

The Winterton Federation

Board Impact Statement 2024/25

The board of governors has three core functions as set out by the Department for Education (DfE)

- that the vision, ethos and strategic direction of the school are clearly defined
- that the headteacher performs their responsibilities for the educational performance of the school
- the sound, proper and effective use of the school's financial resources

A governing body and its governors **must**, as required by [The School Governance \(Roles, Procedures and Allowances\) \(England\) Regulations 2013, regulation 6\(2\)](#):

- act with integrity, objectivity and honesty and in the best interests of the school
- be open about the decisions they make and the actions they take and shall be prepared to explain their decisions and actions to interested parties

The governing body also has legislative responsibility and strategic oversight for the school's safeguarding arrangements.

At The Winterton Federation we also adopt a fourth core function as suggested by the National Governance Association (NGA)

- To ensure that other key players with a stake in the organisation get their voices heard

These functions form the basis for the structure of our board and its timetable of work.

- During the year we hold half termly meetings of the full board and a minimum of a termly meeting for each committee.
- There are 3 committees as follows - Resources, Standards and Keeping Safe and Well.
- From time to time working groups are formed to address specific issues (an example being the SIAMS group for the Infant School).

To ensure that we are meeting these functions and to measure our effectiveness we have:

- Reviewed our Full Governing Body and Committee Terms of Reference, our calendar of work and the method of executive reporting
- Reviewed the membership of the board and ensured we have the skills and knowledge we need to enable us to do our work
- Individually considered our training and development needs and attended relevant courses and training opportunities
- Created an action plan for improvement – we continually ask ourselves ‘what can we do better?’ at the end of our meetings, and the Chair conducted a survey of all governors during 2023/24

IMPACT STATEMENT

Core Governance Function	What we have done	Next Steps
<p>1) To ensure clarity of vision, ethos and strategic direction</p>	<p><u>The most important task for the board was the recruitment of an Executive Headteacher in March 2025.</u></p> <p><i>This has enabled continuity and progression of leadership into the next phase of the Federation’s journey</i></p> <ul style="list-style-type: none"> • Conducted a SWOT analysis at board meeting Spring Term 2024. This identified risk and opportunities which fed into leaders’ risk register and strategic planning. • Following this the board undertook a series of meetings focussed on strategic issues relevant to our setting in preparation for reviewing 	<ul style="list-style-type: none"> • To receive regular updates on progress through the termly Strategic Reports and Risk Register. • To monitor progress towards the annual School Development Plan, designed to deliver elements of the strategic plan, through visits to school and reports from senior leaders.

	<p>and revising the 5-year strategic plan in 2026/27</p> <p><i>IMPACT – Direct impact on the strategic planning knowledge and skills of federation leaders</i></p> <p><i>IMPACT - Everyone has a clear statement of direction and understanding of The Federation’s high expectations for behaviour and organisational culture. Decisions made over budgets, targets and objectives can all be set in line with this strategy. Leadership of the school is clear and effective.</i></p> <ul style="list-style-type: none"> • The board revisited their Statement of Behaviour principles In Spring 2024 and approved the behaviour policy that is informed by it. • During 2024/25 The Board asked for Risk to be considered in a systematic way • A Board Risk Strategy and Policy were developed and presented to board Jan 2025 	<ul style="list-style-type: none"> • The board will continue to hold the EHT to account for the delivery of the strategy through fair and robust Performance Management. • The board will continue to receive regular updates on behaviour including reporting of any significant incidents.
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	<p><i>IMPACT – Risk now forms a regular part of board information packs and is reported on the basis of exception reporting where risks change.</i></p>	<ul style="list-style-type: none"> • The Board will continue to review and update risk as appropriate
<p>2) To hold the [Executive] Head Teacher (EHT) to account for the educational performance of the school and its pupils, and the performance management of staff</p>	<ul style="list-style-type: none"> • The board takes a close interest in the curriculum and receives a regular rolling programme of presentations from subject leads at board meetings where they are able to question the rationale behind its design. <p><i>IMPACT – Through their presentations leaders are challenged to provide a broad and balanced curriculum for ALL children including clubs and extra activities, appropriate to the local needs of the federation and which prepares them for the next steps in their education journey. This scrutiny also ensures resources can be allocated effectively.</i></p> <ul style="list-style-type: none"> • The reporting format was changed in 2023/24 and is being trialled so that a form of devolved scrutiny takes place at meetings and committees. This continued in 2024/25 	<ul style="list-style-type: none"> • The board will continue to focus on curriculum and enjoy their discussions with leaders as they learn about aspects of the work of the federation. • The board will continue to assess the effectiveness of this format going forward

	<p><i>IMPACT – The board is better able to hold the EHT to account through the use of targeted information and in-depth discussion.</i></p> <p><u>The Standards Committee</u></p> <ul style="list-style-type: none"> • Interrogates the data in detail termly and works with leaders and the school improvement partner to continually assess provision. This committee is committed to driving improvement for ALL children. • A member of this committee with responsibility for pupil premium (PP) funding is part of the PP team and attends pupil progress meetings. <p><i>IMPACT – Through governor challenge a strong focus on data outcomes for ALL pupils is maintained.</i></p> <ul style="list-style-type: none"> • All governors have also received training on how to interpret the data, so we can maximise the boards understanding. (July 2024) 	<ul style="list-style-type: none"> • To continue the work of this committee and ensure impact and regularly review the data received to ensure it is appropriate. • Monitoring will continue throughout 2025/26 with particular focus on EYFS • 2 governors have been allocated special responsibility for monitoring EYFS and will report to the board. • Governors will continue to receive reports and will visit the school to triangulate and challenge the information.
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	<p><u>The Keeping safe and Well Committee</u></p> <ul style="list-style-type: none"> • Has a robust role in holding the federation to account for the safeguarding of all pupils and staff. • The committee has an open relationship with leaders based of trust and respect. A culture of ‘no surprises’. • The committee ensures everyone receives annual training and is fully informed about statutory guidance <p><i>IMPACT – Everyone in the federation sees safeguarding as a priority and a responsibility. There is robust challenge which ensure the federation fulfils its statutory responsibilities.</i></p> <ul style="list-style-type: none"> • Attendance continues to be a key concern nationally post the Covid pandemic. The KSAW Committee receives regular reports and challenges leaders about processes and practices that are in place to support families with this. <p><i>IMPACT – attendance, whilst a challenge, is currently in line with or above the national</i></p>	<ul style="list-style-type: none"> • Continue to hold leaders to account • Evaluate the effectiveness of the committee’s meetings <ul style="list-style-type: none"> • The committee will continue to monitor staff wellbeing <ul style="list-style-type: none"> • The committee will continue to monitor and challenge attendance data
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	<p><i>and local average. This was evidenced at a Peer Review Autumn 2024.</i></p> <p><i>IMPACT</i></p> <p><i>Changing the Autumn half term holiday to fall in line with the Secondary Academy improved attendance in Autumn 2024.</i></p> <ul style="list-style-type: none"> • An evaluation of SEND provision at KSAW led to wider discussions about our responsibilities under The Equality Act 2010. The board plans to revisit equality objectives in 2025/26. <p><i>IMPACT</i></p> <p><i>The Federation focus on Equality is made explicit, the importance of SEND and Pupil Premium/Sports Funding has been restated, and this has led to interesting developments such as the retraining of all staff and governors in Poverty Proofing and a re-focus of Resources Committee discussions on these 2 areas.</i></p>	<ul style="list-style-type: none"> • In 2025/26 the committee will lead a board focus on Equality and Inclusion, strategy will be developed and policies including the Accessibility plan will be updated
<p>3) To oversee the financial performance of the school and make sure its money is well spent</p>	<p><u>The Resources Committee</u></p> <ul style="list-style-type: none"> • Has scrutinised and approved the Federation Budget and 3-year plan. Ensured budgets are managed 	<ul style="list-style-type: none"> • In the coming year monitoring and scrutiny will continue.

	<p>effectively and planned financial performance is achieved in a challenging funding environment.</p> <ul style="list-style-type: none"> • Ensured challenge and accountability through receiving regular reporting, and through discussions with experienced SBM and SLT, audits and support from the LA. • Benchmarked against similar schools, locally and nationally, through the Schools Financial Values Standards. • Challenged the team to ensure the best value, avoiding financial loss or waste. <p><i>IMPACT – The Federation Budget continues to receive detailed scrutiny. Resources, whilst challenging, are well managed and focussed on school improvement and delivery of the strategy.</i></p> <ul style="list-style-type: none"> • The committee reviewed its focus on SEND and Pupil Premium funding leading to important strategic decisions about SEND provision. <p><i>IMPACT – The Federation will be developing specialist provision in the academic year 2025/26</i></p>	<ul style="list-style-type: none"> • The committee will look to see that spending is matched to strategic priorities and the delivery of the SDP. • The committee will focus on steps the Federation is taking to ensure sustainability, particularly in terms of energy costs.
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<p>4) To ensure that other key players with a stake in the organisation get their voices heard</p>	<ul style="list-style-type: none"> • The board continues to get information from teacher/staff surveys, from meeting with groups of children to talk about their work, concerns and ideas and from parent/carer surveys. 	<ul style="list-style-type: none"> • The board is conscious that this aspect of their work needs some careful thought and action. • This continues to be a key part of the Board Action Plan going into 2025/26