

# High Street Academy Governors Action Plan 2019-20

We have developed our priorities for this action plan by:

- assessing the strengths and weaknesses of the Academy as informed by the Moderated Trust Review October 2018
- analysis of pupil performance data
- aiming high – we want REACH South to judge High Street Primary to be a Good School and Stuart Road to be judged Outstanding by 2020
- requirements and expectations for the responsibility and functions of LGB's as set out in the REACH South Governance Handbook
- *the need to move to a single school on two sites in partnership with Stuart Road Academy*

## Timeline Planner

<b>LGB Responsibility</b>	<b>LGB Functions</b>	<b>18/19 Priority Action</b>	<b>Objective</b>	<b>Who</b>	<b>When</b>	<b>Notes</b>
<b>Developing vision and strategic intent</b>	Provide support and challenge to the SLT in developing a vision and strategic intent for the academy.	Develop the vision and implementation plan of “one school on two sites”, including merged governance and resource planning.	One Governing Body and resource plan	Chairs of High Street and Stuart Road with Executive Headteacher. Supported by Karen Powell, REACH.	To be agreed - possibly January 2020	May need to develop this in tandem with developments at Drake and Morice Town

**Evaluation/impact/future actions:**

As at 31 December 2018: Following discussion at High Street Governors and subsequently at a joint governor event at Stuart Road we have a wider understanding of the issues and timeframe. We have shared questions with EHT (MF ) who will request support and guidance from REACH via CEO and governor support officer Karen Powell as to regulatory requirements, process etc.

<b>Performance Management</b>	<b>Contribute to the performance management of the Executive Head with the REACH Executive</b>	Develop good professional relationship between EHT and Chair. Contribute to Performance Management process	Chair fully informed and able to contribute to PM of EHT	Chair - B Lacey	On going and at PM meeting mid/late July	
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**Evaluation/impact/future actions:**

As at 31 December – chair has undertaken regular one to one meeting with EHT as part of oversight, support and challenge role. Chair has good understanding of strategies being introduced by EHT and will continue to monitor in order to contribute to PM process. Next action... PM targets.

**Pupils and Parents/Curriculum and Standards including Behaviour**

- To monitor KPI's and ensure processes in place for QA of teaching and learning
- To review attendance/absence
- Monitor pupil premium
- Monitor ring fenced grants
- Note complaints policy
- Pupil support and representation
- Pupil and parental feedback arrangements
- Appoint SEN gov
- Maintain SEN policy
- Ensure DDA compliance

- To monitor pupil attainment data and ensure QA process for T&L is robust
- To review pupil attendance and absence
- To monitor impact of pupil premium
- To review and maintain the SEN policy
- To ensure that arrangements in place to secure the highest standards of behaviour of pupils

- Improvement in pupil progress, particularly disadvantaged pupils
- Improvement in historic gender gap
- Improvement in data for attendance
- Clarity about which strategies having +ve impact
- SEN policy fit for purpose
- Good behaviour the norm

All governors and Champions

Champions at scheduled dates for school visit as set out in LGB agenda plan.  
All governors via NOV report from Champions to LGB meetings and through scrutiny of School on a Page data at each meeting.  
Visitor feedback.

**Evaluation/impact/future actions:**

As at 31 December:

Eng/Maths Champions have scrutinised processes for monitoring of pupil progress data

School on a Page data has been monitored at LGB meetings and this has included data on attendance and absence. Governors briefed about active strategies introduced to challenge poor attendance.

Discussion at LGB on the use of Pupil Premium – and will follow up on impact during coming terms.

Behaviour issues discussed in EHT/Chair one to one meetings and LGB meetings. Overall, pupils well behaved and purposeful with behaviour concerns for some persistent offenders. Training for staff has taken place so that they are better informed about how to de-escalate difficulties.

<b>Community engagement</b>	To establish and maintain a relationship with the local community	To support and challenge the SLT to create strong links with parents and local community with a particular view increasing pupil recruitment	To have increased parental engagement through a range of strategies. Increase in pupil numbers	Governor champion to monitor  All Governors to engage with initiatives	Governors to attend events during school year and also engage with parents as part of normal interaction at start and finish of school day when visiting. Champion to monitor.	
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**Evaluation/impact/future actions:**

As at 31 December: Chair and two governors attended “meet and greet” Q and A session with parents. Future actions need to maintain momentum.

<b>Finance</b>	<ul style="list-style-type: none"> <li>To approve the draft budget</li> <li>To monitor the budget</li> <li>To ensure proper financial controls</li> <li>To maintain register of interests</li> <li>To ensure provision of FSM</li> <li>To enter in to contracts within delegation limits</li> <li>To support REACH in monitoring of central services</li> </ul>	<ul style="list-style-type: none"> <li>Approve draft budget for submission to MAT board</li> <li>Monitor delegated budget</li> </ul>	School as well resourced as possible and resources targeted to priority areas within budget constraints	All governors	Each LGB meeting  One to ones between Chair and EHT	
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**Evaluation/impact/future actions:**

As at 31 December: Budget monitored at each LGB meeting. Serious concerns about how tight the budget is and the fall in pupil numbers. Maintaining one class per year group a big challenge. EHT to discuss investment opportunities and timeframe with Directors of Finance and Education and CEO REACH. Chair has asked to be included in meeting