

GLENWOOD SCHOOL

Annual Governance Statement for the Governing Body of Glenwood School Spring 2018

In accordance with the Government's requirement for all governing bodies, the 3 core strategic functions of Glenwood School's Governing Body are:

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding the Headteacher to account for the educational performance of the school and its pupils;
3. Overseeing the financial performance of the school and making sure its money is well spent.

Governance arrangements

Glenwood School is a Community Special School that caters for children and young people aged 3-19 yrs., all of whom have severe or profound and multiple learning difficulties. Due to the complex needs of the young people the school works closely with professionals from partner agencies in Health and Social Care. The Governing Body of the School was re-constituted in 2015 and is now made up of 2 staff governors (including the Headteacher), 2 elected Parent Governors, 1 Local Authority Governor and 7 Co-opted governors. The deputy Headteacher is an Associate Governor. The Governing Body are people who, in the opinion of the Governing Body, have the skills required to contribute to the effective governance and success of the school.

The full Governing Body meets regularly. We have a number of interest Groups, formed of members of the Governing Body, to consider different aspects of the school in detail as and when this is required. At Glenwood we have interest Groups covering the following areas: Finance and Premises, Personnel, Curriculum and Pupil Matters, together with Governors specifically allocated to Pay and Performance Management. A selection of Governors (usually 3) will also meet as required to consider pupil discipline and staffing matters.

Regular Full Governing Body meetings, in conjunction with visits to the school, allows the Governors to monitor and evaluate what is happening at the school and also allows us to challenge and support the very successful leadership team and staff.

Attendance record of governors

All Governors are extremely committed to Glenwood School and have excellent attendance records at Governor meetings. Details of Governor attendance records are available on this site.

The work that we have done as a Governing Body

Governors recognise their own training and development needs and look to enhance their knowledge and expertise in a range of ways. The Governing Body access training support via Essex Governor Services, and have training planned for the 2018 summer term.

The Full Governing Body oversees the effective use of resources in achieving the school's aims; this includes all aspects of financial planning and ongoing expenditure as well as the funding of initiatives such as engagement with independent providers of services including;

speech and language therapy, specialist occupational therapy and music specialists. The Governing Body is also responsible for matters of Health and Safety pertaining to the school's site and buildings. A named Governor undertakes termly monitoring inspections with members of site staff and the school's Business Manager. The results of these visits are reported back to the Full Governing Body who ensure any necessary work is undertaken. We continue to be pleased with the high take up of school meals which are cooked on site and of an excellent standard.

The Governing Body – sometimes delegated to a smaller group of Governors - oversees all staffing matters including areas of safeguarding and supports the Headteacher in the recruitment and selection of senior members of staff, which has recently included the appointment of a new Deputy Headteacher. The Governing Body also considers aspects such as succession planning, the management of absence and staff training and development.

The Governing Body will consider all matters relating to outcomes for learners, including the use of targeted resources such as the Pupil Premium Grant. Our work includes monitoring the quality of teaching, learning, assessment and achievement as well as behaviour and safeguarding. Members of the Governing Body look at school's strategies for promoting learning and make visits during the school day to see how these are implemented. Governors responsible for Pay and Performance Management ensure all pay decisions are based on rigorous performance management systems.

Future plans for the Governors

The Governing Body continues to be delighted with the new School building and how well both learners and staff have adapted to the change of premises. The Governors are excited by the prospect of the new Residential facilities which are planned for the site formerly occupied by Glenwood, and by the prospect of this forming an important part of the school's future.

The Governors support the School in working with others so that all of our young people develop and succeed. We look forward to finding new ways of improving outcomes for both the young people and their families and carers.

How you can contact the governing body

We always welcome suggestions, feedback and ideas from parents/carers – please contact the Chair of Governors, Mr S Leigh, via the school office. You can see a list of Governors' business interest on the school website.