

**Annual School Governance Impact Evaluation****Academic year 2015 - 16**

The Governing Body continued to oversee the performance and fiscal management of the school as usual. We approved additional expenditure to ensure that the staffing issues experienced at the beginning of the school year could be addressed, both for the rest of 2016 and for 2016-17. This required 'out of the box' thinking, which challenged the status quo. We also ensured that funds were spent in the current academic year to directly benefit the existing cohort of children.

The Governing Body reviewed the Teacher Performance Management Policy and surrounding processes and made improvements where needed. We continued to examine a range of performance data to monitor both children's attainment and progress. This involved rigorous questioning of the Senior Leadership Team in meetings and during school monitoring sessions to ensure they were seeking the best outcomes for all the children in their care.

Perhaps the most significant responsibility for the Governing Body this year was the recruitment of a new Headteacher for September 2016. We were very aware that many schools in Surrey had faced great difficulty in recruiting a suitable candidate and had needed to go out to the market a number of times before being successful. We were delighted, therefore, when our first round of advertising and interviewing led to the successful appointment of Mr. Stear – a significant achievement in the current educational climate. As a result of the hard work and determination of the Governing Body, Milford School did not have to employ the services of a consultant to assist with the process, saving the school a considerable sum of money. Babcock, the representatives of Surrey County Council in the recruitment process, commented that they were impressed with the professionalism and dedication shown by the Governors throughout the process.

We look forward to 2016-2017 with a new Headteacher and the changes that this will inevitably bring. Our key focus will be reviewing our strategic objectives, led by Andrew Stear and involving as many of Milford School's stakeholders as possible.

Jackie Morris

Jackie Morris
Chairman, Milford School Governing Body

November 2016