

Governance Report

St John Bosco College 2019-2020

This past year has, of course, been defined by the Coronavirus pandemic and the effect it has had on all sectors of society but in particular schools. However, before the trauma hit us in March, the school had started the academic year with many positives.

SJBC's performance at a national level, in terms of student progress, continues to be phenomenal. The year 2018-2019 finished with a P8 score of +0.62 which puts us in the top twenty percent of schools in the country. Our student roll is increasing and the new school building being used to its full extent.

During this year the Governing Body has been re-organised to more closely reflect the new priorities for any future Ofsted inspection. Schools are now expected to concentrate on a student's continuing Personal Development throughout their school journey and that the Quality of Education should be defined by the depth of curriculum and its breadth across subject areas. As a result, we have two new sub committees (Personal Development and Quality of Education) and Governors are now going to spend a full day in school in the Spring Term to immerse themselves in school life and see how these strategic changes are being implemented. Along with the students Governors are shifting to use Microsoft Teams to access information, conduct meeting if necessary and communicate with staff.

During the year Governors conducted termly inspection of the Single Central Record of staff, a key tool in ensuring Safeguarding is of the highest standard. We have also appointed a Mental Health Well Being Governor to work with the staff to ensure that we prioritise this aspect of school life, in particular following the long period of remote schooling.

Governors continued to meet during the Covid lockdown, via Microsoft Teams, and reviewed the risk assessments and operational changes that have been implemented for the remote learning period. We are proud to say that the school remained open throughout, including reduced hours during the Easter break. Our staff had a real can do attitude and the Governors were supportive of the plans to be fully open in September 2020.

The school continues to operate with a deficit budget and is coming towards the end of our 5 year plan to pay this deficit back. We have used the changes enforced by Covid to seize opportunities to reduce costs further (for example with photocopying) and Governors are planning to support the school in the provision of remote devices for learning for every student going forward. We have and will continue a review a number of external contracts including HR, Payroll and Catering to ensure best value.

We continue to experience minor issues with our Heating and Ventilation system and are still working with the main contractor to resolve these issue, even though the building has been operational for nearly 5 years. During 2019-20 these issues have improved and the environment for the entire school community has improved.

During 2020-2021 we expect the school to have its highest student roll to date and Governors are planning to review the use of the building and playgrounds to maximise Covid secure space for our returning year groups. This will undoubtedly be challenging as our footprint is limited but innovative solutions will continue to be explored.

Jane Hargrave JP
Chair of Governors

Please see below the summaries from our three Governor sub committees:

Resources – chaired by Allan Gardiner

We have had yet another very productive and successful year in the Resources Committee.

Our key aim for the year was to continue to get the school's financial situation into a much better place, working towards removing our deficit with in the next three years. In headline terms for the 2019-20 financial year end the actual outturn was £437,015 in deficit against our budgeted deficit of £788,766. We therefore managed to improve our financial situation to the tune of £351,691 against budgeted expenditure.

This was achieved by a combination of activities:

We have continued to work collaboratively with Wandsworth Borough Council to ensure that we maximised our opportunities to be financially efficient as possible, especially by sharing best practice from other schools.

We have continued to review and adjust the staffing structure of the school to make it as efficient as possible, whilst balancing this against the needs of a growing school that aspires to increase its curriculum.

We have reviewed and changed a number of the contracts that the school has with external suppliers. The change in the way we manage the letting of space within the school had also led to an increase in income for the school. Obviously lettings for the start of this financial year have been impacted by the restrictions associated with the current pandemic.

The heating and ventilation system has continued to be problematic over the course of the year, but we are now finally starting to get to the bottom of the issues and have seen a better environment over recent months and a welcome reduction in our energy bills. Bringing this matter to a conclusion will be a key aim of the coming year.

The Resources Committee also oversees the Health and Safety compliance of the school. The last few months has seen the school adapt extremely well to the restrictions imposed by the current pandemic and work will continue into the coming financial year to ensure that school is as safe as possible for all the students, staff and anyone who visits

The ongoing improvement in our exam results, our growing reputation and our marketing activities, have meant that the school roll has continued to grow and we are looking likely to have a full year seven for the start of the next academic year. In year admissions also continue to be high. All of this leads us to be very optimistic in clearing our deficit ahead of schedule.

Which brings us on to our new challenge for the year ahead. We now need to think about the fact that our school is likely to be full in a few years' time. So now we are starting to think about how we make the best use of the space we have, both inside and outside, to ensure

we provide the best possible environment we can for our students. Everyone on the resources committee is looking forward to dealing with this sort of challenge as opposed to managing our way out of a deficit!

Every Child Matters – Chaired by Mrs Moira Bennett

Governors' Impact Statement 2019-2020

Every Child Matters Committee

In 2019-2020, in order to strengthen and develop governance in the school and to better align with the new Ofsted framework, the governors took the decision to restructure the ECM (Every Child Matters) committee. The committee was split into two new distinct committees, namely Quality of Education and Personal Development.

The Quality of Education committee are tasked with ensuring that the quality of education provided by SJBC is outstanding. The aim of the group is to provide support and challenge for the school in terms of: Curriculum Intent, Implementation and Impact. In 2019/20 the governors scrutinised the aims and intentions on which the school had based the design of the new curriculum – the **Intent**. They supported the decision to increase the breadth and range of the curriculum experiences offered. The **Implementation** aspect will be scrutinised by both individual governor visits and a set Governors' Information Day, to be held early in the spring term each year. Due to Covid-19 it was not possible to conduct an Information day this academic year however the governors scrutinised the implementation of the curriculum through committee meetings and reports and presentations from staff. The **Impact** of the curriculum is demonstrated by the outcomes which the governors scrutinise to ensure that all pupils, including those in sub-groups are achieving to the best of their ability. In 2019/20 the governors scrutinised the summer term public examination results (for Y11 and Y13) in the autumn term 2019, questioning staff on the outcomes and reviewing the proposed areas for on-going improvement; they also regularly scrutinised the results of the termly PPEs (Pre-Public Exams) for other year groups to ensure that governors' input, to help the school continually strive to improve outcomes, was timely.

The Personal Development Committee has responsibility for ensuring that the Personal Development and the Behaviour and Attitudes of students at SJBC is outstanding. The aim of the committee is to provide support and challenge for the school in terms of how leaders and staff create a safe, calm, orderly and positive environment in the school and the impact this has on the behaviour and attitudes of pupils; how leaders and staff provide a curriculum that provides for learners' broader development, enabling them to develop and discover their interests and talents; prepares learners for future success in their next steps and for life in modern Britain. It is also responsible for scrutinizing and agreeing the school's policies relating to behaviour and attitudes each year. In 2019/20 the governors approved a new Careers Strategy that will ensure that pupils have access to information on a diverse range of career opportunities including visits to/from a wide range of industries; work experience placements; apprenticeship options; interview preparation; cv planning & creation; and university options and applications. Throughout the Covid-19 enforced period of restricted access to school for the majority of pupils the governors ensured that they were kept informed of the school's management of the situation in terms of the availability and uptake of on-line access to lessons and curriculum material; the pastoral care & support of vulnerable pupils and the plans in place to ensure a smooth transition back to a full school environment in September.

Ethos – Chaired by Dr John Lydon

Governance report for 2019/20

The Governors' Ethos Committee has responsibility for monitoring the quality of the Catholic life of the school and for promoting the educational ethos and approach of St John Bosco. This includes oversight of the Religious Education department and chaplaincy provision along with pastoral care, provision for looked after children, safeguarding, the spiritual, moral and personal development of pupils and issues in relation to pupil behaviour and discipline. The Committee also formulates the school's admissions policy.

Reference to the judgement of the college as OUTSTANDING by the Section 48 inspectors in all areas was reported last year when I commented that the judgement "reflected the outstanding commitment of Governors and staff to the maintenance of the college's distinctive Catholic and Salesian ethos." The Governors and staff have built on this judgement, with developments in both the Catholic life of the school and RE. With regard to the former the liturgies which have been led by the chaplain, Head of RE and other colleagues during the Covid-19 period constitute but one example of the outstanding nature of the College as a Catholic and Salesian community.

Detailed statistical reports were received by the Committee so that they could review pupil attendance figures, disciplinary incidents, progress of looked after children, and fixed term and permanent exclusions in the year. It is pleasing to report that the incremental decline in the number of exclusions across the board, referenced in the report for 2017/18, continues to represent a particularly positive feature, reflecting the Catholic and Salesian ethos of the College with its emphasis on a servant leadership style approach and on supporting hard to reach students. I reported last year on the incremental improvement in the GCSE RE results. In 2019 this improvement was exceptional and is worthy of particular note:

- In 2018 attainment in RE (L4→L9) had been 71% In 2019 it has increased to 86%.
- For comparison the equivalent attainment of the college's students in English and Mathematics had been 59%. Also, of note, were the 75% of students who had attained at least level 5 in RE. The P8 measure for RE was +1.15 – in broad terms, this meant that students had attained more than one grade better than predicted.

Going forward the Catholic and Salesian life of the school will be the responsibility of the newly-formed RUAH committee which will have responsibility for evaluating:

- The Catholicity and Salesian nature of the college
- Collective Worship and Religious Education (including RE Public Examination outcomes)
- Admissions and the Admissions Policy
- Standards in respect of the Section 48 Framework

I conclude by affirming below the terms of reference of this newly formed committee will be endeavour to ensure that a balance is maintained between issues around school

improvement and Catholic/Salesian distinctiveness, recognising the important synergies between each.

Associate Professor John Lydon KC*HS
Chair of the RUAH Committee