

We wish everyone a festive Christmas and a Happy New Year!



Governor Newsletter

Autumn Term 2022

School Improvement

Governors have been working closely with Jonathan Kirkham and the Leadership Team to define areas of development for this year's School Improvement Plan. The plan will focus on three priorities:-



Priority 1:

Leaders at all levels construct a curriculum that is ambitious and designed to give all pupils, particularly the most disadvantaged and those with Special Educational Needs and Disabilities (SEND), the knowledge they need to succeed in life.

- To ensure the curriculum shows clarity, continuity and is accessible to all.
- To improve the outcomes of the lowest 20% of pupils in specific subjects based on robust review and evaluation.

Priority 2:

Leaders focus on improving staff's subject knowledge and pedagogy to enhance the teaching of the curriculum and the appropriate use of assessment. The practice and subject

knowledge of staff to improve over time.

- Senior Leaders improve and develop a whole school, professional developmental model which builds the skills and knowledge of all staff that is both sustainable and has high impact.
- Subject Leaders build and enhance their skills, knowledge and understanding to further improve the quality of the curriculum.

Priority 3:

Develop a consistent Performance Management process that supports high quality provision.

- The Performance Management process is strengthened by ensuring consistency among reviewees and reviewers.

If you would like to learn more detail about the plan, the Senior Leadership Team (Jonathan Kirkham, Abby Goodchild and Rebecca Jakes) will be happy to answer any questions you may have.

Governing Body Roles

At the beginning of the term we appointed governors for the Governing Body and Committees with specific responsibilities.

Chair of Governors	Sheila Alderson
Vice Chair of Governors	Katy Francis
Finance & Resources Chair	Nicola Whitehouse
Finance & Resources Vice Chair	Mac Miller
Learning & Wellbeing Chair	Katy Francis
Learning & Wellbeing Vice Chair	May Glover-Poultney

Governors with Monitoring Responsibilities

Safeguarding—Ben McIntyre, Matt Whitehead, May Glover-Poultney

Premises and Health & Safety—Nicki Whitehouse, Mac Miller, Sheila Alderson

Overseeing Governor Training—Andrew Morgan, Claire Anthony

Pupil Premium and SEND—Alison Sansome, Katy Francis

Financial Checks — Nicki Whitehouse, Andrew Morgan, Ben McIntyre, Mac Miller, Sheila Alderson

Vacancy for a Co-opted Governor

We mentioned in our previous newsletter that we were hoping to recruit another co-opted governor. Although successful with our appointment, the new appointee was unable to join us following a change in their employment. Regrettably they no longer had the time to commit to the role.

The potential governor needs to be appointed from within the community, as we already have our full quota of parental representation on the governing body. We will recommence our search in the new year and hope to be successful in the not too distant future.

Work of the Governing Body this term

The following policies have been approved:-

- ◆ Safeguarding
- ◆ Child Protection
- ◆ Staff Pay
- ◆ Performance Management
- ◆ Supporting Pupils with Medical Conditions
- ◆ Management of Drugs Related Incidents
- ◆ Communication Policy



Other Areas Considered by the Governing Body

- ◆ Reviewed the spending on Pupil Premium for the previous academic year and approved the strategy for the coming year in preparation for uploading to the school's website.
- ◆ Reviewed and approved the report on Special Educational Needs, prior to uploading to the school's website.
- ◆ Contributed to the development of the School Improvement Plan and approved its final draft.
- ◆ Devised a monitoring plan to enable us to ascertain the impact of the School Improvement Plan throughout the year.
- ◆ Attended Open Events for prospective parents held during the second half of this term.
- ◆ Attended staff Inset training sessions on

safeguarding and improving the quality of teaching.

Monitoring School Improvement

We have met with staff to discuss-

- ◆ Their view on the effectiveness of the Performance Management process.
- ◆ The progress made with the development of the national curriculum subjects.
- ◆ The robustness of safeguarding policies and procedures.

Working Parties

These groups have undertaken work outside our usual meeting timetable and reported their findings to the Governing Body.

- ◆ **Marketing** — discussed how the school can effectively promote its ethos, culture and educational performance.
- ◆ **Questionnaires** — reviewed questions to be considered for questionnaires planned to be sent out in 2023 to parents/carers, staff and pupils.
- ◆ **Governor Development Plan** — investigated key information that will provide evidence that *'the school leaders have high expectations for all pupils'*.

Governor Training

The full Governing Body attended training on our role in school improvement. It was a useful opportunity to reflect on our current practice, identify areas where we are effective, and review those that could be developed further.

Work of Committees this term

Finance & Resources Committee

This committee has:-

- Approved the six monthly budget revision, with the good news that we are predicted to have a balanced budget for the next two years. After that timespan, unless there is an increase in the Government's allocation for schools, the budget will be under significant pressure.
- Reviewed issues with the buildings and any remedial work required, plus proposed developments.
- Discussed the Health & Safety report for the Local Authority and the termly reviews carried out by the school and governors.
- Reviewed our 3 year programme of checks for Finances and Health & Safety.

The Pay Committee has approved performance pay awards for teaching staff, using anonymized data. It has also reviewed the report from the Headteacher's Performance Management Committee and approved its recommendation.

Learning & Wellbeing Committee

Following a review, this committee has been renamed the Learning and Wellbeing Committee.



- Several documents that require uploading to the school's website, have been reviewed:-
 - ❖ The Pupil Premium Strategy 2021-2022
 - ❖ The proposed Pupil Premium Strategy for 2022-2023
 - ❖ Prior to the meeting, governors requested the format and content of the SEND report be reviewed to ensure it was more relevant for parents.
- Staff presentations, linked to our monitoring of the School Improvement Plan, have been planned.
- Staff and Pupil Wellbeing was reviewed in the light of the development work that is being undertaken.
- We discussed how the behaviour policies are impacting on children and staff and how this can be reported to governors in a more useful way.

Questionnaire Comments 2022

Following the completion of questionnaires in the last academic year, we asked Jonathan Kirkham to consider how the school would address the general issues raised. His report was presented to governors earlier this term and is summarised below. Some items have been included in the School Improvement Plan, while others will be addressed separately.

Pupils	
My teachers help me with my learning .	<ul style="list-style-type: none"> Feedback to staff highlighted the need to look at how we adapt our teaching to support those who struggle with learning
Children in my class behave well.	<ul style="list-style-type: none"> Weekly reminders at staff briefings Training for support staff Robust use of reporting on digital platform
I feel safe at school.	<ul style="list-style-type: none"> New DfE document read (Keeping Children Safe In Education) and safeguarding training introduced
I get help when I am stuck with my work.	<ul style="list-style-type: none"> Informal visits to classrooms have informed Senior Leaders there is a need to develop what 'help' looks like
My lessons are interesting and fun.	<ul style="list-style-type: none"> Most of the curriculum plans are completed and ready for publication on the school website Teachers held feedback and made adjustments to the curriculum
There is an adult at school I could talk to if I were worried.	<ul style="list-style-type: none"> PSHE sessions with children to understand the process New DfE document read (KCSIE) Additional safeguarding training introduced
Parents	
My child is making good progress at this school.	<ul style="list-style-type: none"> Adopting whole school software that can be used to share information on progress
My child has been bullied.	<ul style="list-style-type: none"> The school works hard to build relationships with parents in understanding bullying on an individual basis Family Support Worker to engage with families who feel their child needs support
The school makes me aware of what my child will learn during the year.	<ul style="list-style-type: none"> This has been a significant piece of work undertaken during the last academic year in all subjects to build clarity in what is taught
The school has high expectations for my child.	<ul style="list-style-type: none"> Shared with staff to enable them to explore in further detail
My child has SEND and the school gives them the support they need to succeed.	<ul style="list-style-type: none"> Part of the whole school improvement plan is about meeting the needs of SEND children Staff to receive focused training on how SEND children can be supported with their learning

THANK YOU



We are grateful to WPSA for their fund raising activities. Thank you to everyone who has organised and supported the many events that have taken place this term. The funds raised enhance the opportunities offered to the children and are very much appreciated.



Thank you to our parents and volunteers who give of their time so freely; whether it is providing transport, escorting groups, hearing reading, or whatever you do — your support is invaluable.



We should also like to thank the staff for their continued hard work and dedication. From our visits to the school, we know you have been working hard focusing on new initiatives and, in particular, the needs of SEND and Pupil Premium children, to ensure everyone receives high quality learning opportunities.

Enjoy a relaxing Christmas break!