



Annual Governance Statement 2020-21

Governors hold an important public office, and in the interests of transparency, their identity and arrangements for governance should be known to the school and the wider community.

The Board of Governors

Name	Date of appointment	End of office	Role/type
Gill Mitchell	N/A	N/A	Headteacher
Jamie Addison	12/3/2018	11/3/2022	Staff
Ian Thoroughgood	12/12/18	12/12/2022	Parent
Richard Wheatley	13/11/2020	12/11/2024	Parent
Rev Stephne Van Der Toorn	01/04/2015	31/3/2023	Foundation
Chris Burns	01/09/2015	31/08/2023	Co-opted
Janet Plumstead	01/11/2016	08/12/2024	Co-opted
Helen Armstrong	01/11/2015	31/08/2023	Co-opted
Adrian Mayhew	27/3/2019	27/3/2023	Co-opted
Kathryn Sumner	12/12/2018	12/12/2022	Co-opted
Simon Rothwell	17/01/2020	17/01/2024	Foundation
Gavin Smith	11/07/2018`	10/7/2022	LA
Sue Williams	01/07/2020	01/07/2024	Co-opted

The Board of Governors maintains a skills matrix which demonstrates the diverse skills held by the Board of Governors. This document informs any appointments to ensure the Board of Governors maintain the skills required to be effective. Current Governor details can be found within the Governor profiles on the website.

Clerk to Governors

Schools Choice Clerking Service.

Committees

Remits for the Committees are available upon request. Some committees or named Governors receive specific training to be able to carry out their functions effectively.

Finance and Personnel Committee	Headteachers Performance Review Group	Safeguarding, Health and Wellbeing (ShaW)
Janet Plumstead (Chair) Helen Armstrong Gill Mitchell Ian Thoroughgood	Chris Burns (Chair) Sue Williams Stephne van der Toorn External advisor	Adrian Mayhew (Chair) Gavin Smith Gill Mitchell Chris Edwards

Amanda Woollard		
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Appeals Committee	Hearing's Committee	Pupil Discipline Committee
Minimum of three Governors subject to impartiality and availability.	Minimum of three Governors subject to impartiality and availability.	Minimum of three Governors subject to impartiality and availability.

Area of Governance	Named Governors
Training	Helen Armstrong
Data and Assessment	Helen Armstrong
Pupil Premium/Catch up Premium	Helen Armstrong
SEND	Chris Burns
Safeguarding	Jan Plumstead
GDPR	Jan Plumstead
SIAMS, CAW and RE	Simon Rothwell/Stephne van der Toorn
Sport Premium and PE	Simon Rothwell
Website compliance	Gavin Smith
Maths	Gavin Smith
Early Years	Kathryn Sumner
Behaviour and Attitudes	Kathryn Sumner
Curriculum	Sue Williams/Ian Thoroughgood
Finance	Jan Plumstead
Premises	Adrian Mayhew
SHAW	Adrian Mayhew

In normal times, Governors attend school events such as church services, performances, sporting events, or to see children learning in school. Unfortunately, this has not been possible this year due to COVID restrictions, and all monitoring has been managed via Zoom.

Attendance

Attendance records for the Board and committee meetings can be found on the school website.

Training undertaken by Governors

During the academic year, Governors have attended training sessions run by Schools Choice, NGA and e-learning modules. When considering the skills and training Governors require, particular attention is given to three core strategic functions of the Board of Governors:

- Ensuring clarity of vision, ethos and strategic direction
- Holding the headteacher to account for the educational performance of the school and its pupils and
- Overseeing the financial performance of the school and making sure its money is well spent.

The following training has been undertaken this academic year:

Helen Armstrong

Prevent	22 Jun 2021
CG1 Termly Governor Briefing	15 Apr 2021
CG1 Termly Governor Briefing	10 Sep 2020

Chris Burns

AG11 The Governors' Role in the Development of Inclusive Practice and SEND	18 May 2021
AG5 Preparing for Ofsted	11 May 2021
CG1 Termly Governor Briefing	19 Apr 2021
AG2 Being an Effective Chair and Leader of Governance	8 Feb 2021
NG1 Named Governor for Safeguarding	28 Jan 2021
CG1 Termly Governor Briefing	13 Jan 2021

Sue Fuller

NGA Leading Governance - Development for Clerks - Level 3 Certificate in the Clerking of School and Academy Governing Boards	30 Jun 2021
AG9 Equality and Diversity	15 Mar 2021
Termly briefing for Schools' Choice Clerks	7 Jan 2021
Termly briefing for Schools' Choice Clerks	10 Sep 2020

Jan Plumstead

Mental Health First Aider - MHFA England	9 Jul 2021
Handling an honest conversation	28 Jun 2021
How Snr Leaders Can Support Their Own MH & Wellbeing during COVID	5 May 2021
Health and Safety in Schools	3 May 2021
Anna Freud 5 Steps Mental Health Framework	4 Mar 2021
Mental Health Champions (Place2Be)	26 Jan 2021
Safeguarding - KCSiE Update	11 Jan 2021
ACEs: Taking a Trauma-informed Approach to Improving Outcomes	10 Nov 2020
Being a Governor in a Church School	28 Sep 2020
CG1 Termly Governor Briefing	14 Sep 2020

Simon Rothwell

Prevent Training	24 Jun 2021
CG1 Termly Governor Briefing	14 Sep 2020

Ian Thoroughgood

Learning Link - Introduction to the suite	28 Sep 2020
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Chair's statement/statement from the Board

There has never been a year like this. The pandemic has touched many of our lives in such drastic ways and given us all so many challenges, but I am proud to say that the whole school community has risen to these challenges.

As a board, we have held all of our meetings and usual business remotely. Mrs Mitchell and our staff have worked tirelessly to complete risk assessments and put procedures in place to minimise the risks for all in school. Our wonderful children and their families have also played their part, whether they were children of key workers in school or having to stay home during the first part of the lockdown.

We strive to continue to support the work of the school. We have worked together in our strategic role:

- To oversee the provision of homeschooling for many pupils and in-school provision for children of key workers
- To ensure pupils still enjoy school, feel valued and part of the school community
- To ensure clarity of vision, ethos and strategic direction
- To ensure pupil attainment is monitored and maximised
- To oversee and approve the schools budget
- To ensure the staff are supported as needed
- To oversee policies and procedures

By carrying out our strategic monitoring role, the Board are enabling the senior leadership team to focus on the day to day running of the school. Much of our work centres around the school development plan and our own Governor action plan.

In line with this, we regularly review our roles and the experience, knowledge and skills we individually bring to the Board, ensuring there are no gaps that could affect our efficient governance of the school. We continue to identify suitable training and were able to attend some remote training sessions.

We have access to the Schools Choice clerking service who are also available for advice if needed and who provide training and briefings to help us keep well informed. Most of us attend at least 2 or 3 training sessions a year.

We have recruited a new parent governor to the Board and have provided remote support where possible. We hope to be able to provide more face to face support from September 2021 onwards.

In order to ensure all governors can enhance their governance and leadership skills, we continue to look at the membership of committees and have ensured that there are different chairs on each committee.

We continue to review policies and procedures to ensure that these are fit for purpose and meet not only our legal responsibilities, but also our vision and aims for the school and our

pupils. The children and staff remain at the forefront of our decisions as we endeavour to provide the best educational environment for them.

We continue to closely monitor the school budget to ensure the school can cope with the funding received and the ever increasing costs. This is a constant challenge but we strive to ensure that staffing levels and resources have not suffered as a result. This means that the children's learning and development will continue to be of the highest standard. We continue to be grateful to the PFA for the fantastic support they give the schools in terms of fund raising, resources, time and commitment.

The school has achieved most of this year's School Development Plan (SDP), although it has been difficult during Covid times, new directives from the DFE meant that the work of the school had to change in many ways incorporating new initiatives. Areas of success include:

- A move towards becoming an adoption friendly and trauma informed school
- Implementation of the new RSE curriculum
- Improvements in writing across the school including training from a recognised external provider
- Review of the Equality Duty for the school including new objectives
- New Relationships and Sex Education curriculum implemented
- A full remote education strategy was developed and delivered through lockdowns
- The school was able to accommodate up to 60 key worker and vulnerable children during lockdowns whilst teaching and monitoring the learning of all children at home

Items for the SDP 2021/22 include:

- To embed the new writing curriculum throughout the school
- To review the teaching and learning in reading
- To review science within the school and plan for improvement
- To ensure the progress of disadvantaged and SEND children
- To train mental health first aiders for children and staff
- To extend the "This Girl Can" initiative
- To ensure governors are providing appropriate challenge across the school
- Use the Government catch up and recovery premiums to ensure all children make good progress
- To embed the new Co-Headship arrangement and ensure it is positively impacting the school
- Involve the governors and staff in training on the school's Christian character and monitor the school's work on the areas identified by the SIAMS report especially working with children as leaders and innovators.

The final school development plan will be approved by the FGB in September 2021.

Meetings

The Full Board of Governors meets termly. The Finance and Personnel committee and Safety, Health and Wellbeing Committee also meet termly. Other committees meet as required.

Other Documents

Other documents available from the Governor's section of the website:

- The Board of Governors Code of Conduct
- Governor profiles
- Register of Business and Pecuniary Interests