



St. Mary's CE Primary School
Governance Impact Statement 2021/22

Vision: Delivering excellence, allowing all to flourish

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

Values: Endurance, Compassion, Thankfulness

<p>Governance Arrangements</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 board</p>	<ul style="list-style-type: none"> • St Mary's governing board comprises 16 governors with the core work delegated to three committees: Resources, Pupils and Leadership & Management. • The full governing board meets three times a year with each committee meeting termly. This academic year, all meetings were held remotely via MS Teams until the final July full board meeting which we held in person at St Mary's Church. • The Resources Committee is responsible for finance, premises, health and safety. • The Pupil Committee oversees the curriculum, progress & attainment, quality of teaching, pupil behaviour & well-being and admissions. • The Leadership and Management Committee oversees performance management, staffing, governance, leadership and pay. • Pay is determined by a sub-group of the Leadership & Management Committee and meets annually. • The Resources Committee scrutinises and approves the budget each year before presentation to the governing board. • Exceptional need applications to the school are considered by the Admissions Committee, a sub-group of the Pupil Committee. • The Faith Group is responsible for ensuring that the distinctiveness and effectiveness of a church school is maintained and enhanced. • The Head Teacher's Performance Management is carried out by a sub-group of the Leadership & Management Committee – this group meets every six months, an external adviser from the Diocese joins these meetings.
<p>Attendance Record</p>	<ul style="list-style-type: none"> • The governing board has an excellent attendance record. All meetings are quorate, which ensures that all necessary decisions can be taken.

<p>Overall aims of the Governing Board:</p>	<ul style="list-style-type: none"> • Ensuring that the school has a clear vision, ethos and strategic direction • Holding school leaders to account for the educational performance of pupils and the performance management of staff • Overseeing the financial management of the school and making sure its money is well spent.
<p>Ofsted</p>	<ul style="list-style-type: none"> • In December 2021, St Mary’s welcomed its first Ofsted inspection since 2007. Governors had a positive and engaging session with Her Majesty’s Inspector. We were very pleased with the overall grading of ‘good’ with Personal Development being deemed ‘outstanding’. Both Behaviour and Attitudes and Leadership and Management were recognised as strong areas of the school’s work. • HM Inspector noted that leaders, including governors, have ensured that there is a strong safeguarding ethos across the school. • Throughout the year, Governors continued to support the head teacher as she led the embedding of the curriculum which HM Inspector described as ‘ambitious’.
<p>Assessment of effectiveness</p>	<p>Overall effectiveness:</p> <ul style="list-style-type: none"> • St Mary’s governing board is comprised of dedicated individuals with a broad and balanced range of skills that enable us to perform our role effectively. • We complete a skills audit for new governors and allocate responsibilities accordingly. • 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 • 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. • Governors engaged directly with subject leaders about the progress and development in their focus areas. At many events, such as FOSMS occasions, sports day and the Year 6 Leavers Service, some governors, notably parent governors, were in attendance. • Governors participated in celebrations such as the Easter Service and Mothers’ Day. • The skills balance of the governing board is assessed to ensure, where possible, that vacancies are filled by candidates with appropriate expertise.

Key governor contribution to the School Development Plan for 2021/22

- The head and co-chairs meet at least fortnightly to review progress, discuss wellbeing and monitor safeguarding.

Strategic Direction

- Co-chairs, committee chairs and members of the SLT were invited to a planning session at St Mary's Church in June 2022 which was facilitated by our diocesan partner. The purpose was to establish the pillars of the School Development Plan for the year ahead.
- Governors undertook online training with the local authority, SDBE and other providers including Educare and The Key throughout the year.
- Curriculum action plans and subject overviews were written by subject lead teachers and sent to link governors for review with a focus on implementation.

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.
- 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 recovery

- Governor meetings focused on the wellbeing of staff, pupils and families throughout the year.
- Governors paid particular attention to the recovery of all pupils, not only from an academic perspective, which was very strong, but also from a social, emotional and behavioural angle.

Overseeing financial and resources management

- 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.
- The School Financial Values Statement is completed annually by the chair of the resources committee which approves the statement.

	<ul style="list-style-type: none"> • The resources committee also benchmarks expenditure against similar and local schools. • A termly review of the premises plan is also carried out by the resources committee. • Governors review the annual health and safety audit, carried out by an external provider. • The school's use of both the Pupil and PE premiums are monitored annually.
<p>Specific governor actions during 2021/22</p>	<p>In addition to the activities above, governors also undertook the following during 2021/22:</p> <ul style="list-style-type: none"> • The co-chairs and head teacher worked closely together to draft the school's strategic 3-year vision. This was presented to and warmly received by the full board in July 2022. • The development of the outdoor learning space was a focus throughout the year. One governor, a teacher at another local school, invited the head teacher to view her EYFS outdoor provision. This led to the resources committee approving funding for improvements to the St Mary's EYFS area. • Plans for the zoned overhaul of the wider outdoor learning environment were honed over the course of the year by the head in discussion with the diocesan surveyor and also governors. • Representation on the school fund raising body FOSMs. • Governors greeted new parents at welcome presentations.