

St. Gregory's Governing Board Annual Statement 2023 - 2024

The Governing Board consists of twelve members. During 2023 - 2024 there were no changes to membership which has provided stability to governance.

In accordance with the Government's requirements for all Governing Boards, and taking into account that St. Gregory's is a faith school, the four strategic functions of St. Gregory's Governing Board are:

- Ensuring clarity of Catholic vision, ethos, and strategic direction;
- Holding the Headteacher to account for the educational performance of the school and its pupils and for the internal organisation, management, and control of the school, including performance management of staff;
- Overseeing the financial performance of the school and making sure its money is well spent;
- Ensuring that St. Gregory's Catholic High School is at least as academically distinguished as other schools, locally and nationally.

There were three committees in operation with clear Terms of Reference:

- Standards: individual pupil progress and outcomes, curriculum matters and the quality of teaching and learning;
- Finance and Resources: all matters relating to the financial implications of staffing, curriculum demands, buildings, and health and safety;
- Community: pastoral including safeguarding, well-being, attendance and punctuality, vulnerable groups, disadvantaged pupils, social, moral, and spiritual development, the wider Catholic Community

The Board has used the expertise of its governors to staff the committees to ensure the appropriate level of support and challenge to the Head and Senior Leadership Team throughout the academic year at committee meeting and full governing board level. Governors have also undertaken visits to school and attended assemblies and scheduled events.

The Governing Board has continued to develop the system of link meetings with a range of Middle Leaders and staff who have a whole school responsibility. This has further developed their understanding of their day-to-day work. These meetings with have been welcomed by governors and staff. Such meetings – with resultant actions – are shared confidentially with Chairs of committees. Governors have also welcomed presentations by certain staff at their committee meetings.

The Governing Board has participated fully in the staff appointment process throughout the school year, working with the Headteacher to secure high-quality staff in all areas of the school.

Policies have been fully scrutinised by the relevant committee before ratification by the Full Governing Board.

The Governing Board is fully committed to the school's current Mission statement. It is resolute in its determination to see it in action on a daily basis. Work was undertaken with all stakeholders in the summer term to evaluate, and where necessary, revise and update our Mission Statement, Vision Statement, and School Prayer, to ensure it remains relevant and fully reflects what we are seeking to achieve as a Catholic faith school.

The school has maintained its focus on developing its curriculum and within subject areas, much work has continued during the academic year to refine the curriculum intent and assessment procedures as robust assessment identifies gaps in pupils' knowledge, skills and understanding which can be addressed in a timely manner. Progress of all pupils is monitored through rigorous analysis of data. High quality teaching ensured that all pupils engaged with their learning, and Year 11 pupils fully prepared for their GCSEs in the summer term.

The school's Mission Statement underpins the school's work in all areas backed up by its statement of curriculum intent. During 2023– 2024, the Governing Board has been delighted to see the school continue to build on good practice, drawing on its own very effective self-evaluation as well as the findings of regular external reviews of key elements of its provision. The school's development plan focused on identified priorities with clear success criteria as it continued to strive to provide outstanding educational opportunities for all pupils.

During the second half of the summer term the school was inspected under the current OfSTED framework. Whilst this was an ungraded inspection, it found that St. Gregory's remains a 'Good' school in all areas. OfSTED confirmed the accuracy of the school's own self-evaluation and its priorities for further development. The verbal and written feedback from the Inspection Team highlighted the school's many strengths, including the quality of the relationships between staff and pupils, the attitude and behaviour of our pupils, their willingness to engage with their learning to achieve well and overall pupil progress. Safeguarding was found to be effective. The final report, published September 2024, confirmed the Inspection Team's findings, and highlighted only two areas where further work is required, areas the school was already aware of. The school will address these areas in its school development plan for 2024-25. Governors will play their part in supporting and challenging school on how it plans to address them and will monitor progress through its committee structure.

The school continues to expand and modifications to aspects of the building have been identified for action to reflect curriculum and whole school needs. This has all been subject to governor scrutiny and approval. One of our priorities remains to improve teaching space for PE, and the possibilities have been fully researched during the year.

The Board recognises the strong leadership of the Headteacher and the Senior Leadership Team. However, the Board has agreed that there will be some changes to the responsibilities of members of the Senior Leadership Team due to the promotion of one of the Deputy Heads. These changes will be until the appointment of a second Deputy during the early part of the autumn term 2024, to commence January 2025. Once the appointment process has been successfully completed, the Headteacher will review the Senior Leadership roles and responsibilities to ensure high quality leadership and management in all areas of the school's work.

The Headteacher and senior Leadership Team are held accountable by the relevant committees which continue to scrutinise fully the procedures and practice relating to:

- Curriculum intent and the quality of teaching and learning
- Assessment and marking
- Safeguarding
- Support for pupil premium, SEND and disadvantaged pupils and families
- Finance, Premises and Health and safety

In terms of Year 11, the Governing Board were pleased to see the excellent GCSE results achieved in summer 2024, the result of hard work by pupils and the professionalism of teaching and support staff. Most pupils have been able to move onto their first choice of post-16 educational pathway. Their success reflects the school's continued progress in maximising pupils' academic potential in the context of the school's 'Ambition for All' culture.

The Governing Board will continue to support and challenge school in all areas of its work and especially in relation to the content and delivery of the pupils' educational entitlement to ensure that any gaps in knowledge, skills and understanding can be addressed and pupils' academic progress secured within a caring and supportive environment. Similarly, it will focus on the particular needs of disadvantaged pupils, health and safety, the well-being of the school community and, importantly, will continue to support and actively promote the Catholic life of the school.

September 2024