

Bollington St. John's Church of England
Primary School



Where talent grows

Head Teacher: Mrs M. Walker

Head of Teaching, Learning and Assessment: Mrs E. Watson

"Whatever you do, work at it with all your heart, as working for the Lord." Colossians 3:23

The Governing Board's Annual Impact Statement

September 2023 - July 2024

Introduction

The academic year 2023-2024 saw the introduction of the new 'Kapow' curriculum to St John's. For many years our School had valued the International Primary Curriculum (I.P.C.) as a cornerstone of our distinctive approach to teaching and learning, and a foundation for our status as a 'Global School'. However, developments in the National Curriculum and the potential for harnessing new, innovative approaches and resources, led to a recommendation from the Senior Leadership Team that our core principles would now be best served by a change of curriculum. Governors supported and challenged senior staff through this period of change, reflecting on the strengths of the past and the exciting opportunities open to us.

A further significant priority for both the Senior Leadership Team and Governors was the programme of work to ensure the School's catering provision could be brought in-house, having previously been contracted to the Local Authority. The quality and affordability of school meal provision and the strengthening of positive food culture within the St John's community are of paramount importance, therefore Governors supported and challenged School staff to develop a sustainable, carefully costed and high-quality solution.

Governors were pleased to be able to welcome Helen Weston as Foundation Governor. Helen's wealth of experience of local government service and of professional healthcare is a valuable addition to the Board.

The Governing Board – Our Role & Constitution

The Governing Board of Bollington St John's Church of England Primary School is a diverse group of volunteers, drawn from a variety of backgrounds. Each of us brings our own experience, skills and perspectives to a shared purpose: ensuring the best quality of education and experience of school life for our pupils.

Our statutory role is in

- defining and upholding a clear, distinctive and robust vision, ethos and strategic direction for the school;
- holding the school's executive leadership to account for the educational performance of the school and its pupils, and the effective and efficient performance management of staff; and
- overseeing the financial performance of the school and making sure its money is well spent.

The Governing Board as a corporate entity is ultimately accountable and responsible for all decisions made within the School. Executive leaders (the Headteacher and her senior leadership team) operate within the autonomy, powers and functions delegated to them by the Governors.

Each member of the Governing Board is committed to the continuous development of the School as a whole and to our own ability and contribution as Governors. As such, we undertake extensive and regular training in all aspects of school governance, from core responsibilities such as the safeguarding of pupils in the School, to those specific to our role on the Governing Board, such as 'school finance', 'health & safety' or 'literacy', for example.

Governors are each members of the National Governance Association and receive their regular briefings and reports, as well as Cheshire East Council's weekly schools' bulletin, Government and Diocesan briefings and other significant developments highlighted by the Board's professional clerk.

The full Governing Board meets at least once each school term. In addition, several committees meet to consider different aspects of the school in detail. In order to understand the current challenges, achievements and requirements of the School, Governors regularly attend school events, undertake classroom visits and informal 'learning walks' around the School, and carry out consultations with staff, pupils and parents. During the height of the coronavirus pandemic, our ability to carry out on-site visits was restricted

to regular socially distanced health & safety meetings outdoors, where government rules allowed.

The term of office of all governors is 4 years.

Governance Arrangements 2023-2024

Our Governing Body is constituted to include the following members:

- 1 x Headteacher Governor (ex-officio);
- 1 x Staff Governor (elected by teaching and support staff employed at the school);
- 2 x Parent Governors (elected by parents of pupils attending the school)
- 8 x Foundation Governors (appointed by the Chester Diocesan Board of Education in consultation with the Parochial Church Council of Bollington. Foundation Governors ensure the founding principles and character of the school are upheld);
- 1 x Local Authority Governor (appointed by the local authority);
- 1 x Co-opted Governor (appointed by the governors to bring valuable skills and experience to the governing board and/or to represent local community interests).

The Governing Body is constituted to draw upon a wide range of skills and experience to inform, support and challenge the strategic direction of the school. We encourage and welcome a range of opinions and perspectives in considering the best outcomes for the School and our pupils.

At times there may be positions vacant on the board and applications from those interested in contributing are welcomed by the Chair of Governors. We continuously review our membership and structure to ensure that the Board's collective skills and experience enables us to fulfil our purpose.

During the 2023 - 2024 school year, the following Governors were in post:

1. Mike Akerman, Foundation Governor / Chair of Governors
2. Rev. Nancy Goodrich, Ex-officio Foundation Governor
3. Lori Hawthorn, Local Authority Governor
4. Rosie Hemmings, Foundation Governor
5. Carl Malia, Foundation Governor
6. Tess Phillips, Foundation Governor
7. Sue Roberts, Foundation Governor
8. John Rogers, Foundation Governor / Vice-Chair of Governors
9. Andrew Selwood, Parent Governor

10. Melanie Walker, Ex-officio Head Teacher Governor
11. Helen Weston, Foundation Governor
12. Ellen Watson, Staff Governor

Where to find Attendance Records and Further Information about our Governors

The attendance records of Governors for our Full Board and Committee meetings are published on the school website at www.bollingtonstjohns.co.uk/page/governors/17251, together with brief biographical information and minutes of meetings.

Focus and Responsibilities of Governance Committees 2023 - 2024

Each of our four Governance Committees has a specific focus, and committee members have defined roles and responsibilities to the Governing Board. For example, our 'Quality of Education' Committee monitors and interrogates the quality of curriculum and teaching in the school, by

- considering and questioning pupil progress data against a) the published strategy for the school and b) local and national trends;
- observing lessons (through informal participation) and carrying out informal 'learning walks' through the School;
- talking to pupils and considering 'pupil voice';
- asking questions of staff and considering their reports;
- observing pupil engagement and behaviour in lessons, and
- observing pupil/teacher relationships.

Governors on the committee are assigned to link with subject lead teachers in the school and they undertake formal training to understand current national and local developments.

Committee Structure

In the 2023-2024 school year, our committee structure was as follows:

- Committee 1: Quality of Education
- Committee 2: Behaviour and Attitudes
- Committee 3: Personal Development
- Committee 4: Effectiveness of Leadership and Management / Finance

The following table illustrates the committee structure, roles and responsibilities for the school year 2023 - 2024:

Quality of Education Chair Tess Phillips	Behaviour and Attitudes Chair John Rogers	Personal Development Chair Carl Mallia	Leadership and Management Chair Mike Akerman
Members Ellen Watson Carl Mallia Helen Weston Sue Roberts Melanie Walker Tess Phillips	Members John Rogers Mike Akerman Andrew Selwood Melanie Walker	Members Carl Mallia Ellen Watson Rosie Hemmings Nancy Goodrich Lori Hawthorn Melanie Walker	Members Mike Akerman Andrew Selwood Tess Phillips Rosie Hemmings Melanie Walker
School Development Plan and SEF Links			
Quality of Education Committee	Behaviour and Attitudes Committee	Personal Development Committee	Leadership and Management Committee
Curriculum RE Mastery EYFS Assessment and targets Progress/Tracking Extra-curricular Sport ICT Worship Catch up strategies	Attendance Behaviour Bullying Exclusions E-Safety Health & Safety (risk assessments including external visits) Buildings/Lettings and estate Sustainability GDPR	British/Global Values and diversity Cultural capital School partnerships Relationships and Sex Education PSHE Home school agreement Inclusion Transition School Council and Ethos group Wellbeing, spiritual wellbeing and SMSC School meals and healthy lifestyles Church links Community	School leadership Ofsted and SIAMS SEF/SDP Admissions/Term dates Senior Leadership Team Staff CPD/Middle leaders Head's PM Finances and budget Pay Personnel issues/Staff recruitment Disciplinary and complaints Governor's training Safeguarding including Prevent Child Protection SEND and PP Vulnerable groups , G&T and Cared for Children Pupil Premium
Staff / Governor Responsibilities	Staff / Governor Responsibilities	Staff / Governor Responsibilities	Staff / Governor Responsibilities
Literacy (including Reading, SPaG and Phonics) – Lucy Jobbins/Sue Roberts Maths – Ellen Watson/Carl Mallia RE – Shelley Smith/Tess Phillips Hist/Geog – Lucy Jobbins/Carl Mallia Science – Daniel Timmis/ Tess Phillips	GDPR – Melanie Walker/John Rogers Health & Safety – David Morrall/John Rogers Buildings – David Morrall/John Rogers Sustainability Link – Melanie Walker/John Rogers	Global – Ellen Watson/Carl Mallia Mental Health and Well-Being – Shelley Smith/Rosie Hemmings/Lori Hawthorn Community – Melanie Walker/John Rogers PSHE/RSE – Shelley Smith/Nancy Goodrich	Safeguarding/Child Protection/E-Safety – Melanie Walker/Ellen Watson/Mike Akerman Governor's Training – Andrew Selwood Pupil Premium – Shelley Smith/ Rosie Hemmings SEND – Shelley Smith/ Rosie Hemmings

<p>EYFS – Lucy Jobbins/Sue Roberts Sport – Sam DiMarco/Carl Mallia Teaching, Learning and Assessment – Ellen Watson/Helen Weston Evolve Lead – Ellen Watson</p>			<p>Cared for Children – Melanie Walker/Mike Akerman G&T Lead – Ellen Watson</p>
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Considering Our Impact as a Governing Board 2023-2024

Each year, the Headteacher and senior leadership staff set priorities for school development, informed by attainment data, school improvement consultation, self-evaluation, local school partnerships, national strategy developments and other key considerations. These form part of the school’s three-year development plan. Governors use this as a basis for critical support to the school’s senior leadership team. Priorities are assigned to each of the four governance committees and reviewed on a termly basis.

Critical Support to the Senior Leadership Team’s Development Priorities

In the academic year 2023 – 2024, the school set the following key development priorities:

- 1) To improve writing, ensuring we increase the percentage of children attaining national standard.
- 2) Review the school’s ICT policy and teaching. Audit our ICT equipment.
- 3) Introduce and develop a School Parliament with the children acting as ministers.
- 4) Review the kitchen hatch and fire safety for the kitchen/dining hall area.
- 5) Continue the Global Neighbours Accreditation through Christian Aid.
- 6) Review e-safety curriculum.
- 7) To introduce our new whole school curriculum called Kapow, which will replace the IPC. Ensure assessment, including marking, is high quality and helps children to progress.

These priorities were monitored and supported by the Governing Board committees in the following ways (overleaf):

Priorities from the School Development Plan 2023– 2024

Quality of Education				Year 2023/2024	
Objective	Key Actions for Impact	Lead	Time Scale	Success Criteria	Review
To improve writing, ensuring we increase the percentage of children attaining national standard.	<p>End of 2023 writing data highlights, cohorts are currently standing at-</p> <p>Reception- 76% NS Year 1- 69% NS Year 2- 37% NS Year 3- 35% NS Year 4- 42% Year 5- 56% Year 6-83% including 25% GD</p> <p>These percentages are below national standard in 4 year groups. We need to focus on raising these percentages, paying particular attention to basic writing skills (punctuation and coherence) and spelling. Class 3 in September 2023 will have cohort data of 37% and 35%. Raising attainment in this class is a top priority. We will target writing and SPaG using the Literacy Tree and Grammar Bug schemes. We will complete frequent in house and Family of Schools writing moderation to identify focus areas.</p>	Staff	Sept 23- July 24	Subject lead action plans; Staff training; Assessment of impact; Lesson observations; Data shows raised attainment	

EYFS				Year 2023/2024	
Objective	Key Actions for Impact	Lead	Time Scale	Success Criteria	Review
Increase the percentage of PP/SEND pupils working at the expected level by the end of EY.	It is a school focus to ensure that we are raising the attainment of children who are PP/SEND. As part of the government White Paper early intervention of SEND pupils is a priority, in doing so we should achieve raised attainment. Ensuring we are	EY team	Sept 23- July 24	Assessment of impact; SLT review; Raised attainment of PP/SEND pupils	

	diminishing the difference for PP pupils should start in EY, meaning that gaps will be targeted.				
Behaviour and Attitudes				Year 2023/2024	
Objective	Key Actions for Impact	Lead	Time Scale	Success Criteria	Review
Introduce and develop a School Parliament with the children acting as ministers.	We will introduce a School Parliament this year, including members from all classes, with lead representatives acting as ministers. Those ministers (minister of English etc) will work alongside subject leads, taking part in the monitoring cycle programme. This will give the children ownership and clear voice.	SLT	Sept 23– July 24	School Parliament embedded. Ministers in place. Ministers take part in leadership cycles and feedback.	
Personal Development				Year 2023/2024	
Objective	Key Actions for Impact	Lead	Time Scale	Success Criteria	Review
Continue the Global Neighbours Accreditation through Christian Aid.	Following successfully starting the Global Neighbours Accreditation we wish to continue this global work, while also highlighting our Christian links. This ensures that we are continuing to keep global learning a high profile.	SLT	Sept 23– July 24	Audit completed; Action plan made; Children aware and involved; Staff training	
Leadership and Management				Year 2022/2023	
Objective	Key Actions for Impact	Lead	Time Scale	Success Criteria	Review
To introduce our new whole school curriculum called Kapow, which will replace the IPC.	Introduce and embed a new curriculum to ensure progression and complete National Curriculum coverage. This is being implemented following our OFSTED inspection. To be able to document children’s clear subject progression it has become necessary to stop working on termly topic themes. This change will in no way develop our passion and status as a global school.	SLT; Staff	Sept 23– July 24	New curriculum in place. Class timetables rewritten. Rolling programme adopted. Concepts and vocabulary embedded. Subject progression clearly identified.	

Notable Impacts of the Governing Board, Autumn 2023:

Governors:

- Supported and challenged the introduction of the new curriculum, reflecting on the strengths of the past and opportunities a change would afford.
- Reviewed and approved the new RE curriculum
- reviewed the new Student Parliament
- reviewed attendance and post-COVID progress in Year 3 & 4
- reviewed the well-being, including the mental health, of pupils and staff.
- utilised the Head Teacher's Report to hold the Head Teacher to account.
- updated policies which are aligned and drive the school ethos and practice.
- Through their review of the School Development Plan, Governors discussed the strategic vision of the school moving forward.
- ensured the work of the committees address the school priorities.
- received, reviewed, and challenged pupil data to monitor the best outcomes for pupils and the impact of lockdown.
- ensured good monitoring of the school finances with identified earmarked funds for the benefit and improvement of pupils.
- attended Safeguarding training and courses delivered by the LA and the Diocese to raise awareness and understanding to ensure pupils are safe.
- were reflective by updating and revising governance structures, training and aligning link governor responsibilities.

Notable Impacts of the Governing Board, Spring 2024

Governors:

- reviewed the school catering provision, ensuring robust consideration of the financial implications, as well as the plans for maintaining high-quality provision;
- reviewed the annual Health and Safety Report
- monitored the SATs tests within school
- considered succession planning to ensure the continued strength of the board and maintain effective scrutiny of school finance; refreshed committees and link governor responsibilities.
- ensured governor skills and experience are aligned to the relevant areas for continued good monitoring to ensure staff, pupil well-being.
- ensured Safeguarding and SEND remain of highest priority through continued monitoring.
- monitored the school budget to ensure delivery of good value for money and thorough adherence to protocols

- considered the building developments – notably the kitchen fire hatch - that can help strengthen health and safety at the school.
- ensured statutory policies and documentation are up to date and published as required on the school website.
- Received the highest rating of Good for the SFVS and ensured plans are in place to review and complete the SFVS for the current academic year.

Notable Impacts of the Governing Board, Summer 2024:

Governors:

- provided challenge on attendance data and protocols
- reviewed the redesign of the playground into zones to improve behaviour and wellbeing break times
- reviewed the committee membership and link governor roles to consider succession planning
- Approved a robust annual budget ensuring the school funds maximise improvements for pupils and value for money.
- Ensured Safeguarding standards with oversight of the single central record and safeguarding records.

How you can contact the Governing Board

We welcome parents' comments, ideas or concerns, which can be addressed to our Chair of Governors, Mike Akerman via chair@stjohnsboll.cheshire.sch.uk.

John Rogers
Vice-Chair of Governors
November 2024