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| Academy | Kemnal Technology College |
| Chair of Governors | Dick Brown |
| Date | October 2023 |

Governance at KTC Academy within TKAT

KTC is part of TKAT, a Multi-academy Trust. The Trust is a charity and its board of trustees must ensure that it complies with its charitable objects which relate to the provision of education in its schools. As such it is the Trust board which is accountable for the performance of the Academies in the Trust, and in turn, it is held to account by the Department for Education. The Trust has chosen to appoint committees for each of its academies and these are known as a local governing bodies (LGBs). The LGB's responsibilities are set out in a document known as the Scheme of Delegation which is available on TKAT's and Academy's website.

Vision

The LGB is responsible for ensuring that the Academy's long term vision reflects the needs of its community beyond current postholders and in line with TKAT's vision and values.

The governing body of KTC aims to support the ethos of the school in providing a safe, stimulating and caring environment where each student can realise her or his potential.

We achieve this through both an active involvement in the life of the school and by working closely with the school's senior leadership team to:

- set challenging aims and objectives for the school;
- agree policies, priorities and performance targets in order to achieve the objectives;
- look for evidence of the objectives being achieved and offer suitable challenge where appropriate.

Organisation of LGB in 2022-23

KTC's LGB has nominally 14 Governors, consisting of 2 parents, 1 member of staff (excluding Headteacher), 9 appointed, the Headteacher and Executive Headteacher

At the end of July 2022 there was 1 vacancy for a Parent Governor and no vacancies for appointed governors, after we recruited 5 new governors simultaneously at our July meeting.

Our 5 new governors have enthusiastically engaged with the School Improvement Plan, visiting frequently, writing critical but supportive reports, and getting to know the school well.

We also recruited a parent governor in Term 1 and this has significantly strengthened the quality of the LGB's discussions

The Link Governors for 2022-2023 were:

Health & Safety - Tony Thistleton
Safeguarding - Dick Brown
SEN - Carlos Hood
Outcomes - Catherine Shepherd
Teaching and Learning - Claire Weatherhead
Reading - Riikka Vihriala
Attendance and Behaviour - Kunmi Aboderin and Catherine Shepherd
Wellbeing - Claire Weatherhead
Finance - Catherine Shepherd and Andrew Wignall

The LGB is run largely without sub committees – except for Finance. The full LGB held six meetings in 2022-2023

Impact

Represent the Academy's local community and stakeholders by ensuring that the Academy's policies and practice meet the community's needs.

LGB meetings were well attended throughout the year with all meetings quorate. The new governors brought a new energy to the meetings, and a strong critical awareness of areas for improvement, as new governors usually do. The number of governor visits doubled from the previous year and the quality of reports was very high.

Governor visits focused on Finance, Site, and Student outcomes in Terms 1 and 2. A Finance sub-committee was formed in Term 1 and has been very active, creating a Business Continuity Policy in Term 2.

In Terms 3 and 4, visits focused on Attendance, Behaviour, Health and Safety, SEND, CEIAG, and Finance, and in Terms 5 and 6, on SEND and CEIAG with Student Outcomes; the LGB also created a valuable Risk Register in collaboration with the school.

The impacts of all this activity were

- Wider and deeper knowledge of the school's processes and performance
- Increasingly perceptive and penetrating questions challenging SLT
- A strong spirit of collaboration and mutual trust between the school and the governors.

The credit for these developments lies overwhelmingly with the newly appointed governors who joined us largely in June 2022.

Governor panels for Permanent Exclusions worked effectively and supported improvements in the application of the school's Behaviour Policy.

Support Directors of Education to improve Academy outcomes

The school's progress on numerous fronts (e.g. reducing the numbers of Suspensions and PEXs, in embedding the new curriculum models, etc.) has been actively supported by the LGB, but direct contact with Christian and Matt Bachelor have mainly been via the Chair, who has had regular discussions with them (and with Stuart) over significant issues (mainly HR).

Support the Senior Leadership Team to ensure staffing is efficient and effective

Staffing.

The pay committee, which included two governors, met at the appropriate time. We recognised the quality of the school's performance management process and asked about the potential impact on the budget of, for example, the imminent Teachers' National Pay Award in the coming year. The school's financial position has continued to improve, but governors have become acutely aware of the difficulties of appointing new staff.

A key priority in 2022-23 was to support the complex work to be done in co-ordinating the contributions of our new Executive HT Stuart Smith and our HT Emma Wride. The Chair has been closely involved in this process, and has offered support to both of these key school leaders.

Other areas of Impact

None obvious

LGB Priorities for 2023-24

Priorities for the LGB

- 1. To develop the full potential of the LGB.**
- 2. To ensure a smooth transition to a new chair and vice-chair.**
- 3. To continue to support the school fully in its work to drive up standards in all key areas.**

Comment from Director of Education

The LGB has developed significantly over the last few years and this growth is clearly recognised as we begin a transition between the Chair and Vice Chair. The Ofsted in June 2022 made direct reference to the role of governance in having a strategic overview of the behaviour culture in particular. The support from the LGB is very much felt at school level and this has led to a significant shift in the behaviour outcomes in the school.

I would like to take this opportunity to thank the LGB for its support for the school. Looking ahead at the LGB's priorities, they have identified the next key foci for the school, particularly around the improvement of outcomes at Y11. My advice would be to ensure you have a good understanding of Progress 8 and how that measure is being driven this year to raise achievement.

Comment from Link Trustee, Simon Judge

I have recently taken over as link Trustee, and look forward to visiting the school soon. I am very grateful for all the Governors do to support the school - there's clearly been a change of gear over the last couple of years and it was pleasing and interesting to see the results of this in the report above. In addition to Matt's comments above about the priorities for the current year, I would be interested at some point in hearing your thoughts on what more (if anything!) the Trust could do to help develop the full potential of the LGB.