

# GOVERNOR NEWS

ISSUE 2

THE MAGAZINE FOR  
BROOKE WESTON TRUST  
GOVERNORS



**WELCOME** to this second edition of the Brooke Weston Trust magazine for Governors. This issue includes a range of information covering such issues as how Governors can be well prepared to contribute to Ofsted inspections, an update on the launch of the governance area of the Trust website, a helpful clarification of secondary school performance and accountability measures, and a review of the recent Trust-wide governor training sessions which focused on the process and procedures used across the Trust to implement performance-related pay in a transparent and equitable manner.

As always, we are delighted to receive feedback from any Governors wishing to make suggestions about future content or, indeed, to volunteer to write something themselves!

**Dr Andrew Campbell**

CEO of the Brooke Weston Trust

## GOVERNOR TRAINING SESSION

All our Governors were offered the opportunity for training in February. We held two sessions (at Corby Business Academy and Thomas Clarkson Academy), which both focused on performance management and how this system is used within schools.

The sessions were led by Brooke Weston Academy's Vice Principal Richard Bernard with assistance from CBA Principal John Henrys and also other staff from schools within the Trust.

Mr Henrys spoke in detail to Governors about career progression for staff and the appraisal procedure.



"When Ofsted make a visit to a school they want to know that Governors are aware of the performance management within the school and that there is a robust system in place. It is also crucial for the progression of the school that the senior staff team works with Governors on this."

**John Henrys**  
CBA Principal





## IN FOCUS

An Ofsted inspection will be faced by all schools and is something all governing bodies should prepare for. **Richard Bernard**, Vice Principal at Brooke Weston Academy, explains what is involved.

## AN INSPECTOR CALLS



When your school receives a phone call which heralds the imminent arrival of an Inspection Team there will not be much time to prepare as the phone call will arrive normally at midday and the Ofsted team will be through the front gate at 8am the next morning. Therefore it is prudent, prior to the call, for Governors who will be involved in the inspection to have a clear idea of their responses to likely lines of questioning from an inspector.

The Governors' meeting with an inspector will be scheduled during the initial phone call between the Principal and the Lead Inspector. The Lead Inspector will sometimes request the second day for the meeting so that the team have got a real feel for the school before meeting with the Governing Body. It is impossible to predict precise questions which will be asked by the inspector as they will be tailored to the individual context and apparent strengths and weaknesses of the school, however the following areas are likely to be probed and can operate as a basic checklist for Governors who will be involved in this inspection activity:

### DATA



- An understanding of the strengths and weaknesses of the key data performance indicators highlighted in the Data dashboard (particularly important), and from other data such as the Governors' pages in the RAISEonLine document (academic performance, attendance and exclusion data) and from examination outcomes for all subjects.
- Examples to hand - verbal and written evidence – of the Governors providing challenge and support to the Principal and the Senior Leadership Team for improving behaviour and safety and achievement based on the strengths and weaknesses of school performance identified in the data.
- Knowledge of what the data is saying about the performance of Pupil Premium students against non-Pupil Premium students in the school and non-Pupil Premium students nationally. What is the extent of the gaps in performance? How are the Governors being involved / consulted with in regard to the spending of Pupil Premium money and other funding streams particularly in relation to reading, writing and mathematics? What is the impact of the intervention which has stemmed from the Pupil Premium funding? Make sure you know how much Pupil Premium funding the school received in the year of the inspection.
- How is Primary Sports Funding being spent to improve sports participation in primary schools?

### STAKEHOLDERS



- Examples of how the Governing Body has gauged and reacted to the views of stakeholders as part of the quality assurance process, for example parental and student questionnaires and feedback from Governor visits to the school.
- Examples of how the Governing Body has enriched the educational provision of the school for example by helping to develop links with the community.

### AMBITION & VISION



- Examples of the Governing Body's own professional development based on the impact of their own work and self-evaluation.
- Communicating sufficiently high but realistic and consistent expectations.
- Communicating a clear and shared vision with the Leadership Team of where and how the school is looking to travel.
- Awareness of how leadership capacity is being built in the school, for example by succession planning, coaching and professional development courses.

If only one Governor is going to appear before the inspector then they will need to be well briefed on all the areas above. If it is a group of Governors then you will be able to answer the questions between you - the questions are rarely directed at a specified person.

The Inspectors' view of Governance will feed into the grade for Leadership and Management.

Remember enthusiasm, ambition, and knowledge will go a long way to the meeting being a success.

**Richard Bernard**  
Vice Principal, Brooke Weston Academy

### TEACHING



- An awareness of the impact of teaching on the quality of learning in different subjects and year groups – what is the performance data and the evidence from other quality assurance activities in the school, such as lesson observations and work scrutiny, indicating about the quality of teaching in different subjects and year groups?
- Examples of the Governors providing support and challenge to the Principal and the Senior Leadership Team in regard to tackling any under-performance in teaching and how the performance management and professional development framework in the school supports this process.
- Awareness of how Newly Qualified Teachers and teachers new to the profession are supported.
- Examples of how best teaching practice is shared across the school and how good teachers are supported to become outstanding teachers.
- Knowledge of how the school makes decisions about teachers' salary progression linked to the quality of their teaching through the performance management process.





# GOVERNOR Q&A

**Andy Cuddihy** is Chair of the Governing Body for Oakley Vale Primary School. Involved with the school even before it opened, the Financial Director has been leading the Governing Body since 2010. He is also on the Brooke Weston Trust Board of Directors.

## Q&A How long have you been a governor?

I was a member of the Shadow Board of Governors set up in advance of Oakley Vale Primary School opening. While I did not become a member of the full Governing Body when the school opened in September 2008, I subsequently joined the Governing Body in 2009 and I have been a Governor since. I became Chair of Governors in January 2010.

## Q&A Why did you choose to take on a governor role?

I became a member of the Shadow Governing Body as I viewed it as an opportunity to shape the new school that the community of Oakley Vale so desperately needed. I found the challenge of establishing a brand new school immensely rewarding, although occasionally frustrating.

I joined the full Governing Body as I believed that my financial and project management skills would be of benefit to the strategic development of the school.

## Q&A What skills do you think are needed to become an effective governor?

- Commitment, ability to listen; ability to debate and reach a consensus of opinion.
- Empathy and understanding of the challenges facing schools.

## Q&A Please explain your business background

I was recruited by KPMG in the mid 90s to join a newly established department specialising in information security for local government. While with KPMG I completed my accountancy qualification (CIMA) and worked on a number of their consultancy projects. After four years of commuting between clients from the south coast of England to Scotland I chose to find a new challenge closer to home when my first child was born.

In 2001, I joined the Northampton based corporate finance specialists, Watersheds. I was instrumental in growing the company to a three-office practice with 8 partners as well as successfully completing a large number of local and national company acquisitions and disposals.



Oakley Vale Primary School

In 2006, I took the decision to utilise my contacts and experience for myself and I formed my own consultancy company, specialising in corporate finance transactions.

More recently, I have also taken on a number of interim Financial Director positions to assist companies dealing with the financial challenges presented by the economic downturn. The flexibility of working for myself has afforded me the time to commit to becoming a Governor.

## Q&A What work have you undertaken so far?

- Opened up a new school; including the appointment of the Head Teacher and staff.
- Attended two Ofsted inspections as Chair of Governors.
- With the Head Teacher, explored the possibility of Academy status resulting in the successful conversion to the Brooke Weston Trust.
- Have recently joined the BWT Board of Directors.

## Q&A Why do you enjoy being a governor?

It is my belief that the role of a Governor is to challenge and support in equal measure. Any assistance that the Governing body can provide to allow the school to concentrate on its principal task of educating children can only be positive. I enjoy using my 'non-educational' skills to assist the school in addressing the challenges it faces from year to year.

## PROGRESS 8: SECONDARY PERFORMANCE TABLES EXPLAINED

The DfE is making a change to the way secondary school performance is measured. This will be implemented from the 2015-16 academic year, with the performance tables based on 2016 exam results reflecting the new system.

Called Progress 8, the measure will be based on students' progress across eight subjects: English; mathematics; three other English Baccalaureate (EBacc) subjects (sciences, computer science, geography, history and languages); and three further subjects, which can be from the range of EBacc subjects, or can be any other approved, high-value arts, academic, or vocational qualification.

Other information will be available about schools, including the following headline measures of performance:

- Attainment 8 - showing students' average achievement in the same suite of subjects as the Progress 8 measure.
- English and mathematics – the percentage of students achieving a C grade or better in both English (either Language or Literature) and mathematics.
- The EBacc – showing the percentage of students achieving good grades across a range of academic subjects.

Schools will be able to 'opt in' to the new accountability system, so that they are held to account based on new performance measures one year early (based on 2015 exam results).

# SCHOOL NEWS

## Brooke Weston Academy praised as a "brilliant school" by the Secretary of State for Education

The Rt Hon Michael Gove made a visit to the Corby academy in April and observed lessons as well as chatting to staff and students.

He said: "I have been impressed by everything I have seen here at Brooke Weston. I knew that the school was outstanding before I came here but I was very impressed by the foreign language teaching and the A-level chemistry class. It is an amazingly high level of teaching. The fact that the teachers have designed their own curriculum suggests to me that the teachers here own their school and also the children clearly are having an enjoyable time and are encouraged to be ambitious. I think that Corby is fortunate to have such a brilliant school."

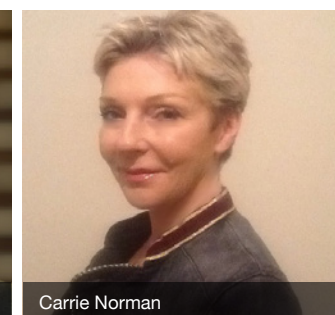


The Rt Hon Michael Gove

## NEW PRIMARY PRINCIPALS



Jane MacDonald



Carrie Norman

Jane MacDonald has been appointed as the new Principal of Gretton Primary Academy following the departure of Jane Dooley. Mrs MacDonald joins the school from within the Trust – having been Deputy Head Teacher at Oakley Vale Primary School. Carrie Norman has also been appointed as Acting Principal at Peckover Primary School. She previously held the deputy role.

## COMBINED CADET FORCE LAUNCHED

An exciting development has been the launch of our Combined Cadet Force. Funded by the Government and approved by the MoD, the cadet force is a joint venture between the BWT and Oundle School. Led by the Trust's Estates and Facilities Director Matt Isherwood, the cadet programme will start in September with cadets already selected from the current Year 9. Staff officers have been completing their training this year in preparation for the first cohort of cadets.



## THE GREAT BROOKE WESTON BAKE OFF

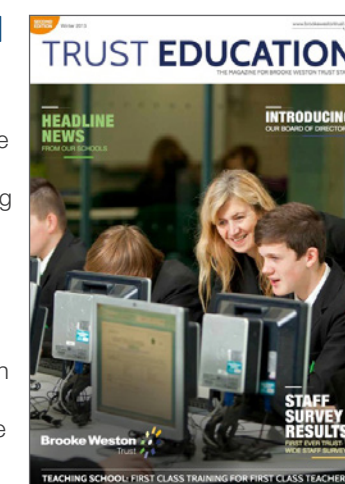
The secondary schools from across the Trust are taking part in the Great Brooke Weston Bake Off. Inspired by last year's in-house competition at Corby Business Academy, the Bake Off will see students battle against their fellow pupils to be crowned their school's winner before going through to the grand final. As part of the competition students will take part in six master classes and then carry out six practical assessments, baking items such as scones, mini pies and bread.



A CBA student shows off his baking

## TRUST EDUCATION NEW STAFF MAGAZINE

Another way to keep up-to-date with what is happening across our school network is by reading our new staff publication, Trust Education. Launched at the end of the last academic year, the magazine highlights the excellent work we have going on within our schools with a particular emphasis on staff accomplishment. The magazine can be accessed on our Trust website under the information section.





## DIARY DATES

May 6th	Brooke Weston Governors' Meeting	4.00pm
May 7th	Oakley Vale Governors' Meeting	6.30pm
May 8th	Corby Technical School Governors' Meeting	4.00pm
May 22nd	Thomas Clarkson Academy Governors' Meeting	6.00pm
June 4th	Chair & Vice Chair of Governors' training	3pm (Venue TBC)
June 26th	Corby Business Academy Governors' Meeting	4.00pm
July 7th	Gretton Primary Governors' Meeting	4.30pm
July 8th	Kettering Science Academy Governors' Meeting	4.00pm
July 9th	Oakley Vale Governors' Meeting	6.30pm
July 16th	Thomas Clarkson Academy Governors' Meeting	6.00pm
July 21st	Beanfield Primary Governors' Meeting	5.30pm



## THE NEW SECTION ON THE BROOKE WESTON TRUST WEBSITE FOR GOVERNORS HAS BEEN LAUNCHED

All governors will receive a username and password which will allow you to access information such as agendas, minutes and calendars. We are also delighted to have launched a forum which can be used by Governors to discuss non confidential matters with other Governors, from either within their school or from a fellow school within the Trust.

CEO Andrew Campbell said: "We thought this was a crucial development for our website, as we recognised that we needed a central place for our Governing bodies to access information. We hope the forum becomes a lively place where Governors can swap information and ideas."

### EXCLUSION TRAINING

Chairs of Governors and Vice Chairs will all receive exclusion training on **Wednesday, June 4th**. The session will include how to chair an exclusion panel and how to weigh up evidence and conclude at the end of a meeting.

## LOOKING FORWARD TO WORKING WITH...

Welcome to some new Governors. These are **Katherine Clark** (Gretton Primary), **Steve Ashby**, **Liz Ashby** (Brooke Weston) **Paul Craddock** and **Stephen Prati** (Beanfield Primary).

Farewell and thank you to the following Governors who are moving on after giving valuable service to their schools. **Louise Mole**, **Laura Callaghan** (Corby Business Academy) **Stuart Hartley** (Brooke Weston), **Sarah Fleming** and **Anne Brown** (Beanfield Primary). Clerk to the Governors **Heather Lindley** is also moving on to another position within Brooke Weston Academy. A replacement is being recruited and we will inform Governors of the successful applicant.

This is a newsletter for Governors and so we want to know as much news as possible from within your school. Shout about your successes, from Ofsted inspections, to charity events and new procedures and policies. Any Governors who wish to include news from their school and governing body can email the details to **Sarah Ward** at [sarah@fouracrepr.com](mailto:sarah@fouracrepr.com)