



John Kyrle High School and Sixth Form Centre Local Board of Governors

Interim Independent Chair of Governors Impact Statement

Monday 11th March 2024

Introduction

The Governors are very keen to ensure that parents and carers, staff, students, and the community are kept informed of the work of the board of governors. Following each Governing Board meeting a report by the Interim Independent Chair on the governance of the school will be placed on the school website within 5 working days of the meeting. The report of the meeting held on Monday 11th March 2024 is as follows: -

1. The Chair welcomed all the Governors to the meeting. This included 2 members of the Heart of Mercia Multi Academy Trust Board (HOM MAT), and the Director of Governance at the MAT. The Chair also briefed the Governors on his visits to the school following his appointment, which had included attending the Staff briefing and being introduced to staff, meeting the Site Manager, Support Staff and also meeting the Head of Sixth Form and the Sixth Form Student Leadership Team. The Chair would liaise with the Headteacher to arrange a programme of visits each term for the Governors, as this would increase visibility, and allow governors to have conversations with key members of the learning community.
2. Prior to the Full Governors meeting, the Chair had met with the Headteacher. All staffing was in place. All was working well. No issues of concern were raised. The Chair talked to the governors about the role of the Local Governing Board, and the importance of evidencing its effectiveness in relation to monitoring of the 4 S's - Safeguarding, Special Needs, Stakeholder Engagement and Standards (Behaviour, Attendance, Curriculum and Student Performance). He would work with the Vice Chair and the Headteacher to develop an overall plan and programme for consideration by the governors, so that effectiveness, holding to account, support and challenge and acting as a 'critical friend' would be clearly evidenced. The focus of each governors meeting would be on governance, quality, policies/documents and any item of importance which need to be discussed.
3. The Governors received detailed reports and presentations from both the Headteacher, and from the Assistant Headteacher (Behaviour). A **summary** of the main items as follows:

A. School Behaviour - Presentation - Assistant Headteacher (Behaviour)

The AHT gave a presentation on the updated behaviour and rewards system "Ready, Respectful, Resilient" noting this has been implemented in conjunction with the existing behaviour policy. The AHT (Behaviour) had worked with the AHT (Teaching and Learning) to understand from the Student Council and wider student body, what they thought a JKHS student was, and what behaviours and attitudes was expected. Over 90% of Year 7-11 students engaged in Student Voice surveys. Students reported that they wanted the behaviour and rewards system to focus on respect, teamwork, academic excellence. Students also reported that one reward trip a year was not enough for them. The



discussions with the Student Council, results of the Student Voice and exploratory visits to other similar schools resulted in the creation of “Ready, Respectful, Resilience”.

The system was built on points received which students collect to enjoy reward trips and events, now due to take place once per half term (6 per year). The first of which was on 22nd March, where the whole school was off timetable to enjoy an enrichment afternoon and would celebrate with friends for the afternoon. 926 students had voted for the type of reward they wanted, the most popular events being, a film afternoon, silent disco, party, inflatables, food party, hair and beauty, football tournament.

Students who did not qualify for the rewards event would have a provision focused on motivation and encouragement.

A Governor asked for further detail on the support given to students that were not meeting the threshold for rewards, the AHT noted and explained: -

Ready – umbrella of pastoral support

Respectful – RESPECT curriculum including British Values is delivered in tutor time and assemblies

Resilience – The AHT would be meeting the SENCo and DHT to ensure SEND student insight and reasonable adjustments were included. The SEN link Governor noted this was also high on their agenda and they were pleased to hear discussions were taking place.

The AHT also gave a live demonstration of Class Charts and the RRR points recorded each lesson, in particular showing a graph of the high numbers of students and parents accessing the platform throughout the week.

A Governor noted Class Charts had transformed their understanding of their child’s performance and experience at school in each lesson and school day.

The Chair thanked the AHT for the detailed and thoughtful presentation which had been well received. More information would be provided to parents/carers on the new policy, and this was welcomed by the governors.

B. Headteacher Presentation and Report and Update

The Headteacher (HT) gave a detailed presentation on the current situation regarding its preparation for Ofsted so as to ensure an improved overall grading.

He also evidenced the impact of the work undertaken to improve the outcomes for the students at the school.

The HT also explained the **TEACH** agenda that the school was working to, which was based around the Ofsted framework, though it also included wider considerations such as the community.



The TEACH agenda required a clear focus on: -

T - Teaching and Learning

E - Engagement

A - Academic Outcomes

C - Community

H - High quality leadership

The Director of Improvement HOM, had joined the school as Associate Headteacher for 2 days a week with a focus on Ofsted preparation for leaders.

The Headteacher talked through specific further adjustments made since September 2023, in particular staffing roles such as changes to the Senior Leadership Team, building a pastoral team and appointing a Child Protection (Safeguarding) Officer.

The Headteacher discussed the national data, which was provided in the Governors pack, noting that the school was average across most areas. The school was slightly above the national average for attendance, and whilst longer term data is not yet available, the new post of Attendance Officer was having an impact.

The Headteacher also highlighted the plan for the TEACH agenda for the next academic year, in particular noting plans to transform the inclusion provision which the Governing body would be called upon to help to shape.

The Senior Leadership Team were also working more closely with partner primary schools, to support pupils to regard JKHS as a great offer for their secondary stage of education.

A Governor asked how information was shared and consistent amongst staff, the Headteacher noted that the systems used help to keep everyone on track as well as more bespoke approaches where specific needs arise, such as SEN guides.

In response to a question, the Headteacher advised that teaching and learning was quality assured through QUAD (Quality Assurance and Development) with Heads of Department/Subject leaders led by the AHT responsible for Teaching and Learning.

Several Governors noted they had attended "Fab Friday" staff briefings, commenting on the celebratory atmosphere and the positive impact on staff wellbeing.

The Chair thanked the Headteacher and Assistant Headteacher for the detailed, thoughtful and excellent update which was much appreciated.

C. Other Key Items Discussed: -

The governors also considered the Attendance policy, the Admissions Policy and a draft paper on the constitution for 'Friends of John Kyrle.'



4. The Governors also updated their involvement in the **Committees and Panels** and provided reports on their visits with dates of further meetings being agreed. A report on Safeguarding had been received and was discussed. A meeting regarding SEND was imminent. The Chair thanked all governors concerned for their input.

5. All was working well as far as the budget was concerned. The budget, pupil numbers and staffing was also reviewed regularly and there were no issues of concern raised, though plans are developed to consider each area of activity, as and when required.

6. **Governor Training and Development.** Governors receive useful information and briefings from the HOM MAT and Director of Governance, the National Governance Association (NGA) magazine, and weekly briefings. The Clerk also advises governors of any local training courses available to them. 'Bitesize' training was available from the NGA.

7. Governors continue to act as a '**Critical Friend**' to the school. At each meeting, governors offer appropriate 'support and challenge' and make recommendations/decisions as required. There is a professional working relationship between the school and governors/governance.

8. The Chair also thanked the **Clerk to Governors** for ably putting together all of the relevant paperwork in readiness for meetings.

9. The Chair thanked the **Governors** for their input and support which was much appreciated.

10. The Chair finally thanked **Senior Leaders and 'Team JKHS'** for their superb work, dedication and commitment throughout the year. This had been a busy term with so much on offer for all students. Governors wished to thank the **whole team of teaching and support staff** for the excellent work in supporting all students and for everything undertaken to enhance, enrich and support student's education, on a daily basis. The **Headteacher**, Julian Morgan, continues to be inspirational in relation to the leadership evidenced across the school.

The Governors believe that the school programme and all that had been arranged and organised for students throughout the term had evidenced and supported the key message from the school's mission statement of:- **Happy - Healthy - Successful.**

Thank you for taking the time to read this report – it is much appreciated.

Paul Deneen OBE JP DL

Interim Independent Chair

JKHS Local Board of Governors

13th March 2024