



Impact Statement 2023-24

Ensuring clarity of vision, ethos and strategic direction	<b>Strategic Leadership that sets and champions vision, ethos and strategy</b>
	<p><b>Governing Body Meetings</b></p> <ul style="list-style-type: none"> <li>Working to establish stronger structures with more dispersed accountability and planning to make governing body more resilient in the future</li> <li>Agreed SEND report</li> <li>Conducted governance review to ensure the governing body has the capacity and is effective in leading the strategic direction of the school.</li> <li>Considering how to improve attendance and release the full potential of children eligible for pupil premium and SEND pupils, including provision of morning clubs.</li> <li>Agreed that a future strategic priority for the governing body should be stakeholder engagement, building on foundation of shared values.</li> <li>Striving for excellence in agreeing to review the governance of the school.</li> <li>Agreeing a series of actions which will enable the school's shared Christian values to be fully understood and communicated by the governing body, in particular the theological integrity of its vision and values.</li> </ul> <p><b>Finance, Premises and Personnel Committee</b></p> <ul style="list-style-type: none"> <li>Involvement of governors in Christmas celebrations thus providing a caring environment, which is inclusive and supportive to all its pupils.</li> <li>Agreed need to look at bursaries and grants to maximise income streams.</li> <li>Discussion on actuals and overspends with future commentary needed to enable informed decision making by governors.</li> <li>Agreed, in principle, that the SENDCo needs additional out of classroom time to enable strategic leadership in this area.</li> </ul> <p><b>Provision and School Improvement Committee</b></p> <ul style="list-style-type: none"> <li>Seeking to extend our shared values through providing workshops and advice to parents with an aim of them providing home support for their children's learning.</li> <li>Striving for excellence through approving an ambitious SDP.</li> <li>Recognised strong leadership of the school, particularly in writing which drives school forward, both inside and outside of the school.</li> <li>Striving for excellence recognised through governor monitoring visit report.</li> <li>Gained evidence that stronger middle leadership is impacting on the delivery of the SDP.</li> <li>Agreement that the strategic aims with regard to SEN can only be achieved if additional capacity is allocated to the SENDCo to enable them to fulfil their strategic role.</li> <li>Decision making has been focused on achieving strategic vision.</li> <li>Enabled inclusivity through looking at joiners and how disruption of so many joiners can impact on all pupils.</li> </ul>
	<b>Accountability that drives up educational standards and financial performance</b>
	<p><b>Governing Body Meetings</b></p> <ul style="list-style-type: none"> <li>Holding SLT to account through seeing through changes to staff practices in light of staff survey, and future evaluation of actions taken.</li> <li>New approach to governor training will improve governor effectiveness with areas identified and be more effective in holding leaders to account.</li> <li>End of year data evaluation identified future focus in particular on greater depth, thus seeking excellence.</li> <li>Questioning why pupils eligible for pupil premium have lower attendance and identified the need to address this, to enable all to have an opportunity to flourish.</li> <li>Questioned the availability of the video for new intakes which aims to alleviate anxiety of foundation stage pupil by showing how the school provides a safe inspiring environment.</li> </ul> <p><b>Finance, Premises and Personnel Committee</b></p> <ul style="list-style-type: none"> <li>Agreed need to market test curriculum multisport contract given the drop in quality of provision by current supplier. Recognised need to enable pupils to reach their full potential.</li> <li>Agreed need to evaluate basis of caretaking duties to ensure best value for money.</li> </ul>

	<ul style="list-style-type: none"> <li>• Agreed that governors need to do a comparative study looking at good schools and their staff costs vs key stage 2 performance.</li> </ul> <p><b>Provision and School Improvement Committee</b></p> <ul style="list-style-type: none"> <li>• Agreed schedule of meeting over the course of the year to enable data analysis.</li> <li>• Planning the allocation of TAs in light of financial restrictions but still driving educational standards.</li> <li>• Looked at the impact on progress and attainment as a result of a reduction in TAs, in particular on Read Write Inc and lunchtime cover.</li> <li>• Looking at the impact of the 1:1 tutoring programme and given its favorable outcomes, agreed on the future need to use other funds in order to continue the programme.</li> <li>• Data shared and scrutinised to ensure understanding, in particular the reasons behind some of the data trends.</li> <li>• Particular focus on the factors affecting those children who are working below ARE.</li> <li>• Looked at impact of previous decisions on Read Write Inc particularly for year 2 pupils.</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff</p>	<p><b>People with the right skills, experience, qualities and capacity</b></p>
	<p><b>Governing Body Meetings</b></p> <ul style="list-style-type: none"> <li>• Looking closely at the outcome of the governors’ skills audit and planned training to ensure future capacity with longer term planning linked to governance strategic priorities.</li> <li>• Approved policies to ensure safe, inspiring, and creative learning environment.</li> <li>• Leadership report highlights “everyone’s full potential” through extensive training for staff and workshop opportunities for children.</li> <li>• Considered the outcomes of governance review and agreed the RAG assessment with need for new governors with financial skills and background highlighted.</li> <li>• Celebrated the success of the schools in show casing its silver readers and listeners programme at national level.</li> <li>• Recruitment and appointment of new governors possessing skills and knowledge which will enable to governing body to challenge and be supportive to the Headteacher and staff.</li> <li>• Observed through the leadership report that the school is providing the safe and creative learning environment set out in the school’s Behaviour Written Statement.</li> </ul> <p><b>Finance, Premises and Personnel Committee</b></p> <ul style="list-style-type: none"> <li>• Provided a safe and secure environment in respect of ensuring correct ICT access right for governors.</li> <li>• Agreed need to review further the pay policy.</li> <li>• Agreed way forward for staff survey.</li> </ul> <p><b>Provision and School Improvement Committee</b></p> <ul style="list-style-type: none"> <li>• Enabling all to flourish through the provision of additional learning support for joiners.</li> <li>• Being agents for positive change and encouraging an inspiring and creative learning environment through prioritising resources for music tuition towards class wide activities, thus promoting greater engagement.</li> <li>• Sought assurance that there is sufficient support to middle leadership, particularly in respect to their personal welfare.</li> <li>• Sought assurance as to effective allocation of TAs, utilising expertise accordingly.</li> <li>• Sought assurance that there is consistency in approach, and recognise coaching for staff, parents and pupils thus raising knowledge for all.</li> <li>• Evaluate impact of additional resources to SEND to enable greater strategic leadership.</li> </ul>
	<p><b>Structures that reinforce clearly defined roles and responsibilities</b></p>
	<p><b>Governing Body Meetings</b></p> <ul style="list-style-type: none"> <li>• Gained greater understanding on the governance structure and succession planning.</li> </ul> <p>Agreed adjustments in the work of the Policy Approvals Panel to help define their work and make effective use of governors’ time.</p> <p><b>Finance, Premises and Personnel Committee</b></p> <ul style="list-style-type: none"> <li>• Provided challenge to contractors by agreeing market testing arrangements and securing best value for money for the school.</li> <li>• Consider improving supply staff arrangements to enable excellence in teaching to enable pupils to flourish.</li> </ul> <p><b>Provision and School Improvement Committee</b></p> <ul style="list-style-type: none"> <li>• Evaluation and discussion on pupil numbers and future impact.</li> <li>• Defined structure of roles and responsibilities for new monitoring areas.</li> </ul>

Overseeing the financial performance of the organisation and making sure its money is well spent	<b>Compliance with statutory and contractual requirements</b>
	<p><b>Governing Body Meetings</b></p> <ul style="list-style-type: none"> <li>• Approval of budget and staffing structure for 2023-24 and taken account of staff pay</li> <li>• Strengthened the membership of the Finance, Premises and Personnel Committee to ensure a wide set of skills and knowledge to oversee the school's financial performance.</li> <li>• Received the annual report and audited accounts showing a successful and viable company which will enabling those leading the school to build on the foundations of its shared values</li> <li>• increases in light of Government pay award announcement.</li> <li>• Adopted pay policy</li> <li>• Agreed work to ensure that the school meets criteria to make all safeguarding audit areas are 'green'.</li> <li>• Agreed immediate governor training needs in area of safeguarding to ensure compliance by end of year.</li> </ul> <p><b>Finance, Premises and Personnel Committee</b></p> <ul style="list-style-type: none"> <li>• Agreed new systems and procedures, including a move towards a cashless environment, to tighten up on finance administration thus promoting excellence and consistency within school operations.</li> <li>• Approval of new accounting programmes to improve the effective administration of company finances.</li> <li>• Promoting excellence and consistency within school operations by agreeing to the tightening up of financial systems and procedures, including tracking of cash payments and reconciliation of card accounts.</li> <li>• Introducing new governance measures to provide challenge to staff in seeking assurance over the effective operation of financial administration systems and in ensuring compliance.</li> <li>• Agreed need to increase leave entitlement to ensure compliance.</li> <li>• Agreed basis upon which to provide finance management documents to trustees on an ongoing basis, reflecting best practice and guidance from NGA.</li> <li>• Approval of cyber policy to ensure compliance with insurance policy requirements.</li> <li>• Sought and gained assurance that the school is compliant with website guidance.</li> </ul> <p><b>Provision and School Improvement Committee</b></p> <ul style="list-style-type: none"> <li>• Agreement of admissions policy.</li> <li>• Scheduling of meetings to ensure school can still meet compliance requirements.</li> </ul>
	<b>Evaluation to monitor and improve and quality and impact of governance</b>
	<p><b>Governing Body Meetings</b></p> <ul style="list-style-type: none"> <li>• Good quality monitoring report on RE and Collective Worship.</li> <li>• Changed review cycle length for policies to help to ensure the review schedule is realistic and takes account of staff workloads.</li> <li>• Report on pioneering Collective Worship to be agents of positive change in the world (listening to pupils' voice and maximising opportunities for families and whole community to be involved).</li> <li>• Discussed initial finding of evaluation report on funds impact.</li> </ul> <p><b>Finance, Premises and Personnel Committee</b></p> <ul style="list-style-type: none"> <li>• Seeking to improve the creative learning environment through exploring options and agreeing actions in respect to the school field.</li> <li>• Providing a supportive environment by careful management of staff attendance and supply staff costs.</li> <li>• Agreed new tendering process for future enabling governors to have more strategic input into tender specifications prior to market testing, but also enable timely decision making.</li> </ul> <p><b>Provision and School Improvement Committee</b></p> <ul style="list-style-type: none"> <li>• Providing challenge and support for governors in exercising their monitoring duties.</li> <li>• Active monitoring of attendance by governors through new lead governor for area.</li> <li>• Ensured greater focus on SEND and Inclusion by appointing a lead governor for the area.</li> </ul>