

**Annual Governance Statement for the Governing Body of Walthamstow School for Girls  
2021-22**

The Governing Body's three core strategic functions are:

1. Ensuring clarity of vision, ethos and strategic direction for the school
2. Holding the Headteacher to account for the educational performance of the school and its pupils, and for the performance management of staff
3. Overseeing the financial performance of the school and making sure its funding is spent appropriately

Since 2020, the National Governance Association has added another core strategic function:

4. Ensuring the voices of stakeholders are heard

<b>Governance arrangements</b>	<p>The Governing Body of Walthamstow School for Girls consists of a total of 15 governors as follows:</p> <ul style="list-style-type: none"> <li>6 parent governors</li> <li>6 co-opted governors</li> <li>1 local authority governor</li> <li>1 staff governor</li> </ul> <p>and the Headteacher</p> <p>The term of office for a governor is four years, after which they may re-apply provided they meet the requirements.</p>
<b>Membership</b>	<p>During the academic year 2021-22, we said farewell to two of our parent governors:</p> <ul style="list-style-type: none"> <li>Dr A Shah, parent governor</li> <li>Dr R Morgan, parent governor</li> </ul> <p>Sincere thanks to both for their commitment and contribution to the governing body of the school during their terms of office. It takes time and dedication and is entirely voluntary. We wish them all the very best for the future.</p> <p>A number of co-opted governors had left at the end of the summer term 2021 and their places were filled by new governors who arrived in early autumn 2021.</p> <p>During 2021-22, we therefore welcomed the following new governors:</p> <ul style="list-style-type: none"> <li>Ms E Ballantyne, parent governor</li> <li>Ms A Corbett, co-opted governor</li> <li>Ms L Hutchinson, co-opted governor</li> <li>Mr R Khan, parent governor</li> <li>Mr R Malik, co-opted governor</li> <li>Ms R Moola, parent governor</li> <li>Ms R Simpson, staff governor</li> </ul>



<p><b>Leadership appointments</b></p>	<ul style="list-style-type: none"> <li>• to ensure the school's finances remained stable as spending priorities adjusted to the school's needs and priorities, plus the Covid testing requirement</li> <li>• approving, monitoring and reviewing progress with the school's new 3-year strategy and school improvement plan 2021-24, including adjustment of some priorities for 2022-23</li> </ul> <p>The recruitment of a new KS4 Deputy Headteacher/Teaching School Hub Director for the school resumed in September 2021. Governors and school leaders conducted a robust selection process and Mr O'Brien was appointed and joined the school in January 2022.</p>
<p><b>Governance impact/ effectiveness</b></p>	<p>Governors monitored progress with the SIP and participated in a review of priorities in the summer term 2022. Progress with the annual plan for achieving the aims of the SIP were reported regularly at committee meetings and monitored by the Governing Body on a termly basis. School leaders and governors also worked together on the leadership and management section of the school's self-evaluation form.</p> <p>Governor training on changes to KCSIE for 2021-22 and were alerted to particular types of risks to be aware of. Governors also monitored the actions being taken by the school following a review and student feedback through regular updates from the school's designated safeguarding officer and Assistant Headteacher, Ms Pratt.</p> <p>Governance oversight of safeguarding, including the maintenance of the Single Central Record continued throughout the year with termly reports from the safeguarding link governor to the curriculum committee and at governing body meetings. An increase in the mental health needs of students was supported by the school counsellor, learning mentors and from January 2022, a part-time CAMHS officer. There were some behaviour issues as students adjusted to being back in school full-time.</p> <p>GCSE grades awarded to students in summer 2021, once more in the absence of national exams, were reviewed in autumn 2021. Governors were already aware of the rigorous moderation process followed by the school. However, there was greater national variation in GCSE results this year as the process of moderation of Teacher-Assessed Grades was reliant on individual schools' approach and external moderation had been more variable.</p> <p>Comparisons with previous years' results were again not advised and the DfE did not issue any Progress 8 measures for 2021. Governors noted that practical and creative subjects had been assessed in the same way as normal even though students' access to school had been disrupted during Covid lockdowns. Pupil Premium students' attainment had also been affected.</p> <p>Governor link visits were arranged for the autumn term 2021 but were disrupted due to Covid in some cases. These visits were completed in the spring term instead and further visits took place in school during Governors' Day in June 2022.</p>

	<p>Pupil Premium outcomes were scrutinised and a new three-year strategy for 2022-25 including key objectives were considered and approved. Governors also considered proposed changes to curriculum choices from September 2022, including feedback from parent consultation, and the rationale for these: the wellbeing of students and preparing them for the next stage of their education. The changes were approved, subject to monitoring the impact over the next year.</p> <p>Governors reviewed the end of financial year out-turn, including the surplus carried forward and earmarked funding for ring-fenced expenditures. They also ratified the proposed balanced budget for the financial year 2022-23 and the three-year budget projections were reviewed and noted. The financial risks register was reviewed and updated as needed during the year. Similarly the Schools Financial Value Standard.</p> <p>Governors and school leaders continued to review and update a range of school policies throughout the year, as required. Changes to the Language and Learning Development faculty staff structure were approved following a review of SEND provision for students. A proposal regarding changes to the pastoral staffing structure, including the establishment of a Wellbeing Hub, to better meet the needs of students, was also approved.</p> <p>Governors received a report and analysis of attendance in the summer term. Although attendance was consistently above the national average, it was lower than pre-Covid. There were concerns around students taking unauthorised holidays in term-time and some persistent absence, but strategies were being implemented by the school to address these and progress reported back.</p>
<b>Teaching School Hub</b>	<p>WSfG is the only state-maintained secondary school to lead one of the 87 Teaching School Hubs in England. These are centres of excellence for teacher training and professional development across primary and secondary schools. The NE London Teaching School Hub covers the boroughs of Haringey, Redbridge and Waltham Forest comprising 239 schools and works in partnership with the Institute of Education, University College London. Its main areas of provision are the Early Career Framework (first two years of teaching); National Professional Qualifications (middle and senior leaders) and Continuing Professional Development (all teachers). WSfG's TSH designation lasts for three years from September 2021. For more information, go to: <a href="https://www.neltsh.com">https://www.neltsh.com</a></p> <p>The Governing Body of WSfG is responsible for governance oversight of the NE London Teaching School Hub. Our role is set out in the Hub's governance handbook. The Governing Body receives a termly report from the Hub Director and from autumn 2022, a panel of three governors will work with the Hub Director to conduct an annual review of the Hub and report back to the Governing Body. It should be noted that the school is also required to report to the TSH Partnership Board and directly to the Department for Education.</p>
<b>How to contact the Governing Body</b>	<p>The Governing Body would be pleased to receive comments/questions from parents/carers of WSfG students. Please contact the Chair of Governors via the school office or via <a href="mailto:info@wsfg.waltham.sch.uk">info@wsfg.waltham.sch.uk</a></p>