



**St. Mary's CE Primary School**  
**Governance Impact Statement 2020/21**

*Vision: Delivering excellence, allowing all to flourish*

*Mission: Creating a culture of wonder, guided by Christian faith*

*Values: Endurance, Compassion, Thankfulness*

<p><b>Governance Arrangements</b></p> <p>2 x Ex officio</p> <p>Foundation</p> <p>6 x PCC</p> <p>2 x SDBE</p> <p>3 x Parent</p> <p>1 x Staff</p> <p>1 x Local Authority</p> <p>1 x Co-Opted, appointed by the governing body</p>	<ul style="list-style-type: none"> <li>• St Mary's governing body comprises 16 governors with the core work delegated to three committees: Resources, Pupils and Leadership &amp; Management.</li> <li>• The full governing body meets three times a year with each committee meeting termly. This year, all meetings were held remotely via MS Teams/Zoom.</li> <li>• The Resources Committee is responsible for finance, premises, health and safety.</li> <li>• The Pupil Committee oversees the curriculum, progress &amp; attainment, quality of teaching, pupil behaviour &amp; well-being and admissions.</li> <li>• The Leadership and Management Committee oversees performance management, staffing, governance, leadership and pay.</li> <li>• Pay is determined by a sub-group of the Leadership &amp; Management Committee and meets annually.</li> <li>• The Resources Committee scrutinises and approves the budget each year before presentation to the governing body.</li> <li>• Exceptional need applications to the school are considered by the Admissions Committee, a sub-group of the Pupil Committee.</li> <li>• The Faith Group is responsible for ensuring that the distinctiveness and effectiveness of a church school is maintained and enhanced.</li> <li>• The Head Teacher's Performance Management is carried out by a sub-group of the Leadership &amp; Management Committee – this group meets every six months, an external adviser from the Diocese joins these meetings.</li> </ul>
<p><b>Attendance Record</b></p>	<p>The governing body has an excellent attendance record and we have always met the quorate condition for meetings. This ensures that all necessary decisions can be taken. Attendance at full governor meetings for 2020/21 was 90% and at 97% for committee meetings. <i>During the Head Teacher's absence, the attendance of the Acting Head Teacher is counted in these figures.</i></p>

<p><b>Overall aims of the Governing Body:</b></p>	<ul style="list-style-type: none"> <li>• Ensuring that the school has a clear vision, ethos and strategic direction</li> <li>• Holding school leaders to account for the educational performance of pupils and the performance management of staff</li> <li>• Overseeing the financial management of the school and making sure its money is well spent.</li> </ul>
<p><b>Assessment of effectiveness</b></p>	<p><b>Overall Effectiveness:</b></p> <ul style="list-style-type: none"> <li>• St Mary’s governing body is comprised of dedicated individuals with a broad and balanced range of skills that enable us to perform our role effectively.</li> <li>• We complete a skills audit for new governors and allocate responsibilities accordingly.</li> <li>• Each governor is a lead for at least one academic and/or non-academic area to build in-depth knowledge of the school and ensure proper oversight</li> <li>• We provide a strong mix of support and challenge, holding the school to account at governor meetings and interrogating performance data, targets, school evaluation, budget setting and staff development to ensure that the school meets its overall objectives.</li> <li>• Inevitably, the COVID-19 pandemic led to the cancellation of many school events. Governors did however hold remote conversations with subject leaders about the progress and development in their focus areas. Where possible, at events such as sports day and the Year 6 Leavers Service, some governors, notably parent governors, were in attendance.</li> <li>• Governors participated in online celebrations such as the Easter Service and Mothers’ Day.</li> <li>• Governors provided significant remote support to the Head Teacher and Acting Head Teacher during the COVID crisis, approving a number of policies and DfE policy amends and addendums with due care and speed.</li> <li>• The skills balance of the governing body is assessed to ensure, where possible, that vacancies are filled by candidates with appropriate expertise.</li> <li>• The head and co-chairs meet at least fortnightly to review progress, discuss wellbeing and monitor safeguarding. Through the pandemic, this was usually a weekly session.</li> <li>• The full board participated in an NGA self-evaluation exercise with input from an NGA consultant. Categories included: the right people; understanding of role; effective accountability and impact on outcomes for pupils. The overall score was 83% and we reviewed the effectiveness of our practice and identified areas for improvement during 2021/22.</li> </ul>

**Key governor contribution to the School Development Plan**

**Strategic Direction**

- A socially-distanced away day session was held at St Mary's Church in September 2020 with members of the SLT and committee chairs, facilitated by an external expert, to establish the pillars of the School Development Plan (SDP) for the year ahead. The co-chairs then worked closely with the Head Teacher to finalise the plan for governing board approval.
- A remote workshop to plan the SDP for 2021-22 was facilitated in July 2021 by our Diocesan School Improvement Partner. Co-chairs and committee chairs joined senior leaders for this constructive and dynamic planning session.
- Governors undertook online training with the local authority, SDBE and other providers including Educare and The Key throughout the year. The primary adviser at the SDBE gave a dedicated presentation at the first full board meeting of the academic year on the role of the governing board and the seven principles of public life which governors should exercise:- Selflessness / Integrity / Objectivity / Accountability / Openness / Honesty / Leadership. We reflected on the strategic as opposed to operational role of governors while working within the DfE's Competency Framework for Governance and our own Code of Conduct.
- Curriculum action plans and subject overviews were written by subject lead teachers and sent to link governors for review with a focus on statements of intent.

**Celebrating the school's Christian Values**

- The school has a rich and close link with St Mary's Church and we are very grateful to the Parish team vicar for his support throughout the year and his efforts to accommodate a Covid-secure leavers service for Y6.
- A majority of governors are active worshipers in the Parish of Putney, evidence of how the school lives out its Christian distinctiveness is sought as we monitor the school's progress.
- Governors participate actively in school worship and Christian celebrations.

**Pandemic learning**

- Governors were kept abreast of developments with the school's remote blended learning operations and the digital learning platform, its roll-out, key improvements and feedback from staff and parent surveys.
- Governors engaged actively with parents to address questions about pandemic learning.
- We lent specific support to the head and acting head on effective communications with parents about pandemic operations.

	<ul style="list-style-type: none"> <li>• The wellbeing and safety of staff, pupils and families were a central focus of governor questioning. Risk assessments were reviewed by an independent expert and the head and acting head kept governors abreast of efforts to support the vulnerable.</li> </ul> <p><b>Overseeing financial and resources management</b></p> <ul style="list-style-type: none"> <li>• The resources committee reviews the school budget at termly meetings. The committee reviews and approves the annual budget in the spring term and commends it to the full board.</li> <li>• The School Financial Values Statement is completed annually by the chair of the resources committee which approves the statement.</li> <li>• The resources committee also benchmarks expenditure against similar and local schools.</li> <li>• A termly review of the premises plan is also carried out by the resources committee.</li> <li>• Governors review the annual health and safety audit, carried out by an external provider.</li> <li>• The school's use of both the Pupil and PE premiums are monitored annually.</li> </ul>
<p><b>Specific governor actions during 2020/21</b></p>	<p>In addition to the activities above, governors also undertook the following during 2020/21:</p> <ul style="list-style-type: none"> <li>• Investment in membership of the National Governance Association (NGA) and its governing board self-evaluation package.</li> <li>• Programme of remote conversations with subject leads</li> <li>• Continued support for compliance with data protection legislation</li> <li>• Appointment of three new parent governors.</li> <li>• Representation on the school fund raising body FOSMs.</li> <li>• Governors welcomed new parents at online welcome presentations.</li> </ul>