

West Bridgford Junior School

Exchange Road, West Bridgford, Nottingham NG2 6DB

Executive Head Teacher – Mr James Willis

Head of School – Mrs Catherine Bancroft

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Governor Impact Report 2024-2025

The West Bridgford Junior School Governing Body exists to support and challenge the school and its leadership team. We are accountable to the school's stakeholders, so at the end of every year we write an Impact Report which sets out how we have carried out our responsibilities. In September 2024 we started a formal collaboration with West Bridgford Infant School, so in addition to our usual schedule of meetings and monitoring, this year some of us met termly with governors from the Infant School as part of a Joint Collaboration Committee, to have oversight of the Collaboration as a whole. This report will look at the next steps we plan to take as a Collaboration as well as what we have done within the school over the past year. Firstly, however, we will explain who we are.

WBJS Governors: who we are and how we work

WBJS Governing Body currently consists of 11 governors along with the Executive Head Teacher, Head of School and Deputy Head Teacher; we are a mix of staff, parents, ex-parents and members of the local community. Our role is to support and challenge school leadership. While Mr Willis and Mrs Bancroft are responsible for the operational management of the school, governors help provide strategic vision and leadership support. We hold two meetings per term: one has a focus on Strategy, the other focuses on Finance. We access administrative support through Nottinghamshire County Council's Governor Services; our clerk is Caspia Baird.

Name	Type of Governor	Specific Monitoring Roles
Beth Arnold	Deputy Head Teacher, Associate member of the governing body	
Catherine Bancroft	Head of School	
Kate Boxall	Parent governor	English subject link, GDPR link, Complaints governor, Sustainability link
Jo Elbourn	Parent governor	RSE, Geography, supporting safeguarding
Lis Gibbon	Co-opted governor	Safeguarding, Executive Headteacher appraisal, Science and DT subject link, Joint Collaboration Committee
Jat Hanspal	Co-opted governor	Website, Arts and computing subject link, Governor Training coordinator, appraisal quality assurance, Pay Committee
Claire Hughes	Co-opted governor	Executive Headteacher appraisal English subject link, Health and Safety, Joint Collaboration Committee

Lucy James	Chair of governors, Local Authority governor	Executive Headteacher and Head of School appraisal, SEND, MFL subject link, Joint Collaboration Committee
Craig Martin	Staff governor	
Emma Nixon	Vice-Chair of governors (Strategy), parent governor	Music and History subject link, Wellbeing,
Clare Shawcross	Parent governor	Maths and PE subject link, Pay Committee
James Willis	Executive Headteacher	
Claire Wheeler	Co-opted governor	Finance link, Pay Committee
Shaarna Whitton	Parent governor	Maths subject link, Pupil Voice

Strategic Function

The Governing Body acts as a key strategic decision-maker within the school, holding the leadership team to account and upholding the school's central ethos and values, while seeking to help improve educational outcomes for all children. We do this through reading and discussing reports from Senior Leadership in our governor meetings, as well as monitoring and evaluation through visits to the school and data analysis. Twice a year we spend a day in school on our Talk and Walk Days. On Talk Days we look at and discuss specific objectives within the School improvement plan with the senior leadership team; on Walk Days we sit in on lessons in every year group, which gives us a really good insight into day to day life in school. On both days we discuss staff wellbeing with members of staff; we listen to children telling us about their experiences of school; and we carry out subject link and other monitoring. We also continued to carry out our strategic function in other ways:

- through twice-termly governor meetings;
- our link monitors work with subject leads to monitor curriculum development;
- the Head and Chair talk regularly to discuss any ongoing concerns;
- we review and approve school policies in every Governing Body meeting.

Vision, Ethos and Values

The school's vision and ethos is set out on the website:

At West Bridgford Junior School, we believe that our core purpose as educators is to be a nurturing community which inspires children to develop a love of learning and discover their full potential.

We endeavour to produce a happy, caring atmosphere in which our children can learn. We are keen to develop their skills, knowledge and understanding in all aspects of their education, not just intellectually, but also socially, physically, and creatively. Our school encourages positive relationships between our children, teachers and parents. We value our children and the contributions that they make, and we encourage them to value themselves and others.

WBJS is a place where diversity and equality are embraced. We aim to provide a safe and caring environment within which children enjoy challenges and feel safe to make mistakes. We believe that all children have talents which can be developed, and that everyone can succeed. We provide a wide range of learning experiences through which children will gain a positive self-image to help them on their path as confident and motivated life-long learners.

School Improvement Plan

Governors work with the Headteacher and senior leadership team to agree priorities and targets for annual school improvement. Our key priorities are identified from data and evaluation by staff and governors. Five governors, including the Chair and Vice Chair for Strategy, closely scrutinised the plan at the beginning of the school year; it is then further scrutinised and challenged by the Governing Body as a whole. It is regularly monitored throughout the year at Strategy meetings.

This year's priorities were:

- To improve the standard of writing across school, increasing the percentage of children working at age-related expectations, so that it is more in line with other core subjects.
- To identify and address areas of weakness in quality first teaching to ensure consistency of teaching and learning across the curriculum.
- To provide more meaningful opportunities for Pupil Voice across the school.
- To ensure effective leadership and management of the Infant and Junior school collaboration.

These priorities are regularly referred to throughout the year during our Full Governing Body meetings. They are regularly checked, to check that objectives are being met or on the way to being met.

The School Improvement Plan is always set out with clear objectives, specific actions and success criteria to measure outcomes. The SATs data is one of the ways in which we measure these outcomes, alongside the school's internal data. As a Governing Body, we closely monitor children's progress throughout the school and ensure that the necessary resources are available to allow for the best outcomes for all children.

Governor Monitoring and Evaluation

It is very important to us that we monitor and evaluate effectively. One of the ways in which we do this is via formal, Full Governing Body meetings. At these meetings we scrutinise school policies; we ask questions that relate to the termly Head Teacher's report which covers all aspects of the school; and we monitor appraisal, assessment, SEND, safeguarding and other key matters. As mentioned above, we were able to carry out our Talk Day in the autumn term and our Walk Day in the summer term. The purpose of monitoring and evaluation is to ensure that attainment and progress in key areas will continue to improve and, in areas where attainment is already high, that this will be maintained.

- Our Safeguarding link governor carries out termly Safeguarding audits as well as termly checks of the Single Central Record. Safeguarding is central to our strategic function; as governors we undergo regular Safeguarding training, and it is raised as an issue throughout our meetings and monitoring visits.
- Our SEND link governor carries out an annual SEND monitoring and review.
- We have held discussions with staff around their wellbeing.
- Our GDPR link governor meets regularly with the Head Teacher and Data Protection Officer to ensure that our digital data is safe and not in breach of any guidelines.
- The Health and Safety governor carries out monitoring visits twice a year and works with the School Business Manager and school caretaker to ensure that the school environment is safe.

- In accordance with Government guidelines, we now have a Sustainability link governor who works with the school's sustainability team to develop a climate action plan.
- We monitor and review stakeholder feedback – this year, this has taken the form of a survey of parents and children around transition; a staff survey; and a whole school parent survey.

Curriculum Provision, Teaching and Learning, Assessment

The school seeks to provide a broad and balanced curriculum across all year groups. Our senior leadership team monitor the quality of teaching and learning through classroom observations and work scrutiny. Governors receive feedback from the leadership team, which allows Governors to monitor how teaching and learning is continually reviewed, developed and improved.

- This year most subject link governors have met with their subject leads to discuss the subject impact report and Self Evaluation Framework.
- As part of the school appraisal system, governors ensure that all members of staff have a robust and regular system of appraisal, aligned with school outcomes and the system of performance management.
- We closely monitor the learning outcomes of the most vulnerable children in the school, including those with pupil premium funding, children for whom English is an additional language, and children with additional needs. Although these children constitute a small proportion of the whole school, we recognise the particular impact that good practice can have on their educational, social and emotional well-being.
- We ensure that all children, including the most academically able, are challenged and stretched by what they are taught in school.
- A group of governors monitored SATs provision, sitting in on tests and ensuring that they were carried out correctly.
- An Education Improvement Adviser from Nottinghamshire County Council carried out a Good School Review. WBSJ will be entering the Ofsted inspection window in the next academic year, and the review was a good opportunity to review and evaluate the school's provision. This builds on from the school's November 2021 Ofsted visit, and was fed back to governors, providing a strong evidence base to help us improve our understanding and ability to challenge.

Continual professional development opportunities for staff have been offered throughout the year, in staff meetings, twilight sessions, external training and during inset days. A wide range of subjects has been covered, and training has been carried out jointly with WBSJ on inset days.

Financial performance and management

Governors are responsible for ensuring that the school's budget is managed effectively to benefit the learning of our pupils and that financial management systems are robust and secure. Mrs Eadie, our School Business Manager, presents the budget and ensures effective financial management and planning, with support from Nottinghamshire County Council.

- Governors carry out financial and budget monitoring with termly scrutiny of the budget and longer term financial plan.
- Every year governors scrutinise and approve the school pay award and carry out the Head Teacher appraisal.

- We review the asset management plan and inventory regularly to ensure that the school building and assets are kept in as good a condition as possible.
- Governors have discussions around financial benchmarking and regularly scrutinise and challenge decisions around expenditure and supply costs.

An overview of our financial position can be found here: <https://schools-financial-benchmarking.service.gov.uk/school?urn=122600>. As you are probably aware, all schools are facing considerable pressures in terms of increased costs, diminishing resources and falling pupil numbers. We are fortunate in having the support of a very experienced School Business Manager in Mrs Eadie, along with the Nottinghamshire County Council finance team; we have also been able to raise some extra funds through a very dynamic and creative HSA team. We are very grateful to Claire Hughes and all the parents and carers who have been able to contribute to events through the school year, and the staff who have given up their time to support the film nights, discos and school fairs. As a Governing Body, we work to ensure that the school is in a financially robust position, in order to improve the school environment, keep children safe and to have a positive impact on children's learning.

Leadership and management

The Governing Body works closely with the school's Senior Leadership Team. As well as Mr Willis and Mrs Bancroft, the Deputy Head Teacher Mrs Arnold, the SENCO Mrs Myring and the School Business Manager Mrs Eadie all regularly attend the Governing Body meetings to present and discuss their areas of responsibility. As governors we support and challenge the leadership team in specific ways:

- The Joint Collaboration Committee also acts as the Executive Head Teacher appraisal committee; with the aid of an external appraiser we set objectives and regularly met throughout the year with Mr Willis to monitor how he is meeting these objectives. This year the focus has been on developing an effective strategy to support and drive the collaboration; the introduction of a coaching programme across the collaboration to promote effective classroom practice; and the establishment of aligned systems and structures across both schools.
- We continually seek to prioritise the wellbeing of all staff in the school, including school leadership. The school has a Wellbeing Policy, reflecting the Governing Body's commitment to ensuring the health, safety and welfare of school staff and acknowledging the impact of stress on mental and physical health. We have regular discussions on wellbeing between staff and governors at Talk and Walk days, in order to promote staff wellbeing as far as is reasonably practicable.
- As "critical friends" we ask questions of the termly Head Teacher report; the answers are recorded and discussed at governor meetings, with the objective of monitoring attainment, curriculum coverage, safeguarding and other key strategic issues.
- Governors are involved in staff appointments, including the appointment of a new TA this year.

Partnership arrangements

Since September we have been in a formal 2-year collaboration with West Bridgford Infant School. The goals of the collaboration are:

- To further improve the transition process from Y2 to Y3.
- To enhance teaching and learning through shared expertise and training.
- To improve coordination and consistency across the two schools.
- To look for possible financial efficiencies; strengthen strategic leadership capacity across the two schools.
- To improve outcomes for all children by sharing our resources and developing a better understanding of the community we are part of. We monitor performance through a range of methods, including stakeholder feedback and assessment data.

The Joint Collaboration Committee meets termly and consists of Mr Willis along with the Chairs of both WBJs and WBIS and another governor from each school. Over the past twelve months the two schools have started to become more connected – we have had joint CPD and staff meetings; joint events, such as Maths day and Art week; subject leaders and school leaders have begun to work together; and partner classes have been meeting up. We are looking to build on this further over the next year.

Alongside the collaboration with WBIS, the school continues to work closely within a group of other schools as part of the Rushcliffe Maintained Schools Association, developing leadership and subject leadership networks. We remain open to the opportunities available to the school for informal collaboration to help further school improvement.

The future and continuous development

Governors continue to evaluate our impact on the school, and look for ways to improve our knowledge and understanding. The Local Authority provides a CPD programme which we have accessed throughout the year as well as governor support. All the minutes of our Full Governing Body meetings are available to read on the school website - >About Us >Governing Body. The most recent approved minutes are also available from the school office.

The Collaboration with WBIS has been a positive experience for the school community as a whole, and our next steps will be to look at the possibility of federation, to cement the gains that have been made. We are going through a process of due diligence now, having discussions with the county council and other maintained federated schools to ensure that we have a good understanding of the process involved. Over the next few months we will be working on a federation proposal for the two school governing bodies to consider, and consulting with all stakeholders before deciding on the next steps to take.

Thank you for all the support you give the school as parents and carers, and I hope you have a good summer break.

Lucy James

Chair of Governors, West Bridgford Junior School