

St. Bede's Catholic Infant School

Governors Annual Statement

Dear parents and carers and all partners of St. Bede's Catholic Infant School,

There is no legal duty for maintained schools to produce an annual statement of governance. The governing body of our school has decided to provide one because we are so proud of the achievements of our children and the hard work and dedication of our staff and we want to share this with you.

There is some information all schools are required to publish, such as how effectively pupil premium funding has been used, and these have been incorporated into this statement. We have used the six key features of effective governance (as defined by the DfE) as a framework and you will find lots of evidence listed within each of these. You will find far more detail on the school website and in the DfE performance tables and in documentation stored in the school office.

The Golden Rule in our school is "If you want to know just ask" and that applies to any member of staff, including the headteacher, and any governor, including me.

Margaret Rowlands (Mrs.)

Chair of Governors

There is a list of governors, together with their main responsibilities detailed on the school website.

The purpose of governance

As the Governing Body of a Catholic school, our overarching responsibility is to ensure the school is conducted in accordance with its Catholic character at all times. This overriding duty permeates everything that we do. Canon Law also requires all Catholic schools to strive for academic excellence and we are equally committed to this.

Beyond this our purpose is to provide confident, strategic leadership and to create robust accountability, oversight and assurance for educational and financial performance. We believe that the most effective way to do this is through a strong partnership between the governing body and the headteacher, with governance at a strategic level and the headteacher and senior school leaders responsible and accountable to us for the operational day-to-day running of the school.

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All governance boards, no matter what type of schools or how many schools they govern, have three core functions:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff; and
- Overseeing the financial performance of the organization and making sure its money is well spent."

(DfE Governance Handbook March 2019)

These functions are reflected in the School Governance Regulations and in Ofsted criteria to judge the effectiveness of Governance.

As a Voluntary Aided School Governors have responsibility as an Admission Authority and Employer of Staff.

How do we fulfil our strategic functions?

The DfE provides guidance on this for all schools in the Governors Handbook. This describes the six key features of effective governance, which are matched to the core strategic functions.

The key features

1. Strategic leadership that sets and champions vision, ethos and strategy.

The governing body meets this by creating a vision and shared values for all staff and partners based on our mission statement. This holistic vision is for all pupils to make excellent progress academically and in their personal growth so that they are fully prepared for the next stage. With the headteacher and school leaders and in consultation with all our partners, the governing body drives strategic change. Plans and priorities are monitored for impact and reviewed as necessary. Targets for pupils are highly ambitious and the school has been successful in meeting and exceeding its targets for the past fourteen years.

Evidence

Mission Statement, SDP, Investment v Outcomes, Data Analysis, Headteacher's Reports, Headteacher's Performance Management, Relevant Documentation, NGA Membership

Ofsted and Archdiocesan Inspection Reports

2. Accountability that drives up educational standards and financial performance.

Governors receive training at least annually on how to analyse the standards achieved by pupils using external and internal data and receive copies, accompanied by analysis of key points of Analyse school Performance Service (ASP) and Inspection Data Summary Report (IDSR). They have an excellent understanding of the school's priorities for raising standards and monitor progress towards implementing them through action plans. Performance management, including of the headteacher for which they have direct responsibility is very effective. There are appropriate procedures for governance and effective financial controls.

Evidence

Staff/Governor forum evaluates SDP and impact and identifies future priorities

Governor Learning Walks

Headteacher's and Curriculum Leaders Reports to Governors

ASP, IDSR and internal analyses

Governors' minute's show key questions linked to standards

LA Service Level Agreement for finance and LA audits

3. People with the right skills, experience, qualities and capacity.

The governing body has a very clear understanding of its role and responsibilities, including statutory requirements. Its members bring a range of complementary skills and a diversity of perspectives to the board. The chair and vice-chair re both very experienced and manage the governors effectively as a body so that decision-making is clear and robust. The governing body plans ahead to manage recruitment and the processes of election and appointment are transparent. It is serviced by a professional clerk.

Evidence

Ofsted and Archdiocesan Inspection Reports; Proven historic commitment and reputation; Minutes; NGA Skills Audit; Training; Archdiocesan Support; Governor Recruitment Procedures; HBC Governor Support SLA

4. Structures that reinforce clearly defined roles and responsibilities.

Members of the governing body represent the range of the school's stakeholders. Its committees are structured against core functions and terms of reference are linked across and back to the school's mission statement. Terms of reference and membership of committees are reviewed annually and revised as necessary.

The strong partnership between governors and the headteacher is key to the school's success and this is based on a clear separation between strategic oversight and operational leadership. Communication within the governing body and with pupils, parents and carers, staff and communities is excellent.

Evidence

List of members + responsibilities, terms of reference, minutes of meetings

School website; Attendance at weekend School Community Arts/Mission days/Community Collective Worship; Learning Walks; Parent/Pupil Questionnaires

5. Compliance with statutory and contractual requirements.

The governing body is scrupulous in fulfilling all its legal responsibilities under education and employment legislation and other legal requirements, including meeting the duties of the Equality Act. A commitment to promoting and ensuring diversity and equality is an integral part of the school's fundamental values.

Evidence

Website Compliance; Equalities Policies, Procedures and Action Plans including Accessibility, School SEND Report; Disability and Equalities Working Party; Safeguarding and Safer Recruitment Policies and Procedures; Appraisal and Pay Policy and Procedures; Reporting of nil Prejudiced Based Bullying/Racist Incidents

SLAs including Legal, Finance, Health and Safety, HR

6. Evaluation to monitor and improve the quality and impact of governance

The governing body carries out regular reviews to ensure it contains an appropriate range of skills. The Continuous Professional Development programme for governors has been identified as a strength in its external review and this equips governors with a high level of expertise. The contribution and impact of governance is part of the self-evaluation of the school's effectiveness. The governing body commissioned an external review of its effectiveness and this was completed in the academic year 2017-18. As part of this, the documentation relating to governance was scrutinised by the external reviewer and judged to be highly comprehensive.

Evidence

Completion NGA Skills Audit, Training; HBC Governor Support SLA, Archdiocesan Support SES; Annual review Investment v Outcomes; IDSR, ASP, Completion NCTL Self Evaluation Tool; SFVS; DfE Benchmarking; annual review Committee Structure/Scheme of Delegation; Staff/Governor Forum; Consideration of Ofsted Documentation; undertaking NCTL Governor Mark Training

Governors' personalised handbooks

Pupil Premium

(See School website for Pupil Premium Strategy 2018-19 (Reviewed) and Pupil Premium Strategy 2019-2020).

The additional pupil premium funding is used to strengthen the school's strategy of supporting disadvantaged pupils by providing additional challenge and support tailored to individual needs. Intervention strategies focus on the application and consolidation of numeracy and literacy skills, developing a more confident approach to learning, meeting social and emotional needs, well-being and behavior and support for the more able.

The qualitative and quantitative impact is measured against individual success criteria and evidenced through personalised learning files and pupil progress discussions. The effectiveness of our systems is amply demonstrated through the high standards achieved by our disadvantaged children. For example, in each of the years 2014, 2015 and 2016 the attainment of disadvantaged pupils was identified as a strength in the Inspection Dashboard and in 2017 and 2018 in the Inspection Data Summary Report.

The School Development Plan contains details of actions, costings and success criteria. Plans for the use and evaluation of the impact of pupil premium is a standing agenda item at governing body committee meetings and is reported in the Headteacher's Report. This maintains a strong focus on pupil premium by governors. Please also refer to the published Pupil Premium Strategy on the school website.

PE and School Sport Funding (See School Website)

This additional funding, first allocated in 2013, is to be used to improve the quality and breadth of PE and sport provision. Schools are free to determine how best to use the funding to achieve this aim, including increasing participation in PE and Sport so that all pupils adopt healthy lifestyles and reach the performance levels they are capable of.

St. Bede's Catholic Infant School was allocated £17 510 for the academic year 2018-19 and has been allocated £17 520 for the academic year 2019-20. The funding allocation and plan for the implementation of this funding in 2019-20 will be updated on release of notification of final allocations from the DfE in October.

Detailed costings are included in the School Development Plan. A copy is kept in the school office for reference and can be found on the School website.

Impact Statement

In the academic year 2018-19 the additional funding focused on developing the knowledge and skills of all staff to provide greater breadth and quality in the PE curriculum. Most specifically we bought in external expertise and used our networks looking at Fundamental Skills and the range of competitive games suitable for our children. Staff development also had a continuing focus on the curriculum and assessment in PE as an integral part of teaching and learning to support the maintenance of excellent standards and enhanced opportunities.

This had a substantial impact on outcomes for pupils, improving their knowledge and skills as well as fitness levels. Extra-curricular activities have been very positively evaluated by children, parents and staff and links to external accredited clubs provided to encourage life-long participation in sport.

Actions planned for 2019-20 include, but are not limited to, those listed below.

- Employ external expertise with a continued focus on planning, delivery and assessment of the progression of fundamental skills in line with PE curriculum and to support recently appointed teaching staff to ensure a consistent and high quality teaching approach across the whole school.
- Build upon previous CPD opportunities for staff focusing on progression of fundamental skills through the application of these skills to the redesigned Active Playground.
- Purchase Maths of the day and Active English to support cross-curricular links and increase physical activity throughout the school day.

- Purchase new dance programme from Creative Steps to further enhance quality creative dance lessons for all pupils.
- Purchase new mini ipads to be used by pupils to aid teacher and pupil assessment of fundamental skills.
- Employ external expertise to deliver skills across wide range of extra-curricular sports-Identify, support and develop children who display talent in specific areas of skill providing links to external accredited clubs and supporting the development of life-long participation in sports
- Network meetings will also provide access to competitive opportunities for pupils for example through the organisation of competitions with partner schools and sharing of ideas for supporting, developing and sustaining PE and Sport within school through the use of Sports funding.
- Further develop opportunities for partnership work with the Juniors to support progression in PE and Sport.
- External expertise to support the application process for PE Quality Mark.

Improvements in educational provision and pupil outcomes since the last Inspection

The school was last inspected in May 2008 when all aspects of the school's work were judged to be outstanding. Therefore, the schools became exempt from all routine Ofsted inspections. However, Ofsted still monitors our work and there is a risk assessment at least annually. Since we have not received any further inspection visits, we know Ofsted considers that our performance remains outstanding. This is validated by the local authority and our external consultant.

Nevertheless, national expectations and requirements become more demanding each year and as a governing body we welcome this. Below we have listed just some of the ways the school has improved since 2008.

- Year on year academic outcomes for pupils remain amongst the highest in the country.
- The spiritual, moral, social, cultural and physical development of pupils is outstanding. This has been broadened since the last inspection, in response to changes in the national community, by strengthening fundamental (British and universal) values.

These have been achieved by:

- The Implementation of the new National Curriculum which is recognised as more challenging. The core National Curriculum is enhanced in a broad and balanced curriculum offer. Alongside this, the school has continued to strengthen individual subjects, including developments in Math-no problem, Computing, Creative Arts and PE;

During the Academic year there will be a focus on enhancing the existing creative, broad, balanced, differentiated curriculum Offer through teachers confident implementation of the revised schemes of work for all subjects and most particularly the Foundation Subjects and Science impacting upon the children's subject specific knowledge (Propositional-content & Procedural-skills), understanding and cultural capital

- Developing Personalised Learning Records and Provision Mapping. These support each child to progress towards reaching their potential and ensure the effective and efficient deployment of staff and resources;
- Improving assessment procedures to match national changes to strengthen formative assessment and inform teaching and learning;
- Substantial improvements in the outdoor learning environment including new play equipment and designated areas to enhance social, emotional and physical skills and well-being;

- Website supporting extended learning, effective communication, business continuity;
- Strengthening Pupil Voice through the Pupil School Council and Pupil Steering Groups including Reading Ambassadors, Arts Ambassadors, NAMASTE Group, Rights Respecting Schools, Fairtrade, ECO, Anti-bullying Ambassadors, Sports Ambassadors;
- Extensive enhancement of extra-curricular opportunities;
- Participation in the Children's University;
- Promotion of fundamental British values;
- Implementation of the requirements of the PREVENT Duty;
- Extensive improvements to premises including the addition of 2 new classrooms, refurbishment of the whole school including toilets;
- External Accreditations/Reaccreditations-
 - Basic Skills Quality Mark, Primary Science Quality Mark,
 - ICT Mark, PE Activemark (Distinction), Artsmark (Gold), Pupil Voice,
 - Halton Healthy Schools Standard, Global Awareness Award
 - UNICEF Rights Respecting Schools Award, Fairtrade Award, North West Together We Can
 - Partnerships supporting the sharing of good practice and the efficient use of resources:
 - Primary Learning Network, Halton Arts Network,
 - Strategic Partner: The Heath Teaching School,
 - Curriculum Networks