

Who are the Governors and how do we work?

The Local Governing Body (LGB) is in place to hold school leaders to account for the educational and financial performance of the school, to set its vision, ethos and values (and the strategy for delivering those) and to oversee the school's financial success and probity. The LGB supports and challenges the school to provide the best possible outcomes for children attending Filton Avenue Primary School.

It has been a busy and exciting year for the LGB, with the current Chair newly elected in July 2017. We also have five newly elected Governors and the structure of the LGB has been reviewed and updated. The LGB meets a minimum of once each term.

Other groups are formed when required, for example, committees that convene when pupil discipline and staffing matters arise.

There are twelve Governors including the Executive Head Teacher. Five of the Governors are parents of Filton Avenue children and there are two are members of school staff. A full list of Governors and their specific roles can be found on page 4.

Across the governing body, we have a wide range of very relevant skills with people who are, or have been:

- Educationalists - including teachers (including an Assistant Head), SEND specialist
- Industry specialists - including engineering, IT/Telecommunications, Health and Safety and Facilities Management

'Trust in Learning Academies' Board Role

The Board of Directors is responsible for the effective operation of the Trust and each academy, and fulfils the following key roles through the delegation to the CEO:

- Ensure safety, health & compliance across all trust schools and activities.
- Ensure the Board is appropriately informed about the Trust performance, including financial performance.
- Ensure the goals, aspirations, guiding principles, culture and objectives are applied consistently.

The work we have done

Throughout the year we have focused on school improvement, monitoring financial performance (especially in light of changes under the National Funding Formula), and overseeing the development of the new Dining Hall, as well as plans for a Multi-Use Games Area.

School improvement

A key purpose for governors is to support the school in meeting its improvement priorities and fulfilling statutory responsibilities. This academic year has been a busy and productive one for school improvement. Governors have:

- Contributed to and evaluated the effectiveness of the School Improvement Plan (SIP) - meeting with the Senior Leadership Team to oversee and scrutinise evidence of the delivery of Filton Avenue Primary School's priorities for improvement.
- Met regularly throughout the year with the Senior Leaders to discuss pupil progress and monitor supporting data.
- Conducted performance reviews for the Executive Head Teacher to ensure continued excellence in school management.
- Undertaken learning walks, observing classroom activity, looking at pupils' work and talking to pupils about their attitudes to learning in order to see the outcome of management activity across the whole school.
- Evaluated the impact of subject leaders' activity in driving continuous improvement for their areas of responsibility.

The School has continued to improve in 2017/18 and the benefits of the new Behaviour and Attendance policies are being seen through rising standards across the school. Outcomes for all year groups show a positive improvement on last year and writing is now strong in school. The senior leadership team continue to review the curriculum, following a radical overhaul in the last three years. Safeguarding and pastoral support continue to be strong.

Finance

The Finance Governor, Dale Cousins, has met with the school business leads to agree the budget, review school finances and monitor school funds. Regular reports are made to the LGB and to the Trust's Finance and Audit Committees.

Thanks to careful financial management and strategic planning, the school continues to be well placed, having effectively managed increasing costs. Our staffing model has not been adversely affected by a leaner budget and we continue to look for ways to ensure this will be the case as the school funding situation becomes increasingly more challenging.

Safeguarding

Governors remain vigilant around safeguarding and Jane Walton acts as our nominated Governor for Safeguarding. She meets with the school's Designated Safeguarding Lead and receives reports of any safeguarding issues of concern for the Governors. Dale Cousins, our Health and Safety Governor, carries out regular checks of the premises, reporting to LGB when issues arise.

New Governors

We were thrilled to welcome five new Governors to the LGB in January this year. Two of them have already taken on the duty of General Data Protection Regulation (GDPR) compliance, and the areas of focus for the other three are Pupil Premium, Maths and the Wider Curriculum. We warmly welcome them and look forward to working with them in the coming months and years.

Training and development

The Governing Body undertakes continuous training and development to ensure it is 'fit for purpose'. This year, individual Governors have attended training courses for SEND, Monitoring and Evaluation Skills, Understanding Data, Preparation for OFSTED, Exclusion and Disciplinary Panels, General Data Protection Regulation, Health and Safety, and Fire Safety.

The Trust operates a system whereby Governors trained in key areas can be involved at schools throughout the Trust. This ensures experienced Governors can effectively assist those with less experience and provide a degree of impartiality where necessary (for example with disciplinary/exclusion panels).

School Policies

Trust in Learning publish the majority of policies for member schools. A key role for governors is reviewing and agreeing these policies and also agreeing the precise procedures for Filton Avenue Primary School. We have an effective, scheduled review system, working on an annual or biennial basis.

Future plans for the Governors

A Governors' action plan is being developed to strategically focus activity on supporting the delivery of key priorities for school improvement and operations and to ensure that all the Governors' statutory responsibilities are fulfilled.

The action plan will define key activities to be undertaken by the Governing Body to support their delivery and outline timelines for that activity. We have commissioned a review of governance, following our Ofsted visit; the outcomes of which will form a key part of the action plan.

This approach will enable the Governing Body to have a clear programme for supporting the purposeful management and progress of the school on an ongoing basis, and to measure when objectives have been successfully delivered.

The Governing Body continues to be impressed by the improvements in performance and success of the school and those managers and other staff who have contributed so wholeheartedly to it. We remain committed to working closely with Filton Avenue Primary School's senior management team to see continuous improvement across the board.

Governor Profiles	Meetings attended 2016-2017	Meetings attended 2017-2018
Clerk to the Governors: (currently vacant)		
Name: Jane Walton Role: Chair, Community Governor Responsibilities: Whole school accountability; Safeguarding; Child Protection; Trust in Learning Board member Term of Office: 1 September 2015 - 31 August 2019	80%	100%
Name: Jenny Olds Role: Vice Chair, Community Governor Responsibilities: English curriculum and progress monitoring Term of Office: 1 September 2015 - 31 August 2019	100%	100%
Name: Anne Rutherford Role: Executive Head Teacher (ex officio) Responsibilities: Whole school responsibility Term of Office: 1 September 2015 -	100%	100%
Name: Hannah Hughes Role: Parent Governor Responsibilities: Inclusion/SEND, e-safety Term of Office: 1 September 2015 - 31 August 2019	80%	80%
Name: Dale Cousins Role: Community Governor Responsibilities: Finance, member of TiLA Audit committee Term of Office: 5 July 2017 - 4 July 2021	100% (1 meeting)	100%
Name: Tina Bailey Role: Staff Governor Responsibilities: Staff and Pupil link Term of Office: 1 September 2015 – 31 August 2019	80%	100%
Name: Alison Watson-Jones Role: Staff Governor Responsibilities: Support staff and Health and Safety link Term of Office: 22 March 2017 – 21 March 2021	100% (2 meetings)	80%
Name: Edel Cronin Role: Community Governor Responsibilities: Pupil Premium Term of Office: 8 February 2018 – 7 February 2022	N/A	100%
Name: Monika Borska-Utalowska Role: Parent Governor Responsibilities: Health and Safety Term of Office: 8 February 2018 – 7 February 2022	N/A	75%
Name: Azahar Machwe Role: Parent Governor Responsibilities: GDPR, maths curriculum and progress monitoring Term of Office: 8 February 2018 – 7 February 2022	N/A	75%
Name: Nehaya Zitawi-Hutchinson Role: Parent Governor Responsibilities: Wider Curriculum and progress monitoring Term of Office: 8 February 2018 – 7 February 2022	N/A	75%
Associate Members		
Name: Dan Rodeck Role: Head Teacher, Lockleaze Road site Responsibilities: Whole School responsibility Term of Office: 1 September 2015 -	100%	80%
Name: Komilla Datta Role: Head Teacher, Orchard Campus site Responsibilities: Whole School responsibility Term of Office: 1 September 2016 -	N/A	100%
Name: Rosie Black Role: Senior Business Manager Responsibilities: Finance and Operations Term of Office: 1 September 2017 -	N/A	100%