-audit in order to identify strengths, weaknesses, and areas for development and ensure that governance is sustainable in the future.

To ensure governor skills, knowledge and understanding are developed appropriately and updated regularly to inform strategic planning and decision making, including ensuring staffing and resourcing is accurately costed and evaluated to further improve outcomes.

To develop a detailed understanding of assessment (pupil performance, progress and tracking) and the delivery of teaching and learning.

To improve governors' engagement with pupils, parents and staff and celebrate pupil achievement in all its forms.

To continue to support the school's development of Reading and Writing across the curriculum and mathematics across the curriculum and the development of the wider curriculum

To support these priorities we have a planned programme of governor meetings and activities including training and link subject visits. As well as our full Governing Body meetings (led by our Chair and Vice Chair), we have a Resources and a Curriculum Committee, both chaired by very active experienced governors. Of particular importance for the governors is the establishment of a strong foundation for children by developing an excellent EYFS stage to equip new pupils with the necessary English language skills. In addition, making effective use of the Pupil Premium Grant to promote learning and achievement for all continues to be of great importance, as does our commitment to developing sport and using the Sport Premium Funding effectively together. We strive to promote healthy and active lifestyles and aim to provide sporting opportunities for all our pupils and provide additional opportunities for increased participation. We are proud of the school's policy to nurture all and we have high expectations for all our community. Our school is underpinned by the recognition that we receive respect when we model it in every interaction so that our children will grow to become adults who can become whatever they choose to be and believe they can make a difference.

Randal Cremer Governing Body: Autumn 2021