

Impact Statements for the Governing Body

2023-24



Core Purpose: Ensuring clarity of vision, ethos and strategic direction

Strategic Leadership That Sets and Champions Vision, Ethos and Strategy

Governing Body

- Agreed SIP and evaluated the priorities in the context of governing body priorities, Ofsted outcomes and areas for future improvement.
- Agreed actions in respect of reviewing the school's vision, mission and pillars.
- Agreed actions in respect to revising a strategic plan in light of discussion on vision, mission and pillars.
- Taken feedback from governor training and identified actions in strategic planning in line with best practice.
- Agreed work on vision being rooted with theological basis, ensuring that it underpins school activity and philosophy.
- Agreed work to ensure the vision and pillars are more embedded in school community.
- Discussion and clarity on SDP priority 1 and replacing the Act Believe Succeed strapline by one that comes from pupils and staff.
- Agreed on proposed new strapline.
- Considered changes to strapline including engagement with staff, pupils and parents. Sharing values, inclusion and engagement. Aim to have a clear vision understood and shared by all school community.
- Thorough explanation by HT of how the budget is underpinned by our vision and values.
- Received evaluation report on progress against SDP 2023-24 priorities
- Overview of SDP priorities for next year.

Finance and Personnel Committee

- Looked at the longer-term impact of the increased PAN on the school budget.
- Considered how the school can plan ahead to ensure that the impact of increased pupils with EHCP does not threaten the financial viability of the school.
- Agreement that scenario planning is needed to ensure financial viability of the school over the longer-term.
- Discussed how we should demonstrate that the budget facilitates the longer-term vision of the school.
- Received and reviewed the analysis of the staff survey

Provision and Performance Committee

- Discussion over the revision of mission statement, vision and four pillars and agreement of recommendations to the governing body on how these can be changed, communicated and embedded fully, ensuring that they are theologically rooted.
- HT to gain greater clarity of purpose and understanding of the school vision, values and four pillars.
- Agreement that CPD a key focus to improve
- SLT been asked to look at how CPD can enable staff, in particular ECTs, to flourish
- SIAMs monitoring report includes evaluative visit focusing on voices of stakeholders and asked about the culture of the school (IQ 3,4,5).

Accountability That Drives Up Educational Standards and Financial Performance



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Governing Body

- Agreed against blanket decision of parental appeals prior to increase in PAN to ensure better control over planning, quality of teaching and also financial impact.
- Maintained focus on the entire wellbeing and learning experience of every child rather than focus on individual groups in context of data analysis.
- Taken reports from sub-committees, LCC Locality lead, Headteacher.
- Sought assurance over the timescale for the construction works
- Looked at the parking arrangements, particularly with safety of children in mind, during the construction works.
- Reviewed and agreed pupil premium plan.
- Agreed need for budget for governor training and use of skills audit analysis for planning training for 2024-25.
- Received Diocesan Visit report.
- Received three LCC Locality Lead reports.
- Reviewed the MTFP and gained assurance that it is accurate position of school's finances.
- Decision on how feedback from pupils can be gathered and used more effectively.
- Link between 2024-5 budget and how decision made in proposed budget will help delivery of a theologically rooted vision and values.
- Picking up each of the key priorities and how the budget aligns to this 'golden thread'.
- Received 'extern' Locality lead report.
- Received report as part of SEF on SAT results and agreed number of actions to address shortfalls in performance.
- Discussion on year 6 SATS in context of positives and the humanist factors which are equally important as exam results.

Finance and Personnel Committee

- Considered the financial performance of the school against the agreed budget and sought and gained assurance as to the ongoing financial viability of the school.
- Agreed need for contractor register to ensure timely market testing
- Agreed that the curriculum should drive the budget and look at how this can be more clearly linked.
- Focus on doing the 'right thing' for pupils.
- Requested evaluation of charges for school clubs including basis for future reviews.
- Report for monitoring visits on benchmarking and pupil premium and seen positive impact on pupils.
- Looked at financial benchmarking

Provision and Performance Committee

- Held SLT to account over pupil performance.
- Agreed need to use IDSR data as a useful tool in strategic planning and monitoring of decisions and plans.
- Sought and gained assurance over actions to improve provision of maths and requested impact reports on future changes in the provision.
- Look at the use of funding for years 5 and 6 and how it can be used to enhance provision
- Suggestion that evaluation of additional capacity provided to current year 6 pupils should be evaluated in terms of value for money.
- Evaluation of multiplication test result corroborate additional resource allocation to this area.



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Core Purpose: Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff

People With the Right Skills, Experience, Qualities and Capacity

Governing Body

- Allocation of roles and committee responsibilities in line with the knowledge and expertise of individual governors.
- Recognised current deficit and agreed need to build capacity by widening skills base within the governing body
- Ensure that the Headteacher has support from LCC Locality Lead in his new role.
- Investment in support for ECTs.
- Decision on SDP Priority 2 and CPD targeted to fill gaps in skills and knowledge.
- Reviewed training for governors
- Evolution of Powermaths to be bespoke for the school.
- Requirement for ongoing management and leadership to all staff, to enable them to flourish.
- Supervision of ECTs and allowing all teachers, and therefore the children, to flourish.
- Allocation of £1,000 for governors' training.
- Appointed new cyber security governor.
- Received report on staff absenteeism and sought assurance on further information to inform future debate and decisions on the matter.
- Clarity around roles and responsibilities for staff to support people to 'act up' into requirements
- Feedback from governors' training and lessons learnt

Finance and Personnel Committee

- Received assurance that all teaching staff have received their performance reviews and that plans were in place to consider applications for progression to UPS.
- Agreement to additional out of classroom time for Acting DHT to increase capacity and support for less experienced staff.
- Understanding of school finances enabled scrutiny of the budget.
- Check that new appointments are advertised to staff first to provide opportunities for their professional development.
- Asked for budget to be amended to include budget for governor training.

Provision and Performance Committee

- Received feedback on pupil understanding of visions, mission and pillars and agreed improvements in seeking future feedback ensuring greater involvement and better quality of feedback.
- Discussion on the nature and impact of staff absenteeism.
- Agreement that the deployment of Tas needs to be re-evaluated and future plans drawn up.
- Look at utilising the summer term with a larger SLT to improve education standards.
- Review of deployment of TA should focus on their individual skills.
- Scrutiny and questioning of initial analysis SAT results and consideration of factors impacting on outcomes.
- Agreed more in depth analysis needed to understand factors impacting on SAT results and actions needed to address, any inconsistencies and factors native to future SAT results.
- Discussed connections between equality objectives and governor confidence, agreeing that EDI need to be issued and embedded in SDP for 2024-25



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Structures that reinforce clearly defined roles and responsibilities
<p>Governing Body</p> <ul style="list-style-type: none"> • Agreed close monitoring on staffing levels during the year to ensure that increase in pupils and other stresses don't impact negatively on staff welfare or learning experience for pupils. • Approval of terms of reference and governance structure for the year. • Ensured that all governors understand each of their monitoring roles. • Agreed audited school fund accounts. • Declaration of interests update received. • Assured as to who is responsible for the school website. • Approved the staffing structure with evidence of how this will deliver the strategic alignment, values and ethos. • Confirmed roles of individual governors and composition of committee for next year. • Elected Chair and Vice Chairs for next year.
<p>Finance and Personnel Committee</p> <ul style="list-style-type: none"> • Agreed monitoring focus for Committee members. • Sought and gained assurance that enough capacity in SBM workload to take on additional roles. • Discussion on leadership of the school to ensure sufficient capacity to enable strategic development. • Class structure mapped to ensure greater consistency in the workload for staff.
<p>Provision and Performance Committee</p> <ul style="list-style-type: none"> • Looked at SENDCo report, focusing on support being given the pupils with SEND, those with and without EHCPs. • Revisit the role of phase leaders and specifically how their work on moderation can support teachers in their assessments. • Look at the deployment of staff members to the benefit of all pupils • Received progress report and assurance that new maths curriculum to be implemented following training of staff in September 2024.
<p>Core Purpose: Overseeing the financial performance of the organisation and making sure its money is well spent</p>
Compliance With Statutory and Contractual Requirements
<p>Governing Body</p> <ul style="list-style-type: none"> • Considered health and safety compliance and staff welfare in the context of agreeing option for safe and convenient staff car arrangements during buildings construction period. • Sought and gained assurance over safeguarding audit and assurance certificate. • Scrutinised and agreed a number of statutory policies ensuring ongoing compliance. • Reviewed safeguarding audit and checklist requirements • Governors assured of compliance in safeguarding reporting through monitoring of SCR. • Considered financial reports as the fifth in such reviews required by the SFVS. • Agreed actions to ensure that safeguarding audit is completed within submission deadline. • Agreed actions to ensure policies are reviewed in necessary timescale. • Questions asked around the safeguarding processes, in particular DBS updates and frequency to be further investigated and recommendations made for approval.



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- Scrutiny and approval of safeguarding audit, with agreement on how implementation of action plan will be monitored.
- Monitoring report on SCR compliance.
- Approval of 2024-5 budget
- Approved policies and future plan for review of statutory policies.
- Review of constitution and including staff engagement via the governor route.
- Holding to account over sport premium report.
- Confirmation of compliance over SATs administration.

Finance and Personnel Committee

- Reviewed devolved capital fund spending projects and agreed that priorities should be given to ensure compliance with health safety requirements.
- Agreed changes to ensure compliance with early years provision regulations.
- Agreed auditing of school fund accounts.
- Agreement to school financial values statement.
- Sought and gained assurance that grant funding is being allocated appropriately.
- Agreed actions to ensure the future spend of the surplus given that carry forward was over threshold.

Provision and Performance Committee

- Assurance that the school is fulfilling EHCP requirements, even when staff are absent.
- Agreed follow up actions on possible safeguarding issues highlighted in pupil survey.
- Confirmation of compliance for 3 of the 4 days for SATs administration.

Evaluation To Monitor and Improve and Quality and Impact Of Governance

Governing Body

- Evaluation of governing body impact during 2022-23.
- Reviewed Chair's reflections and governing body progress against 2022-23 challenges.
- Taken feedback from staff consultation on vision and values and agreed need to review as not currently embedded.
- Agreed new governor induction policy.
- Monitored the mid-term planning.
- Received updated SEF.
- Evaluation of last year's budget, consideration of reasons for large carry forward, and using that discussion to look forward towards future financial planning.
- Agreed SEF section on governance.
- Sought information to enable full evaluation of value for money of staff intervention measures

Finance and Personnel Committee

- Agreed monitoring visits in both finance and health and safety.
- Compared carry forward of this year with last and evaluated reason for higher-than-expected surplus concluding that some circumstances made this unavoidable.
- Re-evaluated the timings of meetings and adjusted accordingly.
- Evaluated monitoring report and agreed improvements.



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Provision and Performance Committee

- Evaluated IDSR data, seeking clarification and assurance in number of areas and agreed actions and focus for future monitoring.
- Identified challenges in Reading, Writing and Maths and sought assured that the SLT have strategies to address issues enabling greater progression for all pupils.
- Agreed that focus for SLT next year is to address the robustness of the assessment data so there is full confidence in their presentation of data
- Analysis of SEF.

Impact Against Our School's Four Pillars



- Welcome ambition of striving towards the gold standards within RE for the school
- Identified pathway towards embedding fully our school's vision and pillars whilst ensuring that they are theologically rooted
- Optimism for the future – feels like a new start
- ECT policy reviewed and appropriate challenge to redraft, with aim of valuing and retaining staff.
- Enabling out of classroom full time SENDCo, decision as part of approval of budget.
- Staff SPD and roles and responsibilities to be aligned with budget
- Gained assurance that career and pay progression for staff is being enabled.
- Agreed that additional support is needed for ECT to enable them to flourish in their new job roles
- Give staff hope through new teaching positions being advertised internally.
- Asked for new build to be available earlier for children in September 2024
- Seen positive impact of measures taken as demonstrated from staff wellbeing questionnaire
- Hope for all staff, that they can as successful as they can be.
- Focus on CPD providing all staff, but ECTs in particular with hope and aspiration for their development





- Mindful of staff and pupil dignity and welfare during period of disruption caused by construction of classroom
- Agreed pupil premium aimed at ensuring that the funding and benefit for those pupils eligible for such funding is maximised.
- Pupil voice
- Capturing moments for all pupils
- Ideas for improving school environment and premises.
- The agreement of 2024-5 budget includes decision on SENDCo so focus on meeting needs of those pupils.
- Respect and dignity when discussing attendance.
- Respect and thanks given to all staff
- Championed dignity through ensuring SBM can handle additional roles.

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	<ul style="list-style-type: none"> • Looked at how training and development of staff in maths will provide them with support in delivering quality teaching • Looked at improving support for staff when colleagues are absent.
	<ul style="list-style-type: none"> • Taken on board lessons learnt from governor training to improve strategic planning process. • New induction policy for governors • Informed discussion on theological underpinning • Shared learning through membership/leadership and supervision • Evaluated decision last year on SLT in light of quality of ECTs evident in recent interviews. • Maths review and adopt new curriculum to meet individuals' needs • Learning from SATs results • Learn from mistakes made in previous budget planning and improve for future years. • Use data to improve strategic planning and impact of actions agreed.
	<ul style="list-style-type: none"> • Agreed that there is a need to appeal for community support to help staff during buildings work. • Minimised impact of construction work on school community, placing the safety of pupils as paramount. • Consideration of how the vision translates for parents. • Looked at how the decisions of the governing body have enabled staff and pupils to flourish. • Ensuring appropriate safeguarding processes in place. The role of 'thinking the unthinkable' thus making the community safe for the children. • Staff, pupil and parents' views to be sought on new strapline • Thanks to local community after construction works. • Concern over staff wellbeing • Looked at how the school can communicate with parents over the construction of new classrooms. • Looked at how the construction work is impacting local residents. • Thanks to staff members for their consideration of local residents in their parking during construction period. • Consider how school might expand before and after school clubs to meet the demands of parents. • Recognised the pressure of costs of living on families and therefore reduced increase in charges for after school club, ensuring it remains affordable. • Looked to extend involvement within our community to ensure a wider and better understanding and communication of the school's vision and four pillars