

Would you like to be a Governor?

Are you the parent or carer of a pupil at Prospect School?

If so, would you consider becoming a governor of the school?

Hopefully, this Report will have given you a flavour of what is involved and what your responsibilities would be, and we're also a friendly and supportive governing body which gives lots of help to new members.

You really wouldn't be thrown in at the deep end or expected to contribute until you feel comfortable to do so.

If you might be interested in becoming a governor, please do contact me, Paul Cooper, via the school or email me at: paulcooper559@btinternet.com, and I'd be delighted to meet you at the school at any time to talk through what being a governor involves.

Or, if you prefer, contact us at Prospect and one of my fellow governors would be delighted to meet you at the school to discuss what is involved - with no commitment!

If you do decide to become a governor we will have to do an enhanced Criminal Records Bureau check on you, but we will arrange and pay for it.

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Fax: 023 9248 5145 Freeley Road
 Havant
 Hampshire
 PO9 4AQ

Website : www.prospectschoolhavant.com

All staff email addresses are available from the school website:

www.prospectschoolhavant.com

Governors' Report to Parents & Carers

September 2015



Governors know the school well and regularly check that improvements are being made and sustained.

This Report

- ◆ This is the fourth annual report from Prospect's governors.
- ◆ In it we briefly report on some of the activities we've carried out during the last academic year and plans for the forthcoming year.
- ◆ It's the job of the governors to support the school, its pupils and staff, but at the same time to challenge and to make sure the school delivers the best possible education for its pupils and provides good value for money.
- ◆ The governing body consists of parents/carers, representatives from the community and organisations which support the school, the Headteacher and an elected member of staff.
- ◆ We meet every half-term to examine, among other things, academic progress, attendance and behaviour.
- ◆ There are also lots of other meetings and discussions with pupils, parents/carers and staff on every aspect of school life.

CONTACTING US

Please never hesitate to contact us at any time on anything to do with Prospect, a problem or difficulty you're having or something you think particularly good.

In particular, we are keen to hear of anything you think will help improve the school.

You can contact us very easily:

- leave a message at the school and one of us will ring or email you back
- by email: paulcooper559@btinternet.com
- by email: www.prospectschoolhavant.com

All staff email addresses are available from the school website.

School Policies

All schools are required to have policies which lay down very clearly and explicitly who is responsible for what and, most importantly, who is required to take action if required.

All pupils, staff and governors are required to obey these policies and obviously disobeying one can be considered a serious offence resulting in disciplinary action.

A full list of policies is available from the school, but two of the most important are those dealing with:

- ◆ **Child Protection** and
- ◆ **Whistle Blowing.**

All policies are presented in draft form for the Governing Body and they are reviewed, and if necessary amended, before being approved.

The governors have a wide range of expertise and therefore a range of different perspectives which hopefully enable us to maintain a practical and balanced approach.

WHO'S DOING WHAT 2015-16

Promoting British Values

All schools now have duty to promote British values including democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with other beliefs and faiths.

We also have duty to be vigilant to identify any member of the school community who may have views or opinions which could be construed as extreme.

You can read on the school web-site about the many and varied ways in which we promote British values.

A particular issue is that our pupils have limited opportunities at school to experience peers from a range of cultures and backgrounds and, of course, all our pupils are boys!

It's therefore vitally important that all our staff model good and respectful behaviour and teach these key British values.

Staff will always challenge, in an educative not threatening manner, any language or behaviour which is, for example, racist, sexist or homophobic, we'd really appreciate it if parents/ carers did likewise.

Michael Hart, our new associate governor, will monitor this year how the school promotes British values, but in the meantime any suggestions/ ideas from parents/carers are very welcome.

SmiLE Therapy

Three governors took part in the SmiLE pilot, interviewing pupils before and after they received advice and guidance on how to cope with interview situations.

We were very impressed with the manner in which they all behaved in what is for everyone a stressful situation.

Encouragingly, they all received a higher score after the therapy.

At our meeting on 15 July we elected the officers for 2015-16:

Paul Cooper Chair and Safeguarding Governor

Joe McElhinney Vice-chair and Chair of Finance and Resources Committee

Fiona Buckley Training Liaison

We also identified a few key areas which individual governors will have responsibility for:

Looked After Children,
Promoting British Values Michael Hart

English Rebecca Cutler

Performing Arts Catherine Hawksworth

Physical interventions James Barlow

Personal Development Learning Paul Cooper

Staffing

At least one, and often two, governors are present at every interview for staff appointments and this year has been particularly successful.

We've promoted two staff to the posts of Deputy and Assistant Head respectively and we've appointed several excellent teaching assistants.

Governors are also responsible for ensuring that teacher pay increases are linked to performance and we have a particular role in evaluating the performance of the Head.

This is done with the help of an external consultant and she and three governors set targets each year which are carefully evaluated

Child Protection

Keeping pupils safe is the first priority of every school and the governors play a major role in checking that the school's policies and procedures ensure that this happens.

We check child protection records, meet with child protection staff and receive a detailed report each July.

The **law** is very clear on what schools must do if there is even the slightest possibility of any type of abuse towards a child, and that means possible abuse by a friend, neighbour, relative, teacher or parent/carer.

This does mean, unfortunately, that sometimes parents/carers may be upset by a school's actions, but we will always act in accordance with the legal requirements placed upon us and in what we believe is in a pupil's best interests.

Most importantly, if you ever suspect that any pupil at Prospect has been abused in any way or is any sort of danger, please report it immediately to **Penny Broadhurst**, our Designated Safeguarding Lead.

I am the Safeguarding and Child Protection link for the governing body so please do contact me either through the school, or email:
paulcooper559@btinternet.com
at any time if you have any concerns you think the governors should be aware of.

Paul Cooper

Chair of Governors

Pupil Premium

Pupil Premium is funding provided by the government to schools where pupils are in receipt of free school meals, in care or live in a services family.

Governors have the responsibility for monitoring how the money is spent and, most importantly, how effective it is in raising achievement.

You can read a detailed report on the Governors pages of the school's website, but the Pupil Premium money has proved invaluable, for example, in allowing us to provide extra staffing in key areas, support the Wellbeing Team, provide free after-school clubs and subsidize school curriculum trips and activities.

All our evidence shows that pupils in receipt of Pupil Premium do just as well at school as those who are not.

2015 Exam Results

Once again, we are proud to report the huge success of our pupils, both on a personal and academic level.

86% of pupils achieved 2 or more GCSEs (56% achieved 5 GCSEs grades C-G) including English: Maths: Science: IT: PE: and Art.

100% of pupils left with a qualification.

With the exceptional circumstances that our pupils face on a daily basis it is almost unbelievable that so many made the progress expected of them.

Of our leavers; 1 pupil is in full time employment following a successful work placement whilst at school. 1 pupil is on an apprenticeship course following a successful work experience, and 5 pupils are engaged in college courses.

We are immeasurably proud of all that our pupils have achieved and wish them all the best in their future endeavours.

Comment from a parent on results day

'We were told that our son would not make it to year 11 let alone get GCSEs and be going to college'

Raising Achievement

All schools are about learning, and Prospect, as a school with pupils with emotional and behavioural difficulties, is no different.

The governors are determined to help the school drive up achievement, and in the last two or three years we have seen significant improvements in the standards of teaching and learning.

Raising Achievement is a main item on every agenda and we receive detailed reports on the progress of pupils, especially in English, Maths and Science.

We are particularly concerned to ensure that all types of pupils achieve equally well and pupils of all abilities achieve their potential.

At our first meeting in September, for example, we look at GCSE results and challenge staff where we feel they could be improved; Josie Payne, Deputy Head, provides targets for pupils in core subjects for the academic year ahead, and Helen Ayton, Lead Tutor, reports on developments in the quality of tutoring.

You can check how we work to drive up achievement by looking at the minutes of governor meetings and if you ever have any views on how we can improve achievement even more we'd be delighted to hear from you.

Attendance

It's noticeable that when we talk to pupils and parents there's now more discussion about academic progress than behaviour; two years ago it was the other way round.

If pupils aren't at school they aren't likely to be learning much so please do everything you possibly can to ensure your son attends school.

They should only be absent if really ill - otherwise they must be at school, studying and learning.

Attending school all the time is also a vital preparation for the world of work and potential employers always ask about attendance at school.

And there must never, ever, be family holidays in school term-time!

Equality Objectives

All schools are now required to produce objectives each year which are linked to promoting equality and good relations between different types of people.

Prospect's current objectives (2012 –2016) are:

1. To ensure that the Governing Body of the school reflects the diversity of the wider Community.

Action:

Prospect has appointed a governor from the local area, who has contributed a community insight and has acted as liaison with our neighbours to increase community usage of the site and facilities.

2. To ensure that all pupils have equal opportunity to extra-curricular and extended schools opportunities.

Action:

On-going progress, the highlight being funding (as last year) to allow all students the opportunity to attend a residential trip to the Brecon Beacons, regardless of ability to pay, by securing external funding.

3. To ensure that the appointment of staff is in line with equal opportunities legislation.

Action:

Prospect employs a diverse range of staff, including colleagues with physical disabilities and rigorously applies best practice in recruitment.

4. To reduce the incidence and the use of homophobic language by pupils.

Action:

Observed by staff and governors: a marked decrease in such incidents.

These are objectives for everyone involved with Prospect and we'd be delighted to hear from anyone who can help us promote them.

School Finance

It is very important that we make sure the money that is allocated to the school (**budget allocation**) is used properly in order to give the students the best possible education and to support them and their parents / carers.

In order to do this we spend a lot of time at the beginning of the financial year setting our School Budget.

This is to decide the best way to fund all the departments (English, Maths, Science etc) and meet all of our other commitments, so that we can continue to deliver high quality teaching.

In addition, we have to fund a range of non-teaching projects, such as care for the school buildings, Health & Safety etc.

The Chair and Vice-Chair of Governors meet with the Site Manager to carry out an inspection of the school site and to discuss what maintenance will be needed.

This is to make sure that our school remains an attractive and safe place for our students and staff.

How We Manage the Budget

The Chair of the Finance and Maintenance Committee, as part of his role in supporting and challenging the school, meets with the school Business Manager on a number of occasions in the year.

A small group of governors (Finance and Maintenance Committee) meet regularly to monitor, discuss and approve any updates to the budget plan.

The Finance and Maintenance Committee then reports to the Full Governing Body.

These arrangements help us to make sure we are doing the best for our school and to deal with any financial issues that might come up over the year.

School Website : www.prospectschoolhavant.com

You'll find on the school website, a list of current governors and the detailed minutes of our Governing Body meetings, so you can really see what we talk about!

You will also be able to read the latest news about the school and find articles about the achievements of our students.

Safeguarding

Another key job of governors is to ensure that the school environment is safe.

We have a detailed calendar of relevant checks we carry out, including fire safety, accidents, and physical interventions.

A governor attended and observed a fire drill - as always, behaviour of the pupils was impeccable and everyone, staff and pupils, knew exactly what the procedure is.

On 13 July we carried out the annual site visit with Kelvin Nevill, our brilliant site manager, and were very impressed with the safety and conditions of the buildings, improved even more by the repainting which has been carried out over the summer.

To give some flavour of how we monitor safeguarding and child protection below is a calendar of relevant activities we carry out.

Autumn Term

- ◆ Fire safety; check procedures and observe fire drill
- ◆ Check CRB forms
- ◆ Check Health and Safety training, including risk assessors

Spring Term

- ◆ Check Risk Assessment procedures, including temporary and pregnant staff
- ◆ Meet one of the staff responsible for child protection to check procedures and reporting

Summer Term

- ◆ Check accident and near miss reporting
- ◆ Carry out site inspection with Business and Premises Managers
- ◆ Monitor Physical Intervention records

Paul Cooper