



## IMPACT STATEMENT FOR WELLING SCHOOL LOCAL GOVERNING BODY: 2017-18

The governors of Welling School remain resolute in their **vision** of an inclusive, community school, where decisions are made in the best interests of students.

Championed by the Headteacher, at the end of the 2016-17 academic year, the Governors continue to fully support "Welling Ways", which set out the personal qualities the school expects from its students and which have become part of our vision for the school. These values are also valued by universities, colleges and in the workplace contributing to our students' future lives as strong and resilient adults equipped to be successful in society.

We fully support and endorse TKAT's vision as shown through their strategic plan. In particular to provide outstanding teaching and learning to enable our students to meet the challenges of the 21<sup>st</sup> century.

Throughout the 2017-18 school year, the governors supported the school in its goal to continue to be a safe, secure and successful school. We also continue to monitor and support the relatively new Elsa Centre provision for students with autism, created to meet the increasing needs of students with ASD. Although still in its early development, we are pleased to note that already it is impacting on those pupils in helping them to find a pathway to access mainstream education. Furthermore, there is increasing demand for places and it will be one of our future tasks to address possible expansion of the provision.

The trend last year, where we saw a slight increase in permanent exclusions, continued into 17-18. This in addition to a number of other challenges (such as increased in year admissions and curriculum changes), which were reported to governors, meant the school with our support, took measures through early and sustained intervention to address a risk of a shortfall in attainment. The school's plans did have a positive impact in many parts of the curriculum, but ended with an unexpectedly disappointing result for the school as a whole.

Governors have continued to build upon this work to ensure we are in a much stronger position this year and look forward to working with and supporting the Senior Leadership Team (SLT) in its approach to provide for each and every student in reaching their potential.

The governors approved proposals by the school to implement 'Class Charts'; a system that enables the school to monitor the completion of homework, behaviour, review progress and tackle areas that require improvement on a more granular level than before and has led to more scrutiny and assurance from Heads of Faculty and SLT. This additional level of real time information is helping the school and governors to act on issues and emerging trends quickly.

### Governance

Last year the governors moved away from specific committees, providing more of an overall accountability as a group delivered through specific link governor role which reporting directly into full Governing Board meetings. This approach has provided the additional scrutiny and allows us to focus our attention on areas of most need whilst enabling all governors to play a full and active decision making role for all key decisions in collaboration with the Headteacher and SLT and every governing board meeting as discussed as part of the School Improvement Plan.

Following the very disappointing results in 2017, a Governance Review was undertaken by TKAT. The Governing Body responded swiftly to the points to consider raised in that review. The Ofsted inspection report of May 2018 noted that '*Leaders, governors and members of the trust have now got to grips with the weaknesses which led to poor achievement last year and standards are rising again*'.

The school was, very appropriately, subjected to rigorous external scrutiny because of the fall in results in 2017. Governors were pleased to be able to support the Headteacher and her Senior Leadership Team at extensive meetings with the Regional Schools Commissioner from the DfE and with Bexley Council. Those presentations, which included the work of governors, were well received.

Governors recognise that skills as well as experience are extremely important to maintain the good standards of scrutiny and analysis required to provide governance for Welling school. We remain committed to upskilling and have carried out a 'Skills Audit' to identify gaps and have attended relevant training where required.

Governors are pleased to be able to support the school by attending Prize Evenings, Art Previews and Open Days, giving us opportunities to meet with parents and raise the profile of governors.

## **Our Financial Position**

The governors have continued to work with the Headteacher and Director of Business Services to maintain a well budgeted and financially secure school. The school provides regular reports to governors through which governors monitor and track spend against forecast and review any variances. The governors have supported a revision of the three year forecast to account for minor fluctuations in expenditure. It is the governors' view that this adjustment will ensure the school remains financially well positioned for the next three years.

Throughout the 2017-18 academic year, the governors worked with the Headteacher and SLT to maintain timely review of policies. These have included but are not limited to policies on: Attendance; Allegations of Abuse against Staff; Bullying; Peer on Peer abuse; Positive Handling; Safeguarding; Complaints; Whistleblowing, Data Retention and the new and very successful Mobile Phone policy. These all underpin TKAT's strategies, which are fully supported by governors.

## **Teaching**

Welling's recruitment strategies in 2017-18 has enabled the school to maintain a near full complement throughout the year. However, the governors still recognise and support the school's flexible approach and hard work to recruit and maintain teachers against the back drop of ongoing national and local shortages of quality and specialist subject staff.

The governors supported the school strategy RIS Programme. The programme offers a bespoke route into teaching exclusively for PhD graduates and is specifically designed to utilise their academic expertise to the benefit of pupils, schools and universities. This alongside other determined and innovative approaches to recruitment and retention have meant this year has been particularly good with quality staff being recruited to meet the needs of the school. However, recruiting subject specialist teachers in the sciences remains a significant challenge.

Governors visited the school on a number of occasions, specifically to view teaching provision for KS3 and 4 and discuss specific areas such as behaviour provision through the Berwick Centre and the schools SEAN provision. We were particularly impressed with the support to NQTs and for transfer of best practice across the school faculties.

The school continues with its **collaborative** links with other local secondary schools to allow the school to maintaining an extensive provision for A-level courses through the Partnership 6<sup>th</sup> Joint Board, whose meetings continue to be attended and supported by a Partnership 6<sup>th</sup> link governor. Late in the school year, Governors became aware of potential changes to this agreement and will be working with the Partnership and SLT to ensure any risks are assessed and measures put in place to address them and protect our excellent 6<sup>th</sup> form provision.

## **Community Cohesion**

We were also very pleased to note the additional information regularly presented to governor meetings giving us a better view of the various parental engagement activities. One example reported to governors came from a Year 8 parent consultation, in which 97% of completed questionnaires reported their child as being happy at Welling School. 100% stated their child is making good progress and that they are provided with relevant information about their child's progress.

## **Our Students**

In January 2018, the governors listened to an exceptional presentation delivered by the school's Head Boy and Head Girl on their experiences at the school and the role of the School Council. The governors were extremely pleased to hear of their positive experiences of their education and the caring ethos Welling provides its students and were particularly impressed with the quality of their presentation and committed their continued support.

## **Safeguarding**

The governors were extremely happy with the outcome from the Safeguarding review carried out in March 2018 which covered a full audit including but not limited to policies and procedures, leadership and governance and safer recruitment. The key conclusions included; that the school sees safety, welfare and the interests of its students as paramount; that the school provides children with the opportunity to maximise potential within a safe environment, and; the school has high expectations on staff regarding both conduct and safety.

Recommendations have been acted upon and form part of future plans which will be monitored by the governors to support the work of the school towards continued improvements. Supporting our understanding and feeding into the school's plans, the governors noted an extensive presentation providing an updated guidance on 'Keeping Children Safe in Education' which will help maintain positive enhancements in line with UK and TKAT strategy.

The Governors have supported the improvement plan following findings of the Ofsted inspection carried out in May of this year. Supported by TKAT, the governors are confident the measures put in place will provide the right changes to meet the recommendations in the report. Whilst governors noted that the school needed improvement, they were pleased to see that the report recognised the school's significant progress in already addressing many of the concerns which arose last year, also documenting the quality of leadership and robust governance at the school.

As we move into 2018-19 school year, the announcement that the school will be getting a new headteacher will have come as a shock to some. The governors have been and will continue to work with TKAT to provide experienced leadership in the interim and are actively involved in the recruitment of a new permanent headteacher who can continue to build on the strong and steadfast leadership which Mrs Khanna has brought to the school for over 10 years.