



ANNUAL GOVERNOR IMPACT STATEMENT 2024/25

The Board of Governors at the Willows Primary School works to meet the requirement set nationally by government for governing boards. The role is a fundamental part of the leadership of the school and as such we aim to make our school the very best it can be for the benefit of all our pupils. We constantly strive to raise standards in accordance with the Willow's core values of Responsibility, Self Belief, Care and Challenge.

The Board focuses on three main functions:

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

The Board remains committed to pupil wellbeing and academic progress whilst mental health and safeguarding continue to be key priorities. The Governors believe that happy, safe children thrive in education, and we are committed to fostering a nurturing and inclusive school environment.

Below is an assessment of what we did as Governors in 2024/25 and its impact and each will follow this framework:

Activity - Intent (What did we do?) – A

Purpose - Implement (Why did we do it?) – P

Impact - (What was the benefit of the activity?) – I

Appointment of a new Headteacher (A)

To ensure strong and visionary leadership for the school. (P)

A smooth leadership transition was achieved. The new Headteacher has brought renewed energy and strategic focus, aligning with the school's values and development priorities. (I)

Appointment of new Governors

To ensure a full complement in accordance with the Instrument of Government.

New Governors have brought different skills to the diversity of the board including educational experience, ethical values and a link to the wider community.

Agreed a balanced budget for 2025/26

Careful monitoring by the School and Board to ensure long term financial success.

Budget monitoring reports are presented at each Finance Committee meetings. A surplus has been carried forward to the current financial year.

Financial Resilience and Resource Planning

Maintained a balanced budget despite inflationary pressures by increasing commercial income.

Maintained financial security whilst enhancing the quality of the school's wrap around care.

Agreeing policies and procedures

A policy schedule is in place to ensure Governors review policies in accordance with statutory requirements.

All policies reviewed on schedule; compliance with DfE and LA guidance.

Attendance Data

Governors are provided with termly attendance figures.

Governors are aware of the attendance figures and the mechanisms in place for monitoring and increasing attendance.

Completed SFVS

Statutory requirement for maintained schools to complete annually.

Previous year's recommendations actioned. Governors review the CFR to consider the school's spending in comparison with similar schools.

Focus on Governor training and development

To raise the knowledge and skills on the board. Governors understand their responsibilities and undertake regular training to develop their skills.

Governors are able to access training via Trust GS. Bespoke training has been offered to all Governors and Governors have been invited to staff training in relation to KCSIE 2025.

Headteacher's Performance Review

To ensure that the Headteacher is effectively managing the school and completing targets set.

Headteacher's targets are set on an annual basis and are reviewed regularly. Quality assurance arrangements are in place to ensure performance management targets are linked with those for school improvement, school self-evaluation and the school development plan.

Pupil Premium Report

To demonstrate how Pupil Premium Funding is spent.

A comprehensive report of spend was reviewed by Governors and uploaded onto the website. This follows the DfE recommended approach of setting a three year plan and the Headteacher evidences this through the DfE recommended form. Termly updates are provided to the Finance Committee.

Promote good mental health and wellbeing across the school

It is important to have a workforce which is supported in their health and wellbeing as this impacts upon their work. It is also important that pupils are supported as this will impact upon their ability to learn.

A staff well-being survey was conducted at the end of the summer term, this will lead to a 'you said, we did' response by the end of the Autumn term 2025. Pupils regularly undertake PSHE lessons which support their understanding of wellbeing and enables them to become aware of the importance this has upon their lives in general. Mental Health lead has set up a program of events to support staff and pupils and mental health is positively promoted within school.

Regular review of SCR and safeguarding procedures

To provide a safe and secure school.

The Safeguarding Governor has met termly with the Head and Office staff to review the SCR, staffing and security procedures.

Review and scrutinise termly risk assessments

To ensure a safe environment for staff and pupils.

Termly Health and Safety meetings are held at which action points are discussed and reviewed.

Safer Recruitment for Governors

To add an additional layer of safeguarding, Governors are asked to sit on recruitment panels

A select number of Governors have completed safer recruitment training to ensure appointments are made as per Local Authority guidelines. Whenever possible, Governors participate in the selection of all teaching staff and use the appointment process to ensure that high quality staff who share the schools aims are appointed. Safeguarding is always a focus within recruitment interviews.

School Website

To ensure information is kept up to date with relevant information.

The website provides users with information regarding Governors, curriculum, term dates etc. The website host/provider ensures that the website is compliant.

Sports Premium Report

To demonstrate how Sport Premium funding is spent.

A comprehensive report of spend was reviewed by Governors and uploaded onto the website. School complete the DfE online Sports Premium documentation to do this. Termly updates are provided to the Finance Committee.

Whole school safeguarding training for staff and Governors

To continue to meet our statutory obligations.

All Governors and staff understand their responsibilities to safeguarding and child protection. Staff have undergone safeguarding training. All staff and Governors have read KCSIE 2025 part 1 and Designated Safeguarding Leads have also read part 2. Governors are invited to safeguarding training where appropriate. Governors are allocated Safeguarding training through National College.

Enhanced Governor Visibility

Increased presence at school events, parent forums, and pupil showcases.

Improved communication with the wider school community. Governors have attended in school assemblies, 'new parent' open evenings and curriculum open afternoons. Link Governors for SEND, Safeguarding and Curriculum have carried out Link Visits and the Chair has met frequently with the Headteacher.

We are delighted to welcome **Tanya O'Toole** and **Ahsan Saleem** as new members of our Governing Body. They prepared a short introduction for parents and carers:

Tanya O'Toole

I'm really delighted to be joining the governing board this year. I'm a freelance Fellow Chartered Management Accountant, working with a wide range of business owners and charities to help them understand their numbers and build strong, sustainable organisations. I currently serve as a Trustee for a Stockport-based charity, where I chair the Finance, Audit and Risk Committee. Alongside this, I support the next generation of accountants through my work as a Pearson Examiner and AAT Assessor.

I have two boys, one in Year 5 and one in Year 7, and I'm really looking forward to working with parents, staff and fellow governors to support the school's continued success.

Ahsan Saleem

I have a good general standard of education and specialist further education in biochemistry and occupational health and safety (BSc, PhD). I have applied my knowledge and training over a 35-year period working in large and diverse organisations, including the pharmaceutical industry and the Health and Safety Executive (Offshore Division), the UK's independent regulator of health and safety. I have also served as a Magistrate on the Greater Manchester Bench for over 17 years. I am a presiding justice and a member of the Greater Manchester Advisory Committee, which is responsible for the recruitment of new Magistrates to the Greater Manchester Bench.