

St. Gregory's Governing Board Annual Statement 2024 - 2025

The Governing Board consists of twelve members. During 2024 - 2025 there were no changes to the twelve members in post at the start of the academic year, which has again provided stability to governance. However, the Governing Board decided to appoint an Associate Governor in September 2024 to enhance its expertise in areas related to the Catholic Life and Mission of the school.

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 have maintained their 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 and provided opportunities for staff professional development and their understanding of the work of governors. Governors have also welcomed presentations by invited 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. Recruitment continues to be a challenge in certain subject areas but the Governing Board remains focused on appointing suitable staff able to support the distinct ethos 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. Further work has been undertaken with all stakeholders to ensure our Mission Statement, Vision Statement, School Prayer, and other visual displays are fully understood, remain relevant and fully reflect 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 Board equally recognises the commitment of staff

to extracurricular activities and educational visits to enhance the experiences of pupils beyond the classroom.

The school's Mission Statement underpins the school's work in all areas backed up by its statement of curriculum intent. During 2024– 2025, 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.

The OfSTED report was published in September 2024 confirming the positive feedback received in the summer term that St. Gregory's remains a 'Good' school in all areas. Work has continued throughout the academic year to enhance standards in all areas across the school and to address the two issues raised by OfSTED. Progress is monitored and staff held to account through the committee structure.

In view of parental / carer choice, the school remains fully subscribed. This has placed some strains on the school buildings and Governors and the Headteacher remain focused on ensuring the facilities provide the best environment for delivering the curriculum effectively. To this end, some modifications have been made during the year and recently during the summer break. This has all been subject to governor scrutiny and approval. One of our priorities is to bring about improvement in the quality of the teaching space available to PE, wherever possible. However, Governors are fully aware of the many constraints on developing, and building on the school site but remain committed to exploring every possibility.

The Board recognises the strong leadership of the Headteacher and the Senior Leadership Team. There have been some changes to their responsibilities during the year to reflect recent appointments. 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 2025, 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 2025