

GOVERNOR IMPROVEMENT PLAN 2019 – 2020



December 2019 Approved

School Vision: “Believe to Achieve!” “Roots will grow down into God’s love and keep us strong” EPH 3:17

- ❖ We believe as a community that each child can reach their vocational potential
- ❖ We believe each child is of unique worth made in the image of God
- ❖ We believe in each child being the best that they can be and finding their place in the world
- ❖ We believe in; a child’s potential, being part of a community, being the best you can be

Our Christian values help us build a firm foundation, enabling us to grow into strong people building a better world. Our Christian values are: Friendship, Trust, Respect, Courage, Perseverance, Thankfulness

Our mission statement is: “To provide a secure, happy and stimulating learning environment in which EVERYONE is valued, spiritual growth is nurtured and potential maximised.”

School Aims

In partnership with parents/carers, we aim to:

- ❖ Create a happy, caring atmosphere in which each child feels secure and valued within an environment which is stimulating and attractive
- ❖ Meet each child’s needs physically, creatively, intellectually, emotionally and socially
- ❖ Educate children about a diverse society and world in order to promote understanding and positive attitudes help the child acquire a set of moral and spiritual values that reflect our designation as a Church of England Voluntary Controlled Primary School
- ❖ Inspire each child to be an enthusiastic learner and develop capabilities and attributes that ‘build learning power’
- ❖ Enable pupils to become confident and responsible citizens

Ofsted Feedback 2018

- ❖ Improve the teaching of writing so that children in the early years and pupils in key stage 1 develop the handwriting skills expected for their age
- ❖ Further increase the proportion of pupils at both key stages 1 and 2 who reach the higher standard in writing
- ❖ Ensure that additional funding for disadvantaged pupils is used effectively to overcome pupils’ barriers to learning and secure their good progress, particularly in writing

SIAMS Feedback 2015

- ❖ Develop pupils’ opportunities for spiritual development by supporting parents more in reinforcing the school’s Christian values at home.
- ❖ Give pupils frequent opportunities to plan and lead whole school acts of worship so that they understand the importance of each aspect to the worship experience.
- ❖ Ensure that monitoring of the Christian ethos by foundation governors is securely developed, robustly recorded and used to support further improvements as a church school.

Improvement Area 1: Increase skills of holding school to account primarily through improvements in Link Governance

Increase GB consistency and incidences of 'holding the school to account'. We are obligated via our Terms of Reference to carry out our role as link governors. This support is increasing in profile with OFSTED's focus on quality of the curriculum. We need to ensure all governors understand link governor roles and what we are required to do. Governors work as a team with staff to ensuring high-level planning is completed and then assess what improvement has been gained at a year group level and also at SEN and PP level. Through this process we will increase our understanding of how Cornerstones supports planning, teaching and impact assessment. To help we will improve processes and visibility of link governor work utilising technology to share information and reduce administration.

Priority Target: Increase the positive impact of link governor support in holding the school to account

Success Criteria:

- Governors demonstrate commitment to this part of their role by organising, attending and following up on link meetings
- Governors fill out reports associated with link governor and any other ad hoc meetings to the central register
- Feedback from staff at end of year is positive regarding governor involvement

	Action	Start Date	End Date	Resources Needed	Cost to School	Monitoring Who, How & When	Evaluation Who, How & When	Lead Person
1.0	Change FGB ToR to include link governor feedback	Dec 2019	Jan 2020	Time	None	FGB T2 T5	FGB Dec 2019	Chair & Clerk
2.0	Governors to confirm progress on Link Governor work in T2 and T5.	Dec 2019	June 2020	Time	None	FGB T2 T5	FGB Dec 2019 & June 2020	Chair & Gov
3.0	Create new Sharepoint location for Policies and Link Governor Documents	Oct 2019	Jan 2020	Time	None	AL	Continual feedback whether practical	AL
4.0	Finalise link governors for this academic year	Oct 2019	Jan 2020	Time	None	FGB Dec 2019	FGB July 2020	Chair
5.0	Staff feedback on effectiveness of link governors		July 2020	Time	None	Continual to Chair & Head	Comments invited by chair at EOY	Chair

Improvement Area 2: Governor Training & Development

Take full advantage of training opportunities we have access to and the experienced people we have around us to continually improve our professional development becoming even more effective. Each individual is responsible for identifying one or more areas they would like to learn more about or are required to upskill because of changing responsibilities. Each individual is responsible for seeking out and undertaking training to fulfil this during the academic year dependent upon their available time and resources. This could be formal training sessions run by the local authority, online training or information gathering from each other or members of staff. As a collective board we will raise the bar in our knowledge and therefore our effective support for the school. When electronic copies of training documents are available these will be put onto Sharepoint so everyone can benefit from this information.

Priority Target: All governors to have their own PDP for this year

Success Criteria:

- Each governor has taken action to fulfil their PDP by the end of the academic year

	Action	Start Date	End Date	Resources Needed	Cost to School	Monitoring Who, How & When	Evaluation Who, How & When	Lead Person
1.0	Training becomes a standing item on the FGB agenda	Oct 2019	July 2019	Time	None	At each FGB meeting	FGB June 2020	Chair
2.0	Governors to share pdp at M3	Dec 2019	Dec 2019	Time	None	All Gov at Dec 2019 FGB	Chair Dec 2019	Govs
3.0	Governors to share pdp progress at M6	June 2019	June 2019	Time	None	All Gov at June 2020 FGB	Chair June 2020	Govs
4.0	Recording of challenges, questions and audits resulting from training recorded in minutes at EDC, HSW, F&S and FGB	Oct 2019	July 2020	Time	None	All Gov and clerk at every meeting	Clerk for each meeting	Clerk
5.0	M6 Discussion to share benefits	July 2020	July 2020	Time	None	All Gov at July FGB	Chair July 2020	Govs

Improvement Area 3: Financial Understanding

Finances remain critical and strategically important to how our school will operate over the coming years. Whilst the F&S committee have delegated responsibility for financial management and proposals, the wider FGB should continue to maintain an excellent knowledge of top level school income, expenditure and national changes.

The awareness of the school within the catchment and beyond is very important for attracting families to join and therefore the consequential income. FGB members will each do their part for raising awareness and supporting the SLT to create and execute an operational plan utilizing their local knowledge.

Priority Target: All governors to be confident in understanding our top-level financial position, its implications and opportunities

Success Criteria:

- Reading F&S minutes on FGB sharepoint
- Providing challenging questions and new ideas
- Be articulate in top level financial position
- Be an active member supporting marketing in their available capacity, advising, planning, speaking positively of school, helping Facebook visibility (in the right way), putting up marketing etc.

	Action	Start Date	End Date	Resources Needed	Cost to School	Monitoring Who, How & When	Evaluation Who, How & When	Lead Person
1.0	Governors to read F&S minutes, raise questions and provide challenge	Oct 2019	July 2020	Time	None	Govs	Govs	Govs
2.0	Brief FGB on Open Days and marketing	Oct 2019	July 2020	Time	None	July for next academic year	At FGB following each open day	Head/ Dep Head
3.0	Governors to request information and/ or time to deepen understanding of school finances	Oct 2019	July 2020	Time	None	FGB Chair/ F&S Chair	FGB Chair/ F&S Chair	Govs

Improvement Area 4: **SIAMs, SEN & Pupil Premium**

We are expecting a SIAMs inspection at some point in early 2020. The framework for this has changed and additional work is being undertaken by a sub section of the FGB in order to prepare our school. The FGB have a collective responsibility to understand this framework change, understand how we currently fulfil our duty as a CofE school and what changes we have or are making to continually improve this.

We have a single governor who is the link for SEN. Last year staff were asked to take individual responsibility for the SEN children in their class, reporting into the Inclusion Manager. In a similar vein we have a duty as an FGB to ensure we are aware of how our SEN and PP children are progressing and holding the school to account for their education. In increasing this focus, we hope to better support the school enabling even more positive outcomes for these children.

Priority Target: All governors to be conversant in SIAMs changes and SEN/ PP support and progress

Success Criteria:

- All governors to be conversant in SIAMs changes
- All governors to be conversant in SEN & PP plans, reports, implementation & progress

	Action	Start Date	End Date	Resources Needed	Cost to School	Monitoring Who, How & When	Evaluation Who, How & When	Lead Person
1.0	EDC to upload pertinent documents to FGB sharepoint which illustrates SIAMs framework and how BEDS supports this	Oct 2019	July 2019	Time	None	FGB Chair at each FGB meeting	FGB topic until post SIAMs	NS & LH
2.0	EDC to upload pertinent documents illustrating SEN and PP plans and progress	Dec 2019	July 2019	Time	None	EDC at committee meetings	FGB at FGB meetings	NS & LH
3.0	Govs to review documents, hold school to account and offer support	Dec 2019	July 2020	Time	None	Govs	FGB at FGB meetings	Chair of Govs