



Hillcrest School Governing Board Self-Evaluation Tool

Spring 2020.

The questions have been adapted from the National Governors Association publication "Twenty Questions for-2nd Edition 2015-Key questions every GB should ask itself"

The questions can be used to enable governing bodies to review their governance practice and its impact on the effectiveness of the school. Any identified areas for improvement will be included in the school's improvement strategy.

The questions do not cover all aspects but focus on the following:

- Skills - having the rights skills on the governing body;
- Effectiveness – the governing body being as effective as it could be;
- Strategy, vision and strategic priorities;
- Accountability – holding school leaders to account;
- Impact – impact on outcomes for pupils.

Context

Hillcrest school has improved outcomes for pupils considerably over the past three years, due partly to the dedication and commitment of its leaders, including Governors. The school has judged itself 'outstanding' and this review is part of the process of ensuring strong and effective leadership in governance.

Do we have an effective Governing Board (GB) at Hillcrest School?	Autumn	Spring	Summer
The Chair and Vice Chair work collaboratively to support and challenge outcomes.			
Systems are in place to ensure recruitment and induction are professionally implemented.			
There are terms of reference of Gov and Committees and these form a structure for The GB regarding membership, committee roles.	1		
Minutes include a review of the composition, size and structure of the GB and committees.	2		
GB and committee meetings are quorate and the GB is aware of the impact of this?			
The GB are aware of national and local guidance based on the effectiveness, roles and responsibilities of the GB Staff well being Reducing workload			
There is evidence of Governors visiting school and impacting on the work undertaken to improve pupil outcomes.	3		
All Governors can articulate the aims and key strengths of the school and they understand how priorities are identified.	4		
The GB follow a code of conduct to ensure confidentiality and professional standards.			
There is a procedure in place to support attendance at GB meetings.	5		
The GB are involved in the life of the school	6		
Meeting agendas reflect the strategic priorities of the school.	7		
Governors follow up key challenges to ensure action is taken.			
The GB receive relevant information on the school performance and act accordingly to suggest 'deep dives' to ascertain further detailed information	8		
There is an Annual Report to Gov and they act upon information, challenging and supporting outcomes.			
Governors ensure financial probity and seek information on budgets and planned outgoings			
Governors challenge school leadership on pupil outcomes, behaviour, safeguarding and well-being.			
The GB seeks assurances that staff CPD links to appraisal and career based expectations			
The GB receive information on the school's approach to support the most disadvantaged.			

Analysis & Impact Statement:

Hillcrest's Chair of Governors, since joining the team in 2015, has been very strongly involved with school and challenges lots of aspects of school performance, financials etc. Possible weakness which is reflective in the above is that new governors who have recently been appointed are not as up to speed due to these recent appointments. However, these new appointments have enabled us to have a Governing Body with a varied and diverse skill set which will improve the overall effectiveness for our School.

Meetings are well attended with the Governing Body sharing the vision and ethos of the school and Governor's support the school's approaches well. The Chair of Governors is forward thinking/looking and keeps abreast of developments in education also attending staff training sessions and regional governor training to further improve their knowledge and Governors also have access to The Key resource database. Governors have a sound understanding of school finance and are consulted prior to large expenditure items are procured.

The Chair of Governors is aware of and fully supports staff wellbeing and is an advocate for this through her attendance and participation at the staff wellbeing sessions. They also check on Senior Leadership workload and wellbeing being mindful of how this can affect individuals and ensure that they support throughout all areas of school when there are difficult busy periods. They are never more than a phone call or message away which is always appreciated.

Actions:

1. Check Terms of Reference and ensure that these are up to date.
2. Check all minutes are held in central location and cross reference to meeting to check all available.
3. Governor visits are recorded for Chair. This is to be extended for Vice Chair and Safeguarding Lead.
4. Majority of Governors are familiar with this but further checks and induction need to be completed for newly appointed Governors.
5. Flexibility with dates, check register for attendance and publish on website.
6. Chair of Governors fully involved with school but with new appointments this is not yet balanced. Involvement of other Governors in future to balance.
7. Meeting agendas to be checked against the School Development Plan.
8. Need to check follow ups and link to Governor visits to confirm

Evaluation completed:

Autumn 19: J Reid, Chair of Governors

Spring 20: J Reid, Chair of Governors

Summer 20: J Reid, Chair of Governors