

**The Kemnal Academies Trust - Impact Statement
Academic Year 2021-2022**



Academy	Stapleford Abbots Primary School
Chair of Governors	James Lillingston
Date	18th November 2022

Governance at Stapleford Abbots Primary Academy within TKAT

Stapleford Abbots Primary Academy is part of TKAT, a Multi-academy Trust. The Trust is a charity, and its board of trustees must ensure that it complies with its charitable objectives which relate to the provision of education in its schools. As such it is the Trust board which is accountable for the performance of the Academies in the Trust, and in turn, it is held to account by the Department for Education. The Trust has chosen to appoint committees for each of its academies and these are known as local governing bodies (LGBs). The LGB's responsibilities are set out in a document known as the Scheme of Delegation which is available on TKAT's and Academy's website.

Vision

The LGB is responsible for ensuring that the Academy's long-term vision reflects the needs of its community beyond current post holders and in line with TKAT's vision and values.

Stapleford Abbots Primary School aims - Inspire – Believe - Achieve

- Through our curriculum and pedagogy, we will provide a richness that will inspire all our learners.
- We will build in every learner a self-confidence to believe they can succeed
- Together everyone can achieve

Through a first-class education the school enables all children to become confident, successful, resilient and independent members of society. Staff create a high performing and inspirational learning experience, where our children embrace a love of learning and are motivated to succeed.

Core values - At Stapleford Abbots Primary our core values of Inspire, Believe and Achieve are of paramount importance to us and are embedded in every decision we make for our pupils. We aim to provide a high quality, innovative education ensuring that every child achieves their maximum potential and becomes a resilient learner.

Organisation of LGB

Stapleford Abbots LGB has 7 Governors, consisting of 2 parents, 1 Staff Member (excluding Headteacher), 3 appointed and 1 Headteacher.
There are currently 2 vacancies

The LGB has the following Committee Structure

- Full Governing Body
- Pay committee

The LGB meet six times a year working collaboratively with the school to ensure it delivers a good quality education in line with the school vision. Together with the Headteacher who is responsible for day-to-day management, they contribute to the development, review and monitoring of Academy policies and aims.

In addition, individual members of the LGB in their role as link governor have oversight of a specific aspect of the work of the school. Their role includes keeping the governing board informed about the area they have oversight of and acting as a link between governors and staff as well as supporting the member of staff who is responsible for the area or subject.

Impact of Covid on the work of the LGB

The greatest impact to the school has without doubt been the COVID epidemic and subsequent lockdowns. From February 2020 to July 2021 the LGB meetings were held remotely. As a group, all governors attempted to join meetings virtually which were successful and some of the remote working practices are expected to become part of the norm moving forward.

The ability of the link governor role to operate successfully was impacted but governors where possible stayed in contact with their area of responsibility.

Represent the Academy's local community and stakeholders by ensuring that the Academy's policies and practice meet the community's needs.

- As in previous years safeguarding is a matter of highest priority for all members of staff and governors. All governors have read DfE keeping children safe in education.
- All new TKAT produced Academy Policies when issued are presented to the LGB review assessing its likely impact on the school community, parents, careers and stakeholders within the community. Where appropriate the LGB will monitor the implementation of the policy and consider what role it needs to play in ensuring the successful ongoing delivery of any policy.
- The LGB membership looks to represent the community it serves whilst currently small in number has a growing parent ratio to appointed governors. Parent governors tend to represent different year groups within the school.
- The chair of LGB contact details are available from the school office or the school website which does lead to parents contacting the LGB directly. The school also encourages parents to contact the chair of the LGB as a path for parents to have a continued dialogue with the school.

Support Directors of Education to improve Academy outcomes

- The LGB are represented at the local regional meetings where the trust's development plan is a continued point of discussion this allowed for the Chair to discuss directly with the Head Teacher and when appropriate discussed as part of an LGB meeting to support and ensure the school is aligning to the development plan.
- Governors are very aware of all academic targets. Again members of the SLT report on progress. Governors are able to question whether the curriculum meets the needs of all students, regardless of their prior attainment.
- Academic progress continues to be discussed at LGB meetings a key point of focus where reading and the continued drive by the school to closing the gap for all abilities across the school.
- School budget is represented at full LGB meeting. Whilst the LGB have no direct responsibility for the budget the LGB will discuss whether the budget is impacting the ability of the school to take a particular action or introduce an improvement initiative.
- The Director of Education and the COG met to discuss the school's priorities which then formed the Governor monitoring priorities.

Support the Senior Leadership Team to ensure staffing is efficient and effective

- The chair working with the headteacher has sight of the school performance management and its implementation across the school.
- Where appropriate the LGB would be involved in key staffing appointments.
- The Chair of LGB does participate in the Headteacher's performance management process

Equality Diversity and Inclusion

The LGB undertook training in 2022/2023 focusing EDI with key members of the school leadership team aimed at increasing knowledge and understanding. The focus of 2022/2023: 'Every leader must seek out and understand their local challenges. They must be familiar with the Trust's Equality, Diversity and Inclusion policies. Those challenges include staff, pupil and community experience.' This continues to be the focus and is discussed at LGB meetings as well as being reflected in school action plan which the governing body looks to continue monitoring and acting on.

EQUALITY OBJECTIVES 2018 – 2022

- Secure better than expected rates of progress in Reading Writing and Maths for all groups of children with a protected characteristic.
- In-school tracking and assessment systems report regularly throughout each year and relevant patterns and actions arising are reported through line management up to LGB
- Ensure the whole school approach to teaching promotes equality of access and engagement.
- Termly review of teaching and assessment. Relevant patterns and actions arising are reported through line management up to LGB.
- To move beyond deterministic notions of fixed ability and to model teaching and learning that fosters student confidence.
- Termly review of teaching and assessment. Relevant patterns and actions arising are reported through line management up to LGB.
- Further develop the curriculum, including extra-curricular and "one-off" events to promote equality, diversity and cultural awareness.
- School calendar of events. Internal tracking and registers of participation.
- Ensure that the school development plan reflects the equality objectives as a monitoring and evaluation tool
- LGB involvement in devising development plan and monitoring quality and progress.

Other areas of Impact

- The Governing body looks to continue to support the school as it looks to improve the arrangements so improving safety for dropping children off to school at the start of the school day and picking them up at the end of the school day.
- The Governing body looks to build on the working relationship the school has with the local community centre over the course of the coming academic year.

LGB Priorities for 2022 - 2023

Here the LGB will look to pursue in the year ahead the following:

- Support the development and realisation of the School Improvement Plan for 2022-23 monitoring the progress throughout the year.
- Further develop the link governor role, ensuring link governors take an active role in the life of

the school.

- Continue to develop the LGB by looking to recruit new and suitable members aimed at increasing still further the diversity of the LGB.
- The LGB to complete a self-evaluation identifying its strengths and areas of development which in term informs training opportunities to advance the skill set of governors.

Comment from Director of Education

Governors have worked closely with the leadership team. They have formulated the monitoring priorities with the Leadership team and agreed dates and foci together. The Governing body has increased in size now which will lead to greater support and challenge for the school.

Comment from Link Trustee

I am very pleased to read that some recent appointments to the LGB have been made and that there are now only 2 vacancies - I would like, on behalf of the TKAT Board of Trustees, to thank the Chair of Governors and all members of the LGB for the time and effort they have given - and continue to give - to the school during the last academic year. Their support and challenge has helped the school move forward and was a significant contribution to the successful Ofsted and pupil outcomes in 2022.

I am pleased to note the LGB's continued focus on development and improvement in the year ahead and welcome their obvious ambition for the school. I am sure as the role of link governor develops the positive impact of the LGB will increase still further. I wish the LGB, the Headteacher, staff and pupils every success for the year ahead.