

Statement of Governing Board effectiveness 2024-2025

Introduction

The academic year 2024-25 was the second year the current Executive Principal has been in post, it saw the establishment of a new vision, 'Exceptional Education for Exceptional Lives, and strategic pillars to drive school improvement forward. Over the year the Governing Board sought to streamline its meeting structure to allow more time for governors to fulfil responsibilities linked to monitoring statutory duties and school improvement priorities. Governing Board membership was consistent throughout the year with resignations at the end of the year, allowing space for new governors to refresh the board in 2025-26. Governors carried out a skills audit and attended a governor awayday in the autumn of 2025 to inform this report, write a governance action plan going forward, and identify training needs.

SECTION 1

East SILC Governing Board

Chair: Russell Trigg

Co-Vice Chair: Louisa Smedley

The constitution of the governing board is:

- Executive Principal
- 1 x Local Authority (LA) governor, recommended by the LA and approved by the governing board
- 2 x parent governors, formally elected through a ballot of parents unless the election is uncontested
- 9 x co-opted governors, nominated and appointed by the governing board
- 1 staff governor, formally elected by staff employed at school

The governing board operates with the following committees:

- Resources Committee - responsible for staffing, performance management, finance, staff voice, staff wellbeing, health and safety, premises and GDPR compliance. Committee Chair: Emma Sidebotham

- Curriculum and Welfare Committee (CaWC) - responsible for the quality of education including ensuring a broad and balanced curriculum is being taught, target setting, assessment and outcomes, behaviour, safeguarding, attendance, children's spiritual moral social and cultural development, children's voice parent voice, equality and diversity, extra-curricular activities, cluster and other partnerships and the quality of teaching and ensuring that the Governing Board is represented at school improvement discussions.
Committee Chair: Louisa Smedley
- Pay Review Committee - responsible for ensuring the implementation of the school Pay Policy and Teacher Appraisal Policy.
- Pay Appeal Committee - responsible for hearing pay appeals and ensuring a fair and proper process has been followed.

Current and recent (in the last 12 months) governors and business/other interests declared are provided in the table below. Governors and associate members, if appointed, are reminded that they should declare any changes as and when they occur.

Name of governor	Category of governor and committees served	Date appointed and term of office	Relevant business/personal interests	Any other educational establishments governed	Relationships with school staff including spouses, partners and relatives
Russell Trigg	Chair of Governors - Co-opted governor. Resources and Curriculum and Welfare Committees.	08/02/16 - 07/02/28			
Lisa Dunn	Staff governor. Resources committees	14/02/19 - 13/02/27	Works for the East SILC		

Caroline Foster	Co-opted governor. Curriculum and Welfare Committee	06/02/20 - 04/02/29			
Joshua Gardner	Co-opted governor. Curriculum and Welfare and Resources Committee	28/09/23 - 28/09/25			
Isabelle Hogan	Co-opted governor. Curriculum and Welfare Committee	03/10/2024 - 02/10/2028			
Sharon Hamilton	Local Authority representative. Resources Committee	17/03/20 - 16/03/28			
Stuart McFarlane	Co-opted governor. Resources Committee.	01/07/17 - 30/08/25			
Louise Quinn	Executive Principal	28/09/24 - Ongoing	Works for the East SILC	Director at Trinity Multi Academy Trust	
Surekha Roney	Co-opted governor. Resources Committee	03/10/2024 - 02/10/2028			
Emma Sidebotham	Co-opted governor. Resources Committee	27/02/18 - 26/02/26			

Louisa Smedley	Parent governor. Curriculum and Welfare and Resources Committee	30/06/22 - 29/06/26			
Gwyneth Stephen	Co-opted governor. Curriculum and Welfare Committee (Note - attends Resources Committee contributor)	30/06/22 - 29/06/26	Works for the East SILC		
Yvonne Winteler	Parent governor. Curriculum and Welfare Committee	30/06/22 - 02/10/2028			

NB: Some governors may have served on the governing board for a longer period than stated.

East SILC Governing Board

Attendance List: 2024/2025

Y - in attendance

N - not in attendance and no apologies received/accepted

A - apologies received and accepted

N/A - not in post/not a member

The following is an attendance record for individual governors at meetings of the full governing board and committee meetings.

Full governing board meetings (FGB)

Governor	FGB 03/10/24	FGB 05/12/24	FGB 27/03/25	FGB 03/07/25
Lisa Dunn	Y	Y	Y	Y
Caroline Foster	A	Y	A	N
Joshua Gardner	Y	Y	A	A
Isabelle Hogan	Y	A	Y	A
Sharon Hamilton	Y	A	Y	Y
Stuart McFarlane	Y	Y	Y	Y
Surekha Roney	Y	Y	Y	Y
Louisa Smedley	Y	Y	Y	Y
Gwyneth Stephen	Y	Y	A	Y
Russell Trigg	A	Y	Y	Y

Yvonne Winteler	Y	Y	Y	A
Louise Quinn	Y	Y	Y	Y
Emma Sidebotham	A	A	Y	Y

	H&S/Premises 14/11/2024	Resources 19/11/2025	CaWC 07/11/2024	Resources 04/03/2025	CaWC 13/03/2025	Resources 10/06/2025	CaWC 05/06/2025
Lisa Dunn	Y	Y	N/A	Y	N/A	Y	N/A
Caroline Foster	N/A	N/A	A	N/A	Y	N/A	Y
Joshua Gardner	N	N/A	A	N/A	N	N/A	N
Isabelle Hogan	N	N/A	A	N/A	Y	A	Y
Sharon Hamilton	N	N	N/A	N	N/A	A	N/A
Stuart McFarlane	N/A	A	Y	Y	A	Y	A
Louise Quinn	Y	Y	Y	Y	Y	Y	Y

Surekha Roney	A	A	N/A	Y	N/A	Y	N/A
Emma Sidebotham	N/A	Y	N/A	Y	N/A	Y	N/A
Louisa Smedley	N/A	N/A	Y	Y	Y	N/A	Y
Gwyneth Stephen	N/A						
Russell Trigg	Y	Y	Y	Y	X	A	X
Yvonne Winteler	N/A	N/A	Y	N/A	Y	N/A	A

SECTION 2

Annual Governance Statement for the John Jamieson East SILC Governing Board – 2024-2025

1. Overview

The Governing Board conducts its business to take account of the three roles of the governing boards as outlined in the Governors' Handbook:

- I. Ensuring clarity of vision, ethos and strategic direction
- II. Holding the Executive Principal to account for the educational performance of the school and its pupils
- III. Overseeing the financial performance of the school and making sure its money is well spent.

The day-to-day management of the school is the responsibility of the Executive Principal and the Senior Leadership Team.

The Governing Board also ensures that the school complies fully with statutory safeguarding procedures. All staff signed a record to confirm they had read Part 1 of the DfE statutory guidance "Keeping Children Safe in Education". The Governing Board has familiarised itself with the document and work with the Safeguarding Lead in school to complete the annual safeguarding audit.

1. The Composition of The Governing Board

There is currently one vacancy on the Governing Board. The board is seeking an individual with business/finance expertise to fill this vacancy. There were two resignations at the end of the academic year, the retirement by a governor who had served on the Board for eight years, including as chair, and one governor who has relocated away from the Leeds area.

2. Meetings of The Governing Board and Attendance

The full governing board has met four times during the year; all meetings were clerked by a trained professional clerk. There are also two governing board subcommittees that have met three times during the year, and which have delegated authority to make decisions on behalf of the Governing Board. At the start of the year there were three governing board sub-committees. A decision was taken in the autumn of 2024 to include the work of a Health & Safety and Premises committee within the business of the Resources committee. This reflects the local authority's governance structure model. Also, reducing the number of meetings for governors to attend and freeing time for governors to make monitoring visits.

Due to a number of factors, mainly involving work and family commitments and health issues, attendance at meetings during the last year has been below expectations overall. Apologies for non-attendance are considered on an individual basis; governors are aware through the code of conduct that non-attendance, which includes apologies not being accepted, will result in the removal of a governor six months from the date of first non-attendance. The governing board, with the recruitment of new governors expects that attendance will improve this coming year.

3. The Remit of The Governing Board and Its Committees

The overall aims for 2024-2025 were:

- Driven by strong governance and effective leadership, the school organisation seeks to secure consistency and quality on all our sites and partnerships through central policies, procedures and QA leading to a strong and resilient structure.
- East SILC delivers an exceptional and ambitious curriculum, recognising each child as a powerful learner, and all adults can learn and develop.

The 2024-2025 School Improvement Plan prioritised the following areas:

Priority 1 Exceptional Learning

- 1.1 Implement retrieval practice across the SILC to support Learners to know more, remember more and do more.

1.2 Develop a teaching and learning handbook to embed consistent teaching and learning strategies across the SILC.

Priority 2 Exceptional Curriculum

2.1 Develop and implement a numeracy/mathematics curriculum that meets the range of Learner needs across the SILC.

2.2 Review the current curriculum model at John Jamieson site to ensure that content and coverage is meaningful to each learner.

Priority 3 Exceptional Communication

3.1 Launch and implement with all stakeholders the SILC's new vision of Exceptional Education for Exceptional Lives.

3.2 Develop and implement shared vocabulary to be used across the SILC in relation to Learners SEND, provision and interventions.

Priority 4 Exceptional Experiences

4.1 Lessons across the curriculum include clear links to how the knowledge and skills pupils are learning is linked to adulthood.

4.2 Develop a sustainable model for transition experiences to enable /empower young people and their families to make informed choices for their next steps.

Priority 5 Exceptional Community

5.1 Explore opportunities for expanding existing provision at BCC and Temple Moor to meet the increasing number of Post 16 students from September 2025

5.2 Explore partnership working with Leeds City College to develop a wider range of Post 16 opportunities for our pupils.

5.3 Progress work with LCC colleagues on relocation of MNTS from the current Queenswood site

5.4 Progress work with LCC colleagues on John Jamieson rebuild.

Priority 6 Exceptional People

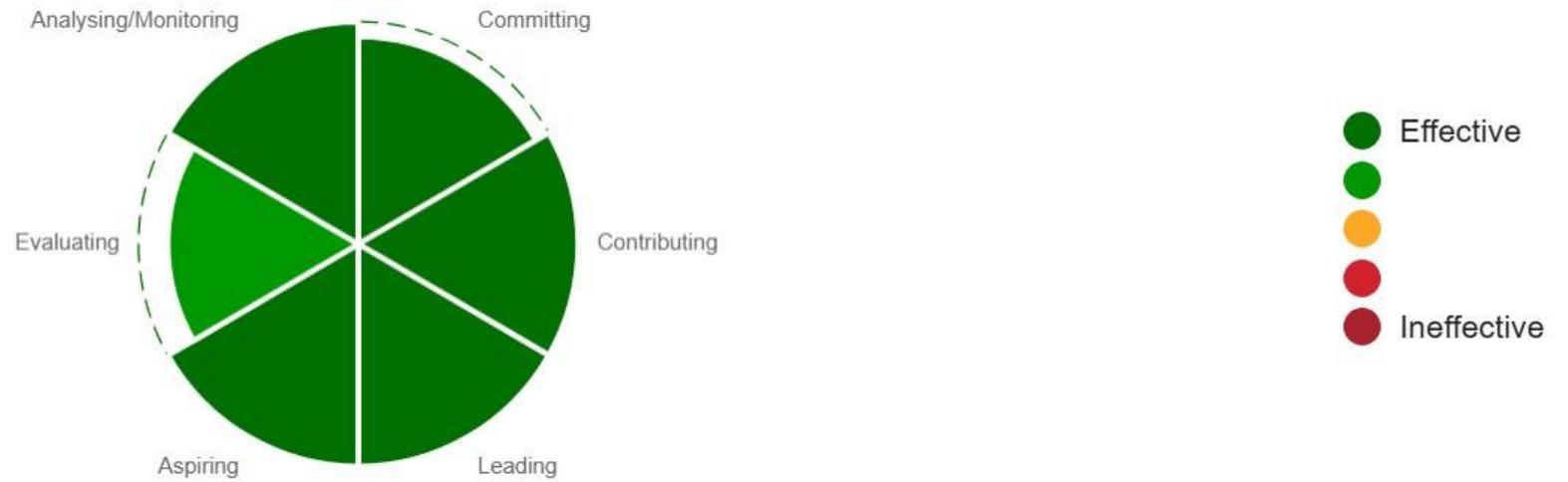
6.1 Launch and implement the East SILC TA Standards so support staff can self-assess and identify areas for development so CPD can be targeted to these areas.

6.2 Identify and deliver SEND specific training across the SILC so staff are confident in meeting the increasingly complex needs of our cohorts.

The Governing Board monitored the School Improvement Plan through full and committee meetings via a SIP tracker, reports from School Improvement Partner, governor visits, meetings with individual leaders and groups of staff, as well as considering the school's internal monitoring of pupil progress and attainment, changes to the assessment of pupils and the curriculum as well as the most recent Ofsted report. The outcomes of the evaluation of the School Improvement Plan have informed the priorities for 2025-2026.

4. The Effectiveness and Impact of The Governing Board 2024-2025

Governors completed an updated skills audit using the GovernorHub effectiveness tool with the chart below demonstrating only one area identified as lower than effective.



The governing board have a range of experience and confidence in the following areas:

	Have experience	Have confidence
Chairing boards	⊗	☑
Chairing meetings	⊗	☑
Handling complaints	⊗	☑
Considering suspensions and exclusions	⊗	☑
Mentoring others	⊗	☑
Managing performance	⊗	☑
Recruiting staff	⊗	☑

There was one area of training identified by the audit - Cybersecurity. Governors have access to training from Secure Schools which meets the National Cyber Security Centre standards. The training will be revisited in 2025/26 as a priority area for Governors.

The Governing Board has a range of expertise and experience as evidenced below, covering all aspects of effectiveness. One area - mediation/law was identified by a single governor as having expertise/experience. As a maintained school both mediation and law are part of the SLAs held with Leeds City Council so does not pose an area of risk.

HR/recruitment

Experienced 4 ▾

Special educational needs and disabilities (SEND)

Experienced 6 ▾

Finance/budgets

Experienced 3 ▾

Strategy and vision

Experienced 3 ▾

Education

Experienced 4 ▾

Risk management

Experienced 5 ▾

Safeguarding

Experienced 5 ▾

Auditing

Experienced 2 ▾

Mediation/law	Experienced 1
Complaints handling	Experienced 6
Data analysis	Experienced 4
Health and safety	Experienced 5
Marketing and publicity	Experienced 2
Previous governor/trustee experience	Experienced 3

The most recent inspection of the school by Ofsted was in March 2022 when we retained the status of 'Good'. We were very pleased with the outcome as this supported the governors' evaluation of the school. It also confirmed that the children and young people enjoy attending the school, and parents and carers are appreciative of the support they receive from staff. There were areas identified where the school could do better, and these are incorporated into the School Improvement Plan which is monitored by governors.

Impact:

1. The Governing Board's statutory duties were met, for example in respect of child protection, and governor visits reported by the governors with responsibility for Safeguarding.
2. The pandemic had a serious impact on the school and continued to do so during the year particularly in relation to staff absences.
3. A significant challenge facing the school is the question of accommodation. The age of the building on the John Jamieson site means it will require a rebuild but this is relatively low on the Leeds City Council priority list. As a result, the site needs constant

attention and repairs where necessary leading to class disruptions on occasions. In addition, new premises have been found for the school year starting in September 2024 to accommodate pupils who previously attended Brigshaw school under an arrangement which has now come to an end. The Governing Board are proud of all the staff in school for the way they have risen to the many challenges they have faced this year.

4. The school has expanded considerably in recent years, and Ofsted commented on how well the three main sites and the partnerships operate as a cohesive whole. In addition, the school has developed closer working with the Medical Needs Teaching Service which operates under the oversight of the Governing Board under the terms of a Service Level Agreement with the local authority. All of this has been no mean achievement and has involved a lot of collaboration and hard work. The governors are working with the new Executive Principal towards ensuring there is a sustainable staffing structure in place to continue the professional support and improvement for all pupils who attend the school and to make sure their individual needs are met.