



## Impact Statements 2024-25

Core Roles	School Vision	Governing Body	Finance Premises and Personnel Committee	Provision and School Improvement Committee
Ensuring clarity of vision, ethos and strategic direction	How have we ensured that the school community is <b>inclusive</b> ? Are we <b>valuing each person</b> ?	<ul style="list-style-type: none"> <li>• Linking safeguarding and pastoral care together and working as extended governor monitoring team.</li> <li>• Agreed pupil premium three-year plan setting out how the school can use funding to best effect to enable pupils eligible for pupil premium to flourish.</li> <li>• Ensuring staff welfare supported by chain of delegation and cover in event of absence</li> <li>• Feedback on the provision of transitional support to those children and their parents are due to join the school in reception and look at how it helps pupils' integration.</li> <li>• Approval of staffing structure and agreement that carry forward should be used to increase teaching capacity to alleviate pressure on existing teaching staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Approval of a proposals for the creation of a SEND room.</li> <li>• Agreement that priority is the need to spend any current surplus on pupil premium funding before end of financial year.</li> <li>• Discussed PEEPs within fire safety audit.</li> <li>• Reviewed wellbeing and workload of Leadership and administration staff during current period of limited capacity.</li> <li>• Recognition of willingness and adaptability of administration and premises maintenance staff to work longer hours and take on new responsibilities during the interim period when Jo Ducker was absent from the school workplace.</li> <li>• Agreement that there should be a report to look at the effectiveness of pupil premium funding.</li> </ul>	<ul style="list-style-type: none"> <li>• Approving a RHSE policy which is inclusive in terms of LGBTQ.</li> <li>• Proposal to provide a nurturing room from those needing additional support.</li> <li>• Requested that the attendance policy be updated so that attendance awards are removed as they are not in line with the school's ethos of inclusion.</li> <li>• Scrutinised attainment data for pupils eligible for pupil premium, pupils with SEND and joiners to ensure that we are doing our best for everyone.</li> <li>• Decision on RE curriculum based on learning catering to all faiths and non, encouraging theology and philosophy.</li> </ul>
	How are we <b>striving for excellence</b> , through challenge,	<ul style="list-style-type: none"> <li>• Adopted new team approach to leadership of the governing body with two Vice Chairs supporting and sharing work of the Chair.</li> </ul>	<ul style="list-style-type: none"> <li>• Challenging questions on the October accounts.</li> <li>• Approval of refurbishment of pupils' toilets.</li> <li>• Reminder that skills of governors are priority in action plan to address audit reports outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>• Seeking assurance over future improvements in pupil attainment in maths.</li> <li>• Members sought assurance over details on pupil data to ensure that</li> </ul>

*Together we care, learn and thrive'*

Core Roles	School Vision	Governing Body	Finance Premises and Personnel Committee	Provision and School Improvement Committee
	support and care?	<ul style="list-style-type: none"> <li>• Agreement of SDP priorities and also priorities for the governing body.</li> <li>• Evidence that there is careful management of the budget.</li> <li>• Agreement that NG would draft a detailed monitoring plan for SDP priorities to enable greater focus for governors to understand and challenge the work of the executive.</li> <li>• Fantastic response from all staff to unavoidable incident and appreciation of positive feedback from parents.</li> <li>• Audit on early years learning and discussion on factors affecting gaps in language and emotional skills of those joining the school.</li> </ul>	<ul style="list-style-type: none"> <li>• Consideration of contracts including level of service and value for money.</li> <li>• Agreed recommendations on external audits following market testing and tender panel.</li> <li>• Agreed monitoring to seek assurance that school still has compliance to robust finance systems and processes.</li> <li>• Set a tight and stringent budget</li> <li>• Support for staff as they take on new roles, be it in the administration team or ECTs.</li> </ul>	<p>it can monitor effectively pupils eligible for pupil premium.</p> <ul style="list-style-type: none"> <li>• Governors trained in data analysis</li> <li>• Requested data also provided separately for joiners so the Committee can look at the impact of joiners.</li> <li>• Learn how to interpret and use national and regional data so the Committee can challenge executive for effectively</li> <li>• Approved the adoption of the DBE devised RE curriculum having carried out a thorough examination of alternative.</li> <li>• Scrutiny of attendance data.</li> </ul>
Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff	Where are there opportunities for all to flourish within the School community?	<ul style="list-style-type: none"> <li>• Governor undertaken SEND training</li> <li>• Agreed to provide specific focus on governor induction for new governors.</li> <li>• Opal play working well.</li> <li>• Looked at pastoral support in place for forces children.</li> <li>• Look at how the HLTA is providing support and consistency in provision having a positive impact on pupil learning.</li> <li>• Support in place for new governors in conducting learning walks.</li> <li>• Agreement to the recruitment of an additional HLTA to help support teachers in key stage 2 who face additional pressures due to high pupil numbers.</li> </ul>	<ul style="list-style-type: none"> <li>• Agreement to staff pay awards in line with their performance review recommendations.</li> <li>• Refurbishment of hive room to support pupils with SEN</li> <li>• Agreed the focus for staff surveys to enable targeted feedback and promote good practice in safeguarding and leadership development.</li> <li>• Providing effective mentoring for ECTs</li> </ul>	<ul style="list-style-type: none"> <li>• Actively seeking pupil voice and views of pupil on online safety through the pupil survey.</li> <li>• Agreed focus for governor monitoring of SEND pupils.</li> <li>• Provision of HLTA for teacher cover allow teaching staff to flourish in their leadership roles.</li> <li>• Briefing on maths and priorities in improving learning provision.</li> <li>• Providing opportunity for those members of the Committee with greater depth of knowledge in data.</li> <li>• Agreed music teaching plan which seeks to encourage all pupils to</li> </ul>

*Together we care, learn and thrive'*

Core Roles	School Vision	Governing Body	Finance Premises and Personnel Committee	Provision and School Improvement Committee
		<ul style="list-style-type: none"> <li>• Celebration of impressive set of external assessment/test results</li> </ul>		enjoy learning and listening to live music.
	How have we made provisions for a safe, inspiring and creative learning environment?	<ul style="list-style-type: none"> <li>• Increasing governing body monitoring of safeguarding and ensuring that the work is carefully planned throughout the year.</li> <li>• Sought and gained assurance from safeguarding reports.</li> <li>• Agreed focus of parental survey on online safety and also governors' attendance at parent workshops.</li> <li>• Data on safeguarding incident log including abuse and bullying.</li> <li>• Approval of safeguarding audit and gained assurance that the school is compliant in all requirements of the audit.</li> </ul>	<ul style="list-style-type: none"> <li>• Questions on pupil premium spending and ensuring that pupils have financial help in paying for school trips.</li> <li>• Investment in staff ICT, enabling them to carry out their duties with better ICT support.</li> <li>• Agreement to fund continued contract of HLTA in line with recommendations of the Provision and School Improvement Committee as it provides high quality and consistent teaching provision for pupils.</li> <li>• Agreement for go ahead of new extension to provide additional learning space.</li> <li>• Considered ways to celebrate 200 birthdays and agreed use of funds to enable celebrations</li> <li>• Agreement that premises improvements should be prioritised to ensure safeguarding of pupils, e.g. Perimeter fence</li> <li>• Sought assurance over actions taken with regard to nut allergies, and looked at further actions to educate</li> <li>• Scrutiny of health and safety checklist and assurance that actions have been enacted.</li> <li>• Agreement of contract for the erection of fencing on the perimeter of the school premises.</li> </ul>	<ul style="list-style-type: none"> <li>• Governors are mindful of individual child's needs and also those of all pupils in year 6 when considering out of cohort request.</li> <li>• Provision of HLTA for teacher cover ensures better teaching rather than supply cover, thus improving learning provision and providing better education experience for pupils.</li> <li>• Child safety central to decision to ban mobile phones amongst pupils</li> </ul>
Overseeing the financial performance of the organisation and making sure its	How are the financial decisions driven by the School's Vision?	<ul style="list-style-type: none"> <li>• Recognition that there is a need to recruit more governors with financial and premises management skills and experience</li> <li>• Tight process for monitoring spending and authorisation.</li> </ul>	<ul style="list-style-type: none"> <li>• Agreement that the school should spend any reserves over the threshold of the reserves policy, ensuring that money is spent on current pupils and their learning experience.</li> <li>• Approval of the annual report and accounts for recommendation.</li> </ul>	<ul style="list-style-type: none"> <li>• Agreement to propose to the Finance Premises and Personnel Committee to consider the finding of premises adaptations for the provision of a nurturing room.</li> <li>• Securing the continued role of HLTA for teacher cover aligns with</li> </ul>

*Together we care, learn and thrive'*

Core Roles	School Vision	Governing Body	Finance Premises and Personnel Committee	Provision and School Improvement Committee
money is well spent		<ul style="list-style-type: none"> <li>• Approval of the budget and sought and gained assurance as to how it meets the Christian vision and values of the school, enabling all to flourish.</li> </ul>	<ul style="list-style-type: none"> <li>• Reassert aim of zero budget balance (on condition of having sufficient reserves) thus maximising funding on current pupils</li> <li>• Approval of revised budget, enabling better financial and staff planning, and enabling all to thrive.</li> <li>• Scrutiny of monthly finance reports</li> <li>• Considered ways in which the school can ensure value for money from suppliers</li> <li>• Agreement of a budget which seeks to spend all income on current pupils on roll rather than have an accumulation of reserves</li> <li>• Agreement to the rationale for the budget as presented by the headteacher prior to the meeting.</li> </ul>	<p>school vision and values, and also saves money</p> <ul style="list-style-type: none"> <li>• Decision of RE curriculum made on the basis of being inclusive and allows pupils and staff to flourish.</li> </ul>
	In what way have we facilitated positive change?	<ul style="list-style-type: none"> <li>• Agreed new ways to improve meetings.</li> <li>• Reviewed new HLTA to provide teacher cover with feedback indicating that there had been positive impact of previously agreed change.</li> <li>• Changes made to ways in which the school banks its money including increasing BACs, opening new accounts, and allow prompt payment of invoices, thus saving time for staff and maximising interest earned for the company.</li> </ul>	<ul style="list-style-type: none"> <li>• Enhancement of Opal Play provision</li> <li>• Planning ahead for future premises improvements</li> <li>• Review of financial benchmarking and quality of teaching as part of decision to extend contract for HLTA.</li> <li>• Assured that actions have been implemented arising from audit report, thus improving school practice and compliance.</li> <li>• Agreed new requirements with regard to sustainability.</li> <li>• Agreed new approach to policy approval to enable governors to be assured as to the contents of each.</li> <li>• Pre-emptive actions and medium-term planning on the budget will minimise impact of any tightening of the budget in future years.</li> </ul>	<ul style="list-style-type: none"> <li>• Accommodation of cases of transgender in the RSHE policy.</li> <li>• Greater understanding of data analysis and therefore governors are able to scrutinise data more effectively.</li> <li>• Evaluation of attendance data indicates that governors enable positive change through their decision to invest in pastoral support staff.</li> </ul>

*Together we care, learn and thrive'*