

Academy	Kemnal Technology College
Chair of Governors	Dick Brown
Date	28 th October 2022

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 2021-22

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 Parent Governors 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 TKAT's new governor induction procedures and training and we look forward to benefiting from their fresh ideas and experience over the coming years.

The Link Governors were:

- Safeguarding: DB
- Disadvantaged (Pupil Premium and ACE): vacancy

- SEND: Carlos Hood
- Health and Safety: Tony Thistleton
- Careers advice and guidance: CH
- Reading: DB
- Teaching & Learning: Claire Weatherhead
- Finance: DB
- Behaviour and Attendance: DB

The LGB is run without sub committees. The full LGB held six meetings.

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 during the year continued to be disrupted by covid outbreaks, but whether online or in person, governors continued to challenge the SLT on a wide range of issues, and to support the school's new initiatives such as the Reading Programme and the new curriculum model being embedded.

Governor visits focused on SEN, Behaviour and Attendance, Curriculum, and Health and Safety.

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

A priority at an early stage of 2022-23 will be to ensure that the five new governors begin to get to know the school well and to deepen and extend the LGB's capacity to provide an effective level of challenge to the SLT.

Support Directors of Education to improve Academy outcomes

Governors accompanied TKAT monitoring visits on three occasions during the year.

Extensive discussion is shown in our minutes of these visits

A clear priority for this year was to challenge and support the leadership team to identify what needed to be done to improve student outcomes and suitable strategies, such as the Reading Programme and embedding the new curriculum model.

Our approach to the Headteacher's report for each meeting has been to read it in advance and to rigorously question the SLT on all aspects of their work

Preparations for the OFSTED inspection anticipated in 2022 have frequently featured in discussion and training was given by Matt Batchelor. When Ofsted visited in June 2022, the LGB was fully prepared and made a valuable contribution to the school receiving a very positive report.

Governors have taken part in some intra-TKAT online meetings and training on Disciplinary Panels, on induction for new governors, and on Safeguarding.

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 staff development in the coming year.

A key priority in 2022-23 will be 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.

A major concern for the LGB in 2021-2022 was the impact of a serious bout of covid, followed by long covid, on our previous EHT, Christian Cavanagh.

Equality Diversity and Inclusion

We have struggled as a LGB to grasp the remit of this item which was a request by the Academy Trust Board. We have, however, addressed issues pertinent to EDI as the need arose (e.g. in implementing the new curriculum).

Other areas of Impact

None obvious

Comment from Director of Education

Despite the restrictions remaining from Covid at the start of the year, and the frustrations they brought for the LGB in not being able to be in school as much as they would like, it was good to see that the LGB were able to maintain a good level of knowledge and involvement over the school. The attendance of the LGB at the monitoring TKAT visits helped support this and the triangulation of the stages of the school's development in line with their priorities. This level of challenge and support was felt strongly during the Ofsted inspection and the school's subsequent lift from inadequate to RI - a much celebrated shift!

For the current priorities, the focus on the intricacies involved in the model of an Exec Head and Head of School model will be an important one in terms of both LGB challenge and support. One area to maintain a high level of focus will be the levels of attendance as the school has a determined drive to close this gap with national figures.

Finally, I'd like to thank the LGB for their work over what has been both a challenging and successful year!

Comment from Link Trustee

Thank you for taking time to complete this Impact statement. I enjoyed reading about all the areas where the LGB is supporting the school. Thank you for all your help to the Head and the school leaders and to your contribution to a pleasing Ofsted result.