

## Annual Governance Statement from the Governing Body (2023-2024)

School Name	Bow School
School Address	44 Twelvetrees Crescent, Bow, London, E33QW
Contact email address	<a href="mailto:bs@bow-school.org.uk">bs@bow-school.org.uk</a>
Website	<a href="http://www.bow-school.org.uk">www.bow-school.org.uk</a>

Category of School	Maintained Community School
DfE Number	211/4024
Ofsted Grade at Last Inspection	Good
Date of Last Inspection	Sept 2023

Chair of Governors	Mr D. Hassell
Vice Chair of Governors	Mr A. Mohamed
Headteacher	Mr D. Lye
Deputy Headteacher (s)	Mr S. Beck Ms K. Franklyn Mr M. Emin

At Bow School, we have a team of Governors who work closely with the Headteacher, and the leaders of the school, in order to achieve excellent outcomes for all of our young people such that they acquire the knowledge, attain the qualifications, hone the skills, and develop the character to become truly world and career ready. Governors are deeply committed to the school; levels of engagement are high. They visit the school often as members of the Governing Board, Sub-Committees, Working Parties and as link governors. They are also a presence at, and support school events such as celebration events and other school activities.

Our Governors, through their positive challenge and by bringing to bear their experience from outside of the school, support the strategic direction of the school and its ongoing improvement for the benefit of all of the young people who attend the school.

In accordance with the Government regulations for all governing bodies, the 3 strategic functions of the Governing Body are:

**Setting the school's strategic direction:** Governing bodies are the key strategic decision makers in every school. Along with the Head Teacher, it is the job of a governing body to set the school's vision and values as well as set objectives around how the school will develop and improve. They set policies, formulate plans and agree targets to help the school achieve these objectives, as well as regularly reviewing the school's strategic framework in light of that progress.

**Creating robust accountability:** The governing body is there to support and challenge the school's senior leadership team. They play a crucial role in holding the Head Teacher to account for securing the best possible outcomes for pupils. By challenging key decisions and asking pertinent questions about the school's performance data, governors aim to guarantee high standards in education.

**Ensuring financial probity:** Governing bodies have a strategic role in the financial management of schools. Their key responsibilities include setting financial priorities through the school development plan, 3-year financial plan and the annual budget. They also decide on how the school's delegated budget from the local authority should be spent in accordance with the school improvement plan and statutory curriculum requirement.

<b>Governance Arrangements</b>	The Governing Body of Bow School was re-constituted in June 2021 and is now made up of:  2x Parent Governors
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1x LA Governor  
 1 x Staff Governor  
 1 x Headteacher  
 7 x Co-Opted Governors

There are 12 Governors in total.

- Parent Governors are elected by the parent body of the school
- Staff Governors are elected by the staff body of the school
- Co-Opted Governors are appointed by the Governing Body and are people who, in the opinion of the body, have the skills required to contribute to the ongoing success of the school through effective governance.

The full Governing Body meets 4 times across the academic year. There are two main sub-committees; the Business Committee with has responsibility for finance, human resources, resource and premises matters and the Standards Committee which oversees the quality of education and pupil outcomes.

In addition, the Governing Body also has a Pay Committee which meets twice per year to consider matters of pay and performance.

Governors also contribute to and attend the school’s Safeguarding and Health and Safety Committees. Through our link governor programme our governors support and hold school leaders to account for the delivery of the school’s strategic improvement plan and for other important elements of the school’s work. In the 2022-23 academic year, our link governance arrangements are as below:

Link Governor Areas
SIP Priority 1 – Behaviour and Attitudes
SIP Priority 2 – Quality of Education (Curriculum, Teaching and Learning) Inclusion
SIP Priority 3 – Personal Development
SIP Priority 4 – Professional Development
Health and Safety

Specific Panels of Governors may be convened as required for:

1. Dealing with Complaints
2. Staff Grievance and Disciplinary Matters
3. Pupil Discipline
4. Headteacher/Deputy Headteacher Selection
5. Headteacher Performance Management and appraisal

**Attendance Record of Governors**

Governors have an excellent record of attendance at meetings. Average attendance at meetings in 2022/23 was 84%. (all meetings went ahead and were quorate - the number of governors needed to make sure that legal decisions can be made)

**The work done we have done in our committees and in the governing body**

Overall Effectiveness - Over the last 12 months the governing body has spent time

- Focusing on the curriculum and the quality of teaching and learning, support the school’s efforts to develop students’ academic literacy and to develop reading.
- Supporting the school as it continues its recovery from the CoVid-19 pandemic, ensuring robust support for all learners including the most vulnerable
- Focusing on the school’s efforts to strengthen students’ personal development

- Focusing on supporting school leaders as they seek to develop and enhance professional development of staff
- Ensuring that outcomes continued to improve and standards were raised
- Supported the Headteacher with his plans to further strengthen leadership and management at the school

#### **Outcomes**

- Outcomes in 2023 were strong and demonstrated significant growth on those achieved in 2019. This was the last time students sat public examinations without significant support. Outcomes have improved significantly and now match, exceed or are closing the gap to national/local averages.
- Outcomes, in terms of attendance to school, we above the national average.
- Behaviour continues to improve. There was a 25% reduction in fixed-term exclusions. The ratio of achievement points to behaviour points is 5:1.
- The Governing Body, through the standards committee, worked with the Headteacher and School Leaders to ensure that the curriculum, teaching, learning and assessment, catch-up and pupil premium funding are used to good effect.

#### **Quality of Education**

Over the last 12 months, the Governing Body worked with School Leaders to ensure that the delivery of the school's strategic improvement plan, and the priorities related to the Quality of Education were delivered effectively.

We received reports and scrutinised the quality of education at the school. The quality of education continues to be good or better with examples of outstanding practice seen. Where provision has not met expectations the governing body has held the Headteacher to account and ensure the support was put in place.

We have also ensured that:

- All staff continue to receive ongoing professional development based on the schools monitoring, strategic school improvement priorities and individual need.
- Pupil Outcomes, attainment and progress continue to improve with outcomes matching, exceeding or closing gaps to national/local averages in many areas.
- Worked with school leaders in the development of an outward facing, collaborative school which seeks to learn from, and alongside outstanding education providers and other partners
- The Governing Body supported the HT in the appointment of an Assistant Headteacher (for Sept 2022) with a specific focus on Inclusions

#### **Behaviour, Attitudes, Wellbeing and Personal Development of Pupils**

Over the last 12 months, the Governing Body worked with School Leaders to ensure that the delivery of the school's strategic improvement plan, and the priorities related to Behaviour, Attitudes, Wellbeing and Personal Development were delivered effectively.

We received reports and scrutinised this area of the school's work. Provision continues to be good or better with examples of outstanding practice seen. Where provision has not met expectations the governing body has held the Headteacher to account and ensure the support was put in place.

We have also ensured that:

- Pupils behaviour and attitudes continue to improve. Much progress has been made since the inspection of March 2018. As a result, the culture and ethos of the school has transformed. Independent reviews have confirmed this.
- Achievement and praise, at the school, outweighs points for negative behaviour on a ratio of 5:1
- The Governing Body supported the HT in the appointment of a Deputy Headteacher
- Personal Development continues to be a strength

	<p>Quality of leadership in, and management of, the school – in 2022-23</p> <ul style="list-style-type: none"> <li>• The Governing Body ensured that the HT and school’s leadership team had the support, and resources, required to deliver its strategic school improvement plan</li> <li>• The Governing Body oversaw the HTs Appraisal and Performance Management</li> <li>• The Governing Body supported the HT in his plans to provide bespoke development and professional coaching to members of the school’s leadership team</li> <li>• The Governing Body supported the school in ensuring that it remained in a financially healthy position, despite the additional resource challenges presented by the pandemic</li> <li>• The Governing Body reviewed and ratified a number of school policies</li> </ul>
<b>Future Plans</b>	<p>The governing body will continue with its effort to support the school’s development, the achievement of its vision and aim to be outstanding. In particular, we are focused on ensuring that the curriculum and teaching are continually strengthened support the best possible outcomes for young people. Additionally, we want to continue to build on the significant improvements in the culture and ethos at the school such that it supports young people in being active, contributing members of the community who are confident, articulate, able to make positive and healthy choices and are truly world and career ready.</p>
<b>How you can contact the Governing Body</b>	<p>Please contact the Chair of Governors, Mr D. Hassell, via the school office or at <a href="mailto:bs@bow-school.org.uk">bs@bow-school.org.uk</a> marking any correspondence FAO Chair of Governors Mr. D Hassell</p>