Raddlebarn Primary School – Interim Executive Board (IEB)

Questions and Answers

1. Why has an IEB been appointed?

It is not common for the Local Authority (LA) to intervene in a Good school. However following a review of governance arrangements, the LA (in line with the statutory process outlined by the DfE) applied for an IEB on the grounds that "*there has been a serious breakdown in the way the school is governed which is prejudicing, or likely to prejudice, standards of performance".*

The application was submitted on 20 May 2024, the DfE approved this on 10 June 2024 and the IEB was effective from that date.

Schools causing concern - GOV.UK (www.gov.uk)

2. What will the IEB do?

The IEB at Raddlebarn Primary School will work with the school's leadership in a strategic role to provide interim expertise and high-quality governance to support future improvement at the school. This will include the promotion of high standards of educational achievement. It will fulfil the core functions of governance and ensure:

- that the vision, ethos and strategic direction of the school are clearly defined
- that the headteacher performs their responsibilities for the educational performance of the school
- the sound, proper and effective use of the school's financial resources

The Board also has legislative responsibility and strategic oversight for the school's safeguarding arrangements.

Business will be conducted in an open and transparent way, in accordance with the seven principles of public life and in the best interests of the school and its pupils.

The day-to-day operational management of the school will continue to be managed by the Headteacher, Angela Lowry, and her leadership team.

Maintained schools governance guide - Guidance - GOV.UK (www.gov.uk)

3. How were the IEB members selected and did the selection process ensure that those selected were impartial?

Members of the IEB have been chosen based on the needs of the school.

All members of the IEB are independent and have had no prior involvement with the school.

Their individual appointments were approved by the DfE.

4. What is the relationship between the resignation of the governors, the installation of the IEB, and the recent Ofsted inspection?

Governors are able to resign their voluntary positions at any time.

Ofsted works to its own scheduled timescale for its inspections and therefore, there is no correlation between the appointment of the IEB and Ofsted's visit.

When will my school be inspected? – Ofsted: schools and further education & skills (FES) (blog.gov.uk)

5. How will progress be evaluated and what are next steps if adequate progress is not deemed to be made?

What are the key priorities for the governors in the short term/long term (or where will improvements be made)?

What are the priorities of the new IEB?

What objectives have been set that the success of the IEB and the school will be measured by?

What do you hope to achieve at Raddlebarn?

The IEB attended an induction meeting with school leaders and officers from the LA where key priorities were discussed. In line with the core functions of governance these include, but are not limited to, reviewing, setting and monitoring the school's strategic objectives and monitoring progress against the school's development plan.

Ofsted's inspection report is expected to be published in the autumn term. At this point the IEB and the school's leadership will ensure any actions arising are addressed as part of the school's development plan and progress will be monitored against these.

The communication to stakeholders of the strategic priorities and progress against these will be determined by the IEB with the school's leadership team.

The LA will monitor progress of the IEB and the LA's Board Liaison Officer will be responsible for reporting progress against the strategic objectives to senior leaders within the LA.

6. What are your plans to help the school improve the quality and transparency of communication to all stakeholders?

How will parents be involved and listened to during the time the IEB is in place?

How will parents be kept informed about the activities of the IEB in the school and progress with addressing areas of concern?

One of the key roles of governance is to work in partnership with school leaders to ensure that all stakeholder voices are heard, and this will form one of the IEB's priorities. The IEB is aware of the importance of ensuring that its strategic decisions take account of the views of stakeholders, particularly parents and carers.

It will ensure that:

- the school regularly seeks and considers the views of, and feeds back to, parents, carers, pupils, staff, the local community and employers,
- its decisions are informed by parental and community views
- decisions are communicated clearly to pupils, parents and carers, staff and communities.

The IEB and the school's leadership will work in partnership to assess current arrangements, determine any improvements that need to be made and ensure these are implemented.

7. How will the IEB support the improvement of staff well-being?

When ensuring that the vision, ethos and strategic direction of the school are clearly defined, the IEB will, in partnership with the school's leadership, ensure the wellbeing of staff and that staff workload is managed.

In particular, the IEB will consider how the school can foster a supportive working environment where workload is managed, wellbeing is prioritised, and action is taken to support all staff.

Specific plans and the detail of this will be discussed and determined as part of the IEB's business at future IEB meetings and with the leadership of the school.

8. What will the IEB do to look into staff turnover and SEN leadership?

The IEB will take on the responsibilities of the normally constituted governing board including the management of the budget, curriculum, staffing, pay and performance management. There will be a link IEB member for SEND who will:

- Ensure the ongoing achievement and success of SEND Learners is a collective responsibility of the Board.
- Be the Board's champion for learners with SEND and those with inclusion needs. They will support and challenge the school, in line with Governor

SEND link responsibilities, to ensure that no learner is treated less favourably, denied opportunity, or left behind because they have additional needs.

Briefing Note Role of the SEND Governor | Birmingham City Council

9. When will a normally constituted Governing Board resume?

What is the timeframe for addressing concerns?

There is no set date for the exit of the IEB. IEBs are usually in place for between 12-24 months although they can be in place for longer than this. The LA and the IEB will review the arrangements in summer 2025 to consider when the IEB will exit.

All stakeholders will be informed when a normally constituted GB will resume.