

Chaddleworth St Andrews and Shefford
Federated Primary Schools

“Living life in all its fullness”

Five Year Governance Plan 2022 – 2027

Introduction

The Five Year Governance Plan is a high-level long-term plan, setting out the governing board's vision for the school, its values, and long-term strategic priorities and objectives. It is a working and reference document for the governing board and seeks to inform key stakeholders in the school: children, parents, staff, governors and other stakeholders.

The Governance Plan has been developed through consultation with staff, governors, parents and pupils. It is informed by on-going self-evaluation. The Governance Plan is reviewed, revised and updated annually, and is adopted by the Full Governing Board at its first meeting of the school year.

The Governance Plan sits alongside the School Development Plan (SDP), a shorter-term plan extending over a period of 1-2 years. The SDP is developed with the staff team and sets out the operational details of how the vision and strategy will be achieved.

Our Vision and Values

Our two Church schools are committed to enabling all pupils to achieve their full potential. We do this through developing a love of learning within a creative, supportive environment, built on strong Christian foundations, where everyone aspires to be ‘Living life in all its fullness’.

*“I have come that they may have life; life in all its fullness”
John 10:10*

“Living life in all its fullness” means that we aspire to give all our children the opportunities that enable both a deep understanding of who they are and how they can contribute fully to our global society.

Our Christian Values are Courage, Compassion, Trust, Friendship, Wisdom and Endurance

- Through the Christian Value of **Trust**, we aim to provide a safe environment that safeguards and promotes the wellbeing of all.
- Through the Christian Value of **Wisdom**, we aim to provide an education of the highest quality for each and every child, and to foster a life-long love of learning by delivering a curriculum that progressively builds on and deepens their knowledge, understanding and skills
- Through the Christian Value of **Compassion**, we aim to ensure that learners are respectful of all members of the school, the wider community and the world they live in.
- Through the Christian Value of **Friendship**, we aim to foster a successful partnership with parents, carers, the Church and the wider community.
- Through the Christian Values of **Courage and Endurance**, we aim to develop resilient, independent and curious learners who are prepared for their future and the world around them

The Purpose of Governance

The Governing Board has a number of roles and responsibilities, but its 3 core functions are:

1. Setting the vision and strategic direction of the school;
2. Holding the Headteacher to account for the educational performance of the school; and
3. Overseeing the financial management of the school.

In addition to those primary legal duties, and the specific focus areas set out under Strategic Priorities at page 7, the Governing Board will undertake a number of core activities:

- We will work to strengthen partnerships between the school, parents, Chaddleworth and Shefford churches, pre-school settings and the local community.
- We will consult with stakeholder groups to measure the impact of initiatives and identify areas for improvement.
- We will oversee, monitor and implement strong financial controls and achieve best value.
- We will secure funding to resource our learning community and enable staff and pupils to be successful within a building, which is “fit for purpose”.
- We develop efficient and effective processes to support, monitor and challenge the Senior Leadership Team.
- We will monitor the recruitment, management and retention of staff.
- We will monitor progress of the School Development Plan.
- We will monitor educational performance.
- We will monitor how standards of behaviour are maintained.
- We will monitor and promote the highest standards of Safeguarding in everything that we do.
- We will monitor and promote the highest standards of Health and Safety within the school premises and activities.

Inspections

In the OFSTED Inspection of July 2022, the schools were rated Good (following a previous Good rating in 2017).

The report noted the following highlights and areas for improvement:

- The school is a happy place where pupils flourish and feel safe.
- Leaders have high aspirations for all pupils.
- Leaders have thought carefully in developing an ambitious curriculum for all pupils.
- [Staff] possess a strong understanding of the content they need to cover and what knowledge they are building on.
- Staff have created a culture where reading is valued.
- Pupil's needs are carefully and accurately identified.
- Pupils are kind and friendly because they are taught how to be so.
- Governors check the work of school leaders to ensure that pupils receive a good quality of education.
- Plans for improvement are clear.
- In a small number of subjects, leaders need to specify how the content is taught so that learning is consistent in quality and effectiveness

In the SIAMS (Statutory Inspection of Anglican and Methodist Schools) Inspection of March 2016, the schools were rated Good.

The report noted the following highlights:

- School development and improvement is founded on strong Christian values which are practised by all in its community
- A vibrant Christian ethos which is at the heart of all aspects of the school's life and development enables all pupils to progress spiritually, socially and academically.
- A firm and beneficial partnership with the parish church and its clergy strongly promotes the Anglican character of the school within the local community.

The report noted the following areas for improvement:

- To increase the children's awareness and understanding of God's presence in the world around them, develop areas in the outside environment for quiet thought and prayer.
- To further enrich its impact on the children, devise and implement strategies for them to have regular opportunities to plan and lead collective worship independently.
- To enrich the variety and impact of worship, devise strategies to involve a greater number of stakeholders in the planning process.
- In order that continuing development and improvement of Chaddleworth as an Anglican school takes place, devise strategies to involve a wide range of stakeholders in the evaluative process.

Strategic Priorities

The following priorities correspond directly with those set out in the School Development Plan (SDP):

Priority 1 – Quality of Education

We will continue to develop an aspirational and inspirational curriculum of the highest quality

- Develop a curriculum that progressively builds on and deepens the children’s knowledge, understanding and skills
- Develop a curriculum that is accessible for all, reflects the global community and promotes equality of opportunity and diversity.
- Enable increasing proportions of learners to progress well in all year groups and attain at least age-related expectations in reading, writing and maths by the end of Key Stage 2.
- Establish a growth mindset culture.
- Build a culture of success and achievement for all.
- Ensure that the teaching of Religious Education is of a high quality in order to promote a culture of success and attainment in Religious Education and model mutual respect for all faiths.

Governor focus for year 1: Monitor the completion and of the curriculum.

Governor focus for year 2: Monitor the implementation of the curriculum.

Governor focus for years 3-5: Monitor the critical review of the curriculum.

Priority 2 – Behaviour and attitudes

We will sustain and develop the distinctive Christian nature of the school

- Increase the children’s awareness and understanding of God’s presence in the world around them, develop areas in the outside environment for quiet thought and prayer.
- Further enrich its impact on the children, devise and implement strategies for them to have regular opportunities to plan and lead collective worship independently.
- Enrich the variety and impact of worship, devise strategies to involve a greater number of stakeholders in the planning process.
- In order that Chaddleworth and Shefford continue to development and improve as Anglican schools, devise strategies to involve a wide range of stakeholders in the evaluative process.
- Promote the Christian values through the day to day practice in the school.
- Equip children with the resources to deal with conflict and to resolve problems calmly and constructively

Governor focus for year 1: Seek to fill 1 of the Foundation Governor vacancies, and review how collective worship is delivered.

Governor focus for year 2: Seek to fill the second Foundation Governor vacancy.

Governor focus for years 3-5: Monitor how the school vision is being reviewed.

Priority 3: Personal Development

We will support the children to keep physically and mentally healthy

- Encourage children to support each other in order to experience the importance and benefit of effective, meaningful collaborations for themselves and others.
- Maintain an effective Relationships and Health Education Policy
- Maintain effective systems for early identification of issues connection to mental health and well-being
- Offer a diverse range of after-school clubs and activities
- Promote an active lifestyle and healthy lifestyle choices
- Promote the importance of children feeling that they can make a difference as they grow up through the application of Christian values in their own lives and their influence on other.
- Continue to run the one week residential experience for years 5 and 6, and to introduce a shorter residential for years 3 and 4.

Governor focus for year 1: Monitor activity to promote and ensure mental health and well-being amongst pupils.

Governor focus for year 2: Review and monitor pupil voice and leadership roles.

Governor focus for years 3-5: Review the enrichment offer of clubs, opportunities, and trips.

Priority 4: Leadership, Management, and Staffing

We will develop and embed high-quality leadership throughout the school, and we will prioritise excellence in staffing

- Strengthen leadership and management by ensuring that all leaders and governors can demonstrate the impact of their work on pupils' outcomes.
- Seek out and replicate excellent practice, developing collaboration to stimulate innovative approaches, share best practice and coordinate focused professional development.
- Provide leadership opportunities for staff who demonstrate initiative, drive and vision.
- Develop the capacity of staff to implement a cohesive school wide approach to teaching and learning, including classroom management that supports a creative, engaging and challenging learning environment.
- Help staff to reflect confidently on their own learning and identify their development needs.
- All Teachers and Teaching Assistants provide support for pupils' learning that is consistently as good as the best.

- Support all staff in their role as educators within our Church of England school and expect all staff, regardless of their personal beliefs, to support our vision.
- Support staff development through robust and effective performance management and continuing professional development opportunities for improving teaching, based on the identified needs of staff, as well as the needs of the school.

Governor focus for year 1: Reform the Headteacher Performance Panel and put in place training and arrangements to ensure this process is robust and effective.

Governor focus for year 2: Follow up on discussions about staff wellbeing and workload balance – identify and progress actions and impact in this area.

Governor focus for years 3-5: Review staff retention, future proofing and succession planning.

Priority 5: Improving the school environment

We will ensure the highest standards of safeguarding, and will invest in resources and the school building and grounds to provide a safe, welcoming and inclusive environment

- Promote standards of safeguarding in everything we do.
- Value the state of repair of the schools, their look and feel, so that both reflect our ethos.
- Continue to enhance our physical learning environment, both indoors and especially outdoors, making full use of every inch of available space on both sites.
- Prepare plans to enable us to respond to changes in admission numbers.
- Make net zero carbon a core consideration and aspiration when making decisions about school premises and resources.

Governor focus for year 1: Identify and implement solutions to make more effective use of the Chaddleworth site.

Governor focus for year 2: Develop a net zero carbon strategy, to feed into the 5-yr Governance plan for 2024-2029.

Governor focus for years 3-5: Review and identify building improvements at both sites, and lobby WBC for funding to bring them both up to standard.