

## **COG report, June 2015.**

In this report I would like to highlight a number of strategic issues the governing body has been concerned with this term.

**Academy Conversion:** We have again made significant progress this term towards establishing a multi-academy trust (MAT) with St Marys and St Margaret Clitherow. There are still a number of issues to resolve before the end of term if we are to convert on the 1<sup>st</sup> September but this is still looking likely. The structure of MAT's in the Diocese is being reviewed and the Diocese is now seeking feedback on its latest proposal. This could lead to some longer term changes to the structure we originally envisaged but whatever the outcome I believe our MAT will be well positioned to lead and influence this decision. Converting to an academy requires some adjustment of our governance structure, a process which in any case is now due. We will discuss these changes at our meeting as we did at the meeting earlier in the term. This and other changes to the position of some governors, has led to a number of vacancies arising for foundation and parent governors which we are in the process of filling.

**Feedback:** To continue to develop and improve it is important for both the governing body and the school to seek feedback from all our stakeholders and to evaluate this fairly and honestly. This term we are arranging to seek feedback in a number of ways

- Parent survey
- Staff survey
- Discussion with pupils including school council
- Discussion with school middle leaders

The information this will generate should help us identify things that are going well and areas where we can try and improve. Full evaluation of the data and actions from it will be for next term.

**Budget and Staffing:** At this terms meetings we have had a number of discussions on the new school budget for 2015/16. The school is in good financial order. A combination of the schools Teaching School status and, from next term, its Academy status within a MAT has enabled opportunities for flexibility in staffing and should offer savings on procurement respectively. Both should impact favourably on the schools financial position and enable the school to offer significant development opportunities to its staff. Attracting and retaining teachers and support staff can be challenging with many schools struggling to be fully staffed, especially if situated in a part of the country with very high living costs, as we are. Though we are sorry to lose some excellent members of staff this term we have been fortunate to attract the new members of staff we need for next term. To continue to provide an excellent standard of education for the pupils in our care we of course need to attract and retain the best staff. I believe the exciting developments happening in our school, driven in part by its Teaching School status and in future being part of a MAT will position us well for this challenge.