



St. Mary's CE Primary School

Governance Impact Statement 2024/25

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> <p>1 Associate governor attached to the Admissions committee</p>	<ul style="list-style-type: none"> • St Mary's governing board comprises 16 governors with the core work delegated to three committees: Resources, Pupil 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. This year we have appointed an Associate Governor to this committee with medical experience to consider these aspects of applications, although the committee has not had to sit this academic year. • 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. • A working party is starting to consider the future sustainability of the school in the current economic climate and against the backdrop of falling school rolls.
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Attendance Record	<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.
Overall aims of the Governing Board:	<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.
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). The in-depth subject focus this year was on RE. A new curriculum was trialled and adopted and staff received CPD to aid implementation and impact assessment. History content and delivery was also reviewed and improved throughout the year.
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 committees were rebalanced for 2024/25 following a skills audit of governors in the summer of 2024. A parent governor election was undertaken in the autumn term and applications were invited for candidates with skills in particular areas to strengthen the Board. A new LEA governor was also appointed who has complimentary skills to a governor whose term of office will end within this academic year. Succession planning is an agenda item for each FGB, as several governors are set to complete their second term of office within the next 12 months. 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.

<p>Key governor contribution to the School Development Plan for 2024/25</p>	<ul style="list-style-type: none"> • Governors attended an autumn term working half day, where the main focus was on the development of the RE curriculum, combined with a learning walk through all year groups. Governors had the opportunity to see teaching in action and were able to ask children questions and look at what they were recording in their books. The school expects a SIAMs audit in the near future so oversight of the new RE curriculum and its teaching was valuable, and dovetails with the SDP objectives. Governors also had a presentation from the Deputy Head, talking about progress in implementing a new teaching scheme for history and how SLT oversight of this had evaluated its success to date. The Assistant Head Teacher told governors about the RISE initiative, which actively draws in all staff working in school to make the everyday operations and procedures being used as practical and watertight as possible. The spring term working morning was unfortunately cancelled, the summer term one is discussed below. • 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, and entered a team into the FOSMs quiz night – which they won! • 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>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 and the Head Teacher discussed the strategic direction for the year ahead and drafted the School Development Plan priorities for 2025/26 as part of a forward looking 4-year plan. • Throughout the year, governors undertook online training with the local authority and other providers including Educare, LGFL and The Key. Governors all participated in training to obtain the Bishops Certificate from the SDBE. <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. St Mary’s school co-hosted an INSET for local CE schools in the autumn term about the distinctiveness and importance of CE schools – this was also attended by the CoG • 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.
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	<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 was completed this year by the CoG, shadowed by the committee chair, and the statement then approved by the Resources Committee, as the committee chair was new to their role, and the CoG has skills in this area • The Resources Committee also benchmarks expenditure against similar and local schools. • Two members of the Resources Committee have begun assisting the SBM to consider the “Good Estates Management” documents drawn up by the government • 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 2024/25</p>	<p>In addition to the activities above, governors also undertook the following during 2024/25:</p> <ul style="list-style-type: none"> • Throughout the year governors undertook training at the Southwark Diocesan Board of Education to achieve their Bishops Certificate. Governors were successful and the certificate will be awarded at a service at Southwark Cathedral in September 2025. • Governors worked with the HT to promote the school prior to and during the autumn term open evening to attract new families into the EY setting for the 2025/26 academic year. A leaflet was produced by a governor which was given to families as they attended, and changes to the applications section of the website were suggested by governors and acted upon. Governors also suggested a change to the name of the school so that the St Mary’s comes up in an online search for nursery places. These efforts were extremely successful, with many more applications this year than recently. • The Pay committee met in the autumn term and considered an appeal • The CoG attended a meeting with the SBM at the Diocesan Board to discuss the financial health of primary schools • A governor represented the Board at the parish Carol Service in December and did a reading • The CoG attended local authority chairs meetings throughout the year • The CoG attended a heads and chairs schools strategy meeting at the SDBE in December

	<ul style="list-style-type: none"> • A governor with specialist skills in this area supported the SBM in revision of the asbestos register • Governors with legal and HR skills supported the HT in a review of staff employment contracts • Governors all undertook training in safeguarding, GDPR and cybersecurity, and discussed the school's risk of exposure to, and plans to mitigate any potential cyber attack • A governor attended SFVS training held by the LA • The CoG wrote to a family to thank them for a significant donation to the playground project, and to all other families who had made personal financial donations to ensure the project could go ahead • The CoG took part in a recruitment exercise for an acting DHT • The CoG observed the procedures for delivery of the statutory KS2 SATs Reading test • A working party of governors assisted the HT in handling a serious matter which involved a judicial process. This included handling issues arising from the parent body, and liaison with the LA and SDBE, and deciding the appropriate course of action to take to protect all impacted by events. • Governors approved the expenditure and timetable for Phase II of the playground redevelopment, which will happen during the summer break 2025 • Governors hosted a celebration in St Mary's church to mark the retirement of the DHT who had been on the staff of our school for 32 years
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