

Strategic Function of Governance	Challenges and Achievements	Review of our Effectiveness
<p>Establishing (together with the SAT) the strategic direction of the school</p>	<p>We have:</p> <ul style="list-style-type: none"> • agreed a joint statement of principles for The Wren School with the SAT; • written a robust Code of Conduct for governors; • written comprehensive standing orders for meetings, committees, individuals and governor recruitment; • started to identify and record known strategic risks to the school; • established a comprehensive Policy Review Schedule with clear delegations of responsibility; and • reviewed and approved all school policies to ensure they are in keeping with our ethos and values. 	<p>We consider our overall effectiveness in this area to be Good*.</p> <p>Next year we will:</p> <ul style="list-style-type: none"> • reflect on identified strategic risks and take steps to mitigate them; • contribute towards setting the School Development Plan for 2016-17; • report regularly to the SAT on progress made towards strategic targets; • seek to ease the pressure on the workload of the headteacher, teachers and support staff.
<p>Ensuring accountability throughout the school</p>	<p>We have:</p> <ul style="list-style-type: none"> • monitored and contributed to successful resolution of the actions from the Readiness to Open Meeting with the DfE; • formed a Staff Appraisal and Pay Committee to conduct the headteacher's appraisal and appointed an external adviser; • written to the parent body introducing ourselves and have organised a parent governor election which was held in September; • introduced a governor visits policy which will adequately and appropriately support our role in monitoring school improvement; • designed a Headteacher's Report which will enable us to monitor all strategic issues effectively; • ensured the staff appraisal policy is clear and robust; and • completed a skills audit to identify skills gaps and opportunities for training. 	<p>We consider our overall effectiveness in this area to be Good*.</p> <p>Next year we will:</p> <ul style="list-style-type: none"> • establish governor links with curriculum leaders; • attend training which enables us to develop our confidence and experience in our roles; • recruit more governors and associate members to give the GB a breadth of skills which allows us to operate as effectively as possible; • approve the staffing plan for 2016-17 and support the headteacher with recruitment, specifically with regard to senior staff.
<p>Ensuring financial probity</p>	<p>We have:</p> <ul style="list-style-type: none"> • managed the complexities of a rapidly changing financial forecast for the school, controlling costs so as to ensure that the school does everything reasonably possible to avoid a deficit in the first year of operation; • approved procurement of comprehensive accounting and budget forecasting financial software to improve oversight and scrutiny of the accounts; 	<p>We consider our overall effectiveness in this area to be Good*.</p> <p>Next year we will:</p> <ul style="list-style-type: none"> • establish a detailed set of financial procedures; • appoint a Responsible Officer to fulfil the internal audit function;

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	<ul style="list-style-type: none"> • appointed Crowe Clark Whitehill to audit our management accounts and prepare statutory accounts to be filed with the DfE and Companies House; • procured the services of accountancy consultants LBS Ltd to support the School Business Manager (SBM) in the move to the new financial systems; • identified opportunities for the SBM to further develop accountancy skills and experience; • determined that transparency regarding financial transactions should be unequivocal, and furthermore should apply not only to governors, but also to all SAT members and all staff with any financial responsibility. 	<ul style="list-style-type: none"> • continue to stringently monitor financial performance against budget; • perform a financial benchmarking exercise to determine if we are achieving the best value for money; • explore further opportunities to collaborate in future procurement; • develop governors who are less experienced in scrutinising and challenging schools' finances so that they can contribute towards the impact of the governing body.

*** KEY**

For each of the categories in the above table, the available judgements are: Outstanding, Good, Requires Improvement or Inadequate. These judgements are in line with the Ofsted framework (August 2015).