



Governor Action Plan 2022 -2023



AIM : Ensuring clarity of vision, ethos and strategic direction

Objectives	Action	Success Criteria
Ensure that the priorities in the School Improvement Plan support the vision and ethos of the school	Continue to embed and develop the vision of the school.	Objectives in the improvement plan have directly furthered the educational objectives of the school.
Ensure that governors focus on the strategic direction of the school	Review the vision for the school and ensure that it is embedded into the life of the school.	Activities have been varied out in accordance with policies and regulations.
Ensure that the vision and ethos of the school are well communicated	Approve the SIP, carry out interim reviews and an evaluation at year end.	Governors have evaluated their skills by completing the Skills Audit on GH. Chair and Vice Chair to identify gaps.
Ensure that governors are familiar with the Governors Handbook	Maintain the focus of governor meetings to the three main aims of this plan.	The quality of any professional advice sought has been good and followed accordingly.
	Take account of the views of parents, governors, staff and pupils when preparing the SIP	Governors have exercised independent judgement and remain responsible for any task delegated to others.
	Communicate the outcome of the SIP to governors, staff and pupils.	Governors have exercised reasonable care, skill and diligence and ensured that they are well-informed about the school's affairs.
	Communicate with parents and the community through regular newsletters and the website.	
	Carry out an annual skills audit.	

	Attend high quality and appropriate governor training.	
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AIM : Ensuring clarity of vision, ethos and strategic direction ... Continued /

Objectives	Action	Success Criteria
	<p>Carry out annual self-evaluation / appraisal and set targets to improve governance.</p> <p>Maintain membership of and have due regard to the National Governors Association Handbook and guidance.</p> <p>Ensure that tasks, policies and procedures are carried out and approved as agreed</p> <p>Use the expertise available to the school when making decisions that require particular expertise e.g. HT</p> <p>Following the school's Terms of Reference.</p> <p>Attend meetings regularly and read all recommended literature, minutes or other documents.</p> <p>Carry out monitoring and other similar visits to the school to ensure statutory compliance and SIP progress.</p>	

AIM : Hold the Headteacher to account for the educational performance of the school and its pupils		
Objectives	Action	Success Criteria
<p>Ensure that appraisal is carried out effectively.</p> <p>Ensure that governors have the skills to understand and scrutinise quality assurance information and data.</p> <p>Ensure that the school has a high quality improvement plan with targets.</p> <p>Ensure that policies and procedures are followed.</p> <p>Ensure that the work of the school is well communicated.</p> <p>Governors focus their monitoring in order to support the work of the Headteacher / school.</p>	<p>Agree an external consultant and a trained governor to carry out HT appraisal.</p> <p>Attend high quality and appropriate governor training.</p> <p>Carry out an annual skills audit.</p> <p>Carry out annual self-evaluation / appraisal and set targets to improve governance.</p> <p>Maintain membership of and have due regard to the National Governor Association guidance.</p> <p>Attend meetings regularly and read all recommended minutes or other documents.</p> <p>Carry out monitoring and other similar visits to the school to ensure statutory compliance and SIP progress.</p> <p>Check that the SIP targets are based on reliable data and school self-evaluation.</p> <p>Ensure that tasks, policies and procedures are carried out and approved as agreed,</p> <p>Communicate with parents and the community through regular newsletters and the website.</p> <p>Celebrate, praise and reward achievement.</p>	<p>Governors have acted as a critical friend of the Headteacher by providing support, advice and challenge.</p> <p>Governors have worked with the school to plan improvements and develop policies and keep these under review.</p> <p>In partnership with the Headteacher and staff, governors have exercised their responsibilities and powers appropriately.</p> <p>Governors have challenged and monitored the performance of the school.</p> <p>Senior staff have been supported in the management of the staff.</p> <p>Governors have set high standards by planning for the future and setting targets for improvement.</p> <p>Governors have helped the school to respond to the needs of parents and the community.</p> <p>Governors have ensured that the school has been accountable to the public.</p> <p>Ofsted judgement is good working towards Outstanding.</p>

AIM : Oversee the financial performance of the school and ensure that its money is well spent		
Objectives	Action	Success Criteria
<p>Ensuring that governors have the skills and knowledge to support the Headteacher in setting and monitoring the school budget.</p> <p>Ensure that governors are aware of their role in respect of :</p> <ul style="list-style-type: none"> • Regularity • Propriety • Value for money • Compliance • Risk Management <p>Ensure that money is spent to further the educational objectives of the school and in line with the School Improvement Plan.</p> <p>Ensure that governors are aware of the relevant financial procedures that schools must follow.</p> <p>Governors work with the Headteacher to apply the Pay Policy effectively.</p>	<p>Attend high quality and appropriate governor training.</p> <p>Carry out an annual skills audit.</p> <p>Carry out annual self-evaluation / appraisal and set targets to improve governance.</p> <p>Have due regard to the school's finance and finance related policies.</p> <p>Plan the budget annually and link expenditure to the SIP.</p> <p>Have and review a three-year budget projection.</p> <p>Carry out best value benchmarking of the school budget.</p> <p>Regularly review and discuss school risk factors.</p> <p>Receive monthly accounts.</p> <p>Remunerate good performance appropriately.</p>	<p>Public funds have been managed with prudence and care and with a focus on the advancement of the education of the pupils.</p> <p>Spending has complied with regulations.</p> <p>Activities have not put the reputation or assets of the organisation at risk.</p> <p>Governors are familiar with financial procedures and policies.</p> <p>Governors have acted within the scope of their authority.</p> <p>Governors have avoided conflicts of interest.</p> <p>Staff retention and succession planning is strong.</p>