

**The Kemnal Academies Trust - Impact Statement  
Academic Year 2022-2023**



<b>Academy</b>	<b>Seymour Primary School</b>
<b>Chair of Governors</b>	<b>Simon Mitchell</b>
<b>Date</b>	<b>18th October 2022</b>

**Governance at Seymour Primary School Academy within TKAT**

Seymour Primary School Academy 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 post holders.

As board of Governors at Seymour Primary School, we understand that our role is to challenge and ensure that the school is achieving for its community, by providing an exceptional quality of education with sufficient knowledge and skills for future learning and employment. That all pupils are receiving the very best in standards, resources and equipment, regardless of their background or ability. That the members of staff working at Seymour Primary School are able to deliver the best they can for all pupils.

That anyone who visits the schools knows that this school is inclusive and diversely aware.

We understand that the surrounding area of Seymour Primary school is a multicultural, but we believe that all pupils and their families deserve the best support that Seymour Primary school can offer to support the child's development.

In everything we do as board of governors we have the best interest of the pupils at the heart of it.

**Organisation of LGB**

Seymour Primary School's LGB has 9 Governors, consisting of 2 parents, 2 Staff (excluding Headteacher), 3 appointed, 2 Headteacher, 0 Foundation

There are currently 1 vacancies

The Link Governors are:

- Curriculum and Standards - Greer Williams

- Safeguarding - Alysha Mitchell
- Health and Safety - Simon Mitchell
- Business and Finance - Rajesh Nayi

The LGB has the following Committee Structure

- Full Governing Body
- Curriculum Standards and Achievement
- Leadership and Management

Impact
<p>Represent the Academy's local community and stakeholders by ensuring that the Academy's policies and practice meet the community's needs.</p>
<p>The Governing body reviewed and approved all key policies to ensure that they meet the needs of the community. Regular link visits take place to understand and oversee the implementation of these policies and practices within the school providing reports back to the full Governing body. This is with a view to ensuring that they are regularly reviewed and amended as necessary to ensure that they remain relevant and compliant.</p>
<p>Support Directors of Education to improve Academy outcomes</p>
<ul style="list-style-type: none"> <li>• Governors understand how the School Improvement plan links to the TKAT development framework.</li> <li>• Governors actively challenge policies, procedures and initiatives to ensure that the school remains performance and in line with the direction of TKAT.</li> <li>• Governors have kept up to date with TKAT governor updates and training.</li> <li>• Governors are aware of the school's focus on the wider curriculum and have a clear understanding of the time frame for roll out.</li> <li>• Governors have ensured directors have assigned subject leaders in order to map progression of skills throughout each Key Stage.</li> <li>• Governors have discussed inclusion and progress for all pupils.</li> <li>• Governors are monitoring support for development of subject leadership, subject knowledge across all teaching staff and subject pedagogy.</li> <li>• Governors have challenged directors for evidence of ongoing assessment.</li> <li>• Governors have oversight of the budget ensuring the priorities meet the needs of the school community and that expenditure is within its budget.</li> </ul>
<p>Support the Senior Leadership Team to ensure staffing is efficient and effective</p>
<p>The Local Governing Body are aware of the current pressures on staff ratio to students, which also includes those that have been assessed for 'Special Educational Needs'. This is regularly discussed and reviewed to ensure that the LGB can offer the appropriate support and guidance.</p> <p>Governors are kept informed by the school as to the stages of development and training of its staff, and remain keen to support the school by being involved in key staffing appointments.</p> <p>The Governing body aim to have an oversight of the Academy's performance management process. Whilst the Chair of Governors aims to be involved in the Headteacher's Performance Management</p>

## **Equality Diversity and Inclusion**

The Local Governing Body look to ensure that every member of staff must seek out and understand their local challenges, looking for risk not comfort. They must be familiar with the trusts Equality, Diversity and Inclusion policies. Those challenges include staff, pupil and community experience.

## **LGB Priorities for 2022-23**

- Continuing to monitor Safeguarding policies and procedures and the implementation and impact of the ACE programme
- Monitor the implementation of new curriculum and development of subject leaders
- Ensure that the school remains financially stable

## **Comment from Director of Education**

The value for the Headteachers in the school and wider leadership will be further enhanced and have been improved by reflecting on their needs under the guidance of the Governors, particularly the Chair. In Seymour's journey to 'outstanding' the governing body needs to challenge and be made aware of how the self evaluation and improvement enables the leadership team to move towards that category. The independent thought and challenge that the governing body have brought have enabled this school to build on its strengths. The community feel of the school, including support from the governing body is particularly strong.

## **Comment from Link Trustee**

Thank you for sharing the work of the LGB in supporting the school.

It will be interesting to hear how the implementation of TKAT ACE and new curriculum programmes helps you on your journey to outstanding.

Please do pass on my thanks to all the LGB for their commitment to improving the education of the children at your school.

Looking forward to catching up at our scheduled Chair of Governors meeting in May.