



St. Mary's CE Primary School
Governance Impact Statement 2023/24

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 FGB meetings were held in person at the school, and Committee meetings held remotely via MS Teams. • 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. • 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

	<ul style="list-style-type: none"> Overseeing the financial management of the school and making sure its money is well spent.
Ofsted Recommendations	<ul style="list-style-type: none"> Throughout the year, governors continued to support the Head Teacher as she led the embedding of the curriculum which HM Inspector described as ‘ambitious’ in December 2021 (report published in February 2022).
External Reviews	<ul style="list-style-type: none"> The school had a termly visit from both a Wandsworth Link Adviser and a link adviser from the Southwark Diocesan Board. After these visits, governors were able to question the Head and other key staff on the content of the reports and implementation of the report recommendations.
Assessment of effectiveness	<p>Overall effectiveness:</p> <ul style="list-style-type: none"> The 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. The skills balance of the governing board is assessed to ensure, where possible, that vacancies are filled by candidates with appropriate expertise. In addition, we complete a skills audit for new governors and allocate responsibilities accordingly. The full governing board re-submitted a skills audit in the summer term, in preparation for the 2024/25 academic year. Some governors have more in-depth oversight in key areas such as safeguarding, GDPR and the school website. Those undertaking these roles have relevant skills and experience in these areas. 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 were invited to three governor working half days where we explored specific topics: the revision of the science curriculum complemented by a whole school learning walk, and how to interpret the super schools data analysis document to ask key questions as governors; unconscious bias training from an outside provider; and strategic discussions to draft the School Development Plan priorities for the year ahead. This model allows all governors to be conversant in key strategic focus areas within the school’s vision and upskills governors. After on-site morning sessions, governors have the opportunity to join pupils for lunch and hear first hand of their experiences at St Mary’s. Governors have supported many events, such as FOSMS occasions, sports day and the Year 6 Leavers Service. They have also participated in celebrations such as the KS1 Nativity, Easter Service and Mothers’ Day. The Head and Chair meet at least fortnightly to review progress, discuss wellbeing and monitor safeguarding. The Vice-Chair attends many of these meetings.

<p>Key governor contribution to the School Development Plan for 2023/24</p>	<p>Strategic Direction</p> <ul style="list-style-type: none"> ● The governor working half day in the summer term was attended by the full governing board and facilitated by our SDBE link adviser. Governors, the Head Teacher, Deputy Head Teacher and SBM discussed the strategic direction for the year ahead and drafted the School Development Plan priorities for 2024/25. ● Throughout the year, governors undertook online training with the local authority, SDBE and other providers including Educare, LGFL and The Key. <p>Celebrating the school’s Christian Values</p> <ul style="list-style-type: none"> ● The school has a rich and close link with St Mary’s Church and we are very grateful to the Parish team vicar and his wider team for their support throughout the year. ● A majority of governors are active worshippers 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. <p>Overseeing financial and resources management</p> <ul style="list-style-type: none"> ● 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. ● 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. ● The governing board Chair undertakes an annual asset check and countersigns significant items of expenditure ● 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 2023/24</p>	<p>In addition to the activities above, governors also undertook the following during 2023/24:</p> <ul style="list-style-type: none"> ● Governors worked with the school to explore other avenues for income generation, including liaising with the SDBE and Borough Council to facilitate the consultancy work undertaken for two terms by the Head Teacher with another church school within the Borough.

	<ul style="list-style-type: none">• Governors with legal and property management skills supported the SBM in the replacement of the boiler and ongoing heating issues• A governor undertook a review of local parents of nursery age children to ascertain attitudes to school nursery applications generally and establish what is the local competition for nursery provision• In the spring and summer term a governor supported the moderation of evidence in the Foundation Stage to help staff with the statutory reporting requirement of “Good Level of Development” at the end of the Reception year.• Governors greeted new parents at welcome presentations.• The Chair considered a formal complaint.
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