



## *Governor Newsletter*

This time last year, I took over as Chair of Governors of our amazing primary school – what a complete and utter privilege it has been to really get to know the school, how it runs, the staff, the children, families and local community.

With the appointment of our new headteacher around the same time, and as part of our initial review of school, it became clear that as the teaching profession evolved, there were parts of school that had not progressed at the same pace. This meant that the Governing Body were not satisfied that every child was getting the quality of education they deserved and that we expected.

As a result, the Governing Body have worked closely with the headteacher and senior leadership team, to highlight key priorities that we will be holding school to account for to really demonstrate impact. The children in our school are at the forefront of every decision that is made.

Cuts to school budgets means the senior leadership team are having to make difficult decisions about how the school is run, ensuring every penny is being spent appropriately. Workload and expectations set by the government is having a huge impact on the teaching profession and you may be aware that there are potential new teacher strike dates being announced. This is a national problem.

Due to the direction, vision and pace we wanted school to demonstrate improvements, we have unfortunately seen a number of staff leave. I have given all staff the opportunity to meet with me prior to them leaving, to carry out exit interviews.

The health and well-being of all staff remains important to the Governing Body and forms part of our agenda at full governing body meetings, to ensure staff are being supported and feel listened to.

Looking ahead, the governing body have created two sub committees who oversee different parts of school, and together we hold school to account and ensure the quality of education is moving in the right direction.

As a Governing Body, we recognise that there will still be things to change and tweak and we want to do that involving the whole school community.

### **Parent Feedback**

At the beginning of this month, the Governing Body carried out a parent/carer survey, I want to thank you for your honesty. Below is a sample of some feedback and my response:

**“Frustrated by the lack of inconsistent staffing, lessons covered by supply staff, HLTAs 30% of each week”.**

With huge pressures on school budgets, the school is doing everything it can to ensure classes have the same HLTAs. For a range of different reasons including staff sickness, training and school trips, there will be instances where this is not always possible. Teachers need planning time and opportunities to upskill. This means there will be times when they are not in class. The needs of the children always come first, and I am confident that there are plans in place for any handover of staff.

**“Parent feedback through School Spider is unlikely to give a true reflection because it is not anonymous”.**

We want to work in partnership with our parents and carers to ensure school is providing the very best education offering a range of experiences for all children. The Governing Body want you to be able to share your views, comments and opinions on a range of topics with school, so that the senior leadership team can make those changes where required and make our school an even better place to grown and learn. This may result in a telephone conversation between school and home to clarify information, but this feedback has been shared with school.

**“Staff turnover has been very concerning. In business I would expect HR to start exit interviews for a root cause analysis. Are governors doing exit interviews to find out if there is a common theme?”.**

As mentioned above, I offered exits interviews to all staff who have left. I am aware of the reasons why and I am confident that the senior leadership in school are doing all they can to support staff. The Governing Body will continue to engage with all staff within school to ensure they are happy, healthy and looked after.

**“Lack of SENCO in place”**

The Governing Body take their responsibilities extremely seriously and expect every child in our school to be accessing the school curriculum in the most appropriate way for them. Our SENCO Ms Scott is currently off due to illness. Mrs Sefton has the responsibility of SEND in her absence. The governor responsible for SEND has been in school to complete monitoring visits, looked at what support is being offered and will continue to evaluate the impact.

If any parent or carer feels that the governing body is not fulfilling its responsibilities, I would encourage you to get in contact with school so that we can work together.

I have attached a copy of the school [SEND policy for reference](#).

**“Good to be green party excluded pupils from doing something 7 weeks earlier leading to shame”.**

Every child has the opportunity to attend the ‘Good to be green party’. Some children will stay longer at the party based on their individual achievements. The Governing Body is very clear about the behavioural expectations of all of its pupils as outlined in the [behaviour policy](#) and recognises the importance in setting high standards. If any child needs support to manage their behaviour, this will be done on a child-by-child basis led by the class teacher.

**“Too many modes of communication being used by school. We like School Spider but find it confusing and difficult when some messages are via email and paper”.**

This is great feedback and has been fed back to school. School Spider is a relatively new system used by school and is proving to be a very popular way to communicate with parents and carers. School needs to be confident that all families are accessing School Spider to ensure messages are getting received. This may result in communication getting sent out in other ways. In the future, there may be opportunities to fine tune and filter.

**“There are posters in the reception about not being abusive. This could be phrased in a much more positive way, and it sets the wrong tone straight away”.**

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This feedback has been shared with school. The Governing Body have a responsibility to ensure well-being of our staff. The Governing Body welcomes parents and carers to ask questions and challenge decisions being made by school, but this should be done in a respectful way. School will always want to resolve things that have been raised.

### **Meet with Governors**

The Governing Body wants to continue communicating with all stakeholders and we want to make ourselves as accessible as possible. As a result, we will be available for slots at parents' evenings.

I want to reassure you, that the Governing Body are seeing so many positive changes happening. We have so much to be proud of, and next term I hope to continue sharing and celebrating our achievements, because everyone is working so hard to ensure our school continues to go from strength to strength.

I want to wish you and your family a safe and enjoyable Easter holidays.



Lee Salton-McLaughlin

Chair Of Governors

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