Reviewed September 2023

Woodchester Endowed C. of E. (Aided) Primary School

Our church school community seeks to inspire children and adults to love, learn and flourish together so we may become everything God has created us to be

Governors' Three-Year Plan 2021 to 2024

1. Where are we now? 2021

Our Governing Body

After a long period of stability, there have been changes in personnel, bringing fresh ideas and skills but some new issues to address as follows:

- limited availability of governors during the school day;
- delays in recruitment when vacancies occur;
- no one able to take on the vice-chair role, making succession planning difficult;
- missing skill sets on the governing body which is strong on education-related experience but weaker with financial and business perspectives.

Our Church School Identity

Our vision, the result of work with all stakeholders, is now firmly embedded in policies, curriculum planning and the daily life of the school.

As a Church of England School, Woodchester receives a second inspection (from SIAMS which stands for the Statutory Inspection of Anglican and Methodist Schools). The school was judged outstanding in its last inspection in 2017.

Monitoring has identified development suggested in the last inspection as follows:

- training on the language of spirituality
- creation of a new proforma for governor monitoring
- a spiritual focus in the development of Forest School

Reviewed September 2023

Links with the church have been maintained despite the pandemic with Open the Book performing via Teams and children participating in church events where possible eg their planting of the Covid remembrance garden lavender and their creation of greeting cards for our lunch club guests.

Issues to address include

- leadership of RE while the lead teacher is on secondment
- regular and recorded monitoring of worship and RE
- further work on unpicking the vision for our children
- preparation for a SIAMS visit under the new framework

Update: the school is on the list for 24 to 25

Our Performance and Ofsted Status

The School was rated outstanding at its last Ofsted inspection in March 2017. The only suggestions for improvement was:

- Strengthen parental engagement by working more closely with those parents who are not fully satisfied with some aspects of the school's work.

The framework for inspection has changed since 2017, with a stronger focus on a rich, accessible curriculum and less focus on data.

The pandemic means that we have only internal data for pupil performance. As we have been meeting virtually, planned book looks have not taken place.

Our curriculum

Substantial work has been undertaken over several years on the mapping and enriching of the curriculum. Link governors have met several times a year with subject leaders who have:

- Shared annual action plans for their subjects
- Attended some staff training and staff meetings
- Shared details of training, new resources, some examples of pupils' work and responses.

Covid has made it very difficult to plan and undertake visits to lessons or to conduct pupil voice sessions. Feedback from a monitoring visit by an advisor has been shared with governors.

Update: Ofsted Inspection February 2023 in which the school retained its Outstanding judgement with particular praise for an ongoing drive for improvement, driven by review and monitoring of the impact of any strategies and materials adopted. There were no recommendations.

Communication

The annual governors' newsletter was made available to all parents in October but it is clear that not all parents read this.

Our buildings and resources
The new building work means the school now meets vital safeguarding standards in its reception area, that the headteacher has an office larger than a cupboard, that the library has doubled in size and that there is more suitable teaching space for intervention and small group work.
Money for repair and maintenance work is in very short supply.

- Carpets need replacing for safety and hygiene reasons in at least 2 classrooms (with the possibility that floors underneath need to screeding first)

Our financial position

The budget is under considerable strain after years of rising expenses which have not been matched by increases in funding. Expenses have been paired back in a number of areas, including the percentage spent on staffing which is now in line with similar schools.

The recent essential building work, 90% of which is funded by the diocese, left us with a debt of more than £22 000, reduced to £18 000 by funds in our accounts. This money must be paid back over the next four years.

Our staff

Staffing has been very stable. The seconded Deputy Head's class has been covered by the two-term appointment of an experienced teacher.

Covid Response

The governing body has continued to hold regular meetings via Teams, supporting the Headteacher in her Risk Assessment planning in the early stages of the pandemic with weekly meetings. The Headteacher has kept governors informed about remote learning, infection rates and Covid catch-up measures. Monitoring, particularly of the developments in curriculum planning, has continued but few visits to lessons have been possible.

Visits have been possible throughout 22 to 23. Covid catch-up now superseded by usual SEND support programmes.

Where are we aiming to be?	How will we get there?	Target date	Notes
Our Governing Body needs: • advance planning to find replacements for those whose terms are coming to an end – particularly Foundation Governors. Widen search for Foundation Governors to include other churches/denominations. • succession planning – finding a governor for the vice-chair role. Offer training, limited try-out period, delegate more responsibilities from the current chair. • to seek a more varied skill set in new governors appointed. Share skills required with parents at parent-governor election time. Use Woodchester Word and parish website to seek suitable candidates. Invite those with skill to join working parties eg fundraising with capped time commitment.	• Inform PCC well in advance of upcoming vacancies. Publicise vacancies and details of the role in congregations throughout the benefice. • Offer training, limited try-out period, delegate more responsibilities from the current chair. • Use Woodchester Word, parish website to seek suitable candidates. Invite those with skill to join working parties eg fundraising with capped time commitment. Explore other possibilities for recruitment.	From Jan 22 From September 22	LEA Gov with finance experience appointed. Bi-monthly reports to PCC over 2 years have highlighted FG vacancies with 1 candidate suggested. Appeal made consideration of a wider field. 2 new Foundation Govs appointed 2022. 2 resignations 2022 to 23 2 appeals in church services, Common ground – also printed in WW 2023. 2 vacancies remain Sept 23
Our Church School Identity and Ethos • Re-establish regular monitoring of worship and RE • Support Headteacher in exploring cover possibilities for RE lead – new RE lead in training 22 to 23 and in post from September 23 • Develop pupils' understanding of the vision and the text on which it is based	• Wait for clarity on Covid restrictions and agree a programme of visits. • Support delivery of a focus week to unpick the Biblical text • Ethos Committee to undertake annual Christian identity walks, looking at displays, reflection areas etc		Visits resumed. Worship visited and written up March, April and October 22. New RE lead in training from Sept 2022. Bible text focus week beg 3rd Oct 22

Where are we aiming to be?	How will we get there?	Target date	Notes
Our Church School Identity and Ethos continued • Observe and celebrate evidence of our Christian identity in whole school areas and classrooms • Support completion of paperwork preparation for SIAMS inspection **Agreed Priorities 2022 to 2023:** • the impact of collective worship and children's involvement in it; • the effectiveness of RE teaching.	• Support for Headteacher via Ethos committee meeting focus Visits to worship, pupil voice,	2 by September 2023	
Our Performance and Ofsted Status • Governors confidently knowledgeable about their role and three areas of responsibility • Governors understand and can provide evidence for an Ofsted visit – breadth of curriculum, extra-curricular opportunities, what assessment data suggests, how we compare with other schools, SEN provision.	• Training session, possibly with SIP, focusing on questions Ofsted will ask • Re-establishing of regular school visits • Continue ongoing link governor/Subject Leader meetings with developing focus for areas of discussion and questioning	By July 22	EM attended FGB 050223 Visits to Year 1, Year 6 English + pupil voiceNov 22. Pupil voice for Geog 23 3 governors made a successful contribution to Ofsted visit, Feb 23

Where are we aiming to be?	How will we get there?	Target date	Notes
Communication • Informed parent body, aware of and engaged with events in the school • Regular communication with our church community about developments, achievements and events at the school.	• Governor slots in HT's regular newsletters • Combined governor/PTA fundraising planning and events	From Feb 22 From March 22	Regular governor slots Ongoing Cake Bar Church school noticeboard with regular updates on school activities
Our Financial Position • Repay outstanding balance of debt to the diocese **Sale of driveway provides funds to cover debt but funds not released one year on** • Continue to monitor expenditure, particularly staffing costs. • Seek appointment of governor with financial/business skills if possible. • **Decision on use of energy efficient money**	• Fundraising working party to continue to seek donations from local businesses and apply for grants where possible – ceased to meet post driveway sale • Work jointly with PTA on programme of events to raise funds • Consider budget constraints when recruiting and appointing.	Ongoing Monthly cake bar By Jan 25	£5000 grant. Donations from local groups and businesses. Sale of driveway wipes out debt March 23? Staffing costs substantially reduced, resulting in large reduction of 21 to 22 deficit.
Buildings and Resources • Finance and Resources Committee to have knowledge of existing problems with the building and likely future costs.	• Finance and Resources Committee to undertake annual building walks with HT		

Where are we aiming to be?	How will we get there?	Target date	Notes
Covid Response • Governors aware of plan for use of all Covid catch-up funds • All monitoring to include a focus on gaps and catch-up	• Monitoring proformas to include Covid response, feedback from HT at meetings, pupil interviews.	Until July 2023	23 to 24 – catch-up money and strategies at an end
Safeguarding • Ongoing awareness that it can happen here and confidence that all governors know how to respond	• Annual check that KCSiE has been read • Encouraging updating of safeguarding training as a responsibility for all governors • Applying requirements of KCSiE in review of all policies		Highly positive feedback on Safeguarding in Ofsted report
Academisation • Add as regular item on FGB agenda	• Use support on offer from the Diocese • Explore experiences of similar local schools		SB/LP attended Diocese session on academisation held Autumn 2023
Leadership and Management • Monitoring and support of Co-headship arrangement from September 2023 • Mid-year review of headship situation and planning for September 24	• Chair regular meetings with both Heads to monitor arrangements and workload • Regular agenda item on FGB and C and S agendas • Support from GCC and Diocese	Review by Feb 24	

Missing areas: SEND