

St Nicholas CE First School



Governor Action Plan 2017-2018

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Focus	Action	Justification	Planned Outcome	Reviewed by
<p>1. The school's core mission and focus:</p> <p>"to provide an innovative and stimulating environment offering a wealth of experiences to inspire all in our school community. Together we will find and believe in our skills and abilities and develop a love of learning within a nurturing, caring Christian faith."</p>	<p>1.1 Monitor the impact of the school's Christian distinctiveness on pupils and their families: behaviour, attitude, dispositions and actions.</p> <p>1.2 To develop the school environment to ensure all spaces support high quality learning experiences and support inclusion.</p> <p>1.3 To raise aspirations of learners and their families to reach their fullest potential</p>	<p>1.1 To fulfil our vision as a Church of England school. To pursue outstanding standards of behaviour and excellent mental and physical well being for pupils.</p> <p>1.2 If children are learning in orderly, well equipped, accessible spaces they will be fully included and successful.</p> <p>1.3 To ensure all children leave the school with confidence and self-belief and are able to take risks.</p>	<p>1.1 FGB has a better informed and first hand understanding of the school's success as a Church School and how this can be improved further.</p> <p>1.2 Resources Committee plan for site developments to achieve this aim.</p> <p>1.3 Any rare low level disruption is eradicated, children all feel that they can achieve and expect themselves to do so.</p> <p>Reduction in the gaps between vulnerable groups and peers.</p>	<p>RAC and Resources Committee, as well as link governors where appropriate on a termly basis.</p>
<p>2. The effectiveness of leadership and management</p>	<p>2.1 Review the changing role of the FGB as a result of forming CMAT.</p> <p>2.2 Review the committee structures to reflect the fact that some agenda items are now at MAT level.</p> <p>2.3 To develop governor knowledge and skills in holding the school to account through governor CPD.</p>	<p>2.1 To ensure the FGB have an understanding of the CMAT SoD and their new roles and responsibilities</p> <p>2.2 To ensure committees are fit for purpose, reduce duplication and maximise efficiency.</p> <p>2.3 To ensure that SLT has efficient mechanisms</p>	<p>2.1 St Nicholas derives maximum benefit from joining CMAT and governors feel well informed about CMAT developments.</p> <p>2.2 All committees make a significant contribution to the work of the FGB.</p> <p>2.3 Governors challenge school leaders to drive accountability and bring</p>	<p>2.1 CoG and ABM</p> <p>2.2 CoG and the Head Teacher termly</p> <p>2.3 Reviewed in committee minutes and FGB minutes</p>

	<p>2.4 To monitor the impact of Forest School on pupil behaviour, confidence and attitudes.</p> <p>2.5 To monitor and understand financial changes at local level as a result of forming CMAT and taking on a new school.</p> <p>2.6 To manage the performance of the Head Teacher and staff</p>	<p>for monitoring the performance of staff and children.</p> <p>2.4 To ensure this outdoor learning contributes to pupil's wider development and impacts back in the classroom.</p> <p>2.5 (i) To ensure the financial stability of the school. (ii) To monitor the effective use of any ringfenced monies (iii) To plan for any future financial changes that could impact the school's effective running.</p> <p>2.6 To ensure systems for managing performance are quality assured and robustly monitored for rigour.</p>	<p>about improvement.</p> <p>2.4 Outdoor learning is a high quality experience and a sound financial investment, ensuring children are accessing 30 mins daily exercise and developing their responsibility for the school environment.</p> <p>2.5 The financial future of the school is secure. The available funding is targeted with the best effect to enhance children's learning and experience at school.</p> <p>2.6 Anonymised PM records of teaching staff are shared and scrutinised. HT PM carried out by the PM Committee and quality assured by external consultant with appropriate skills and competence.</p>	<p>2.4 RAC termly meetings Sports Premium governor reports</p> <p>2.5 Resources Committee termly SBM and ABM reports</p> <p>2.6 Personnel Committee</p>
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<p>3. Teaching, learning and assessment</p> <p><i>See also "The effectiveness of leadership and management above"</i></p>	<p>3.1 Regular monitoring progress of children through ASP, the school comparison tool, school's monitoring tools and in year tracking.</p> <p>3.2 Monitor the impact of the use of Pupil premium and other additional funding on the progress of all vulnerable pupils.</p> <p>3.3 Monitor the provision in EYFS and WAC</p>	<p>3.1 To support the school in the pursuance of excellence in all areas, with the highest levels of achievement attained. To have an enhanced understanding of areas of strength and weakness.</p> <p>3.2 To ensure intervention measures being funded from Pupil Premium are effective.</p> <p>3.3 To ensure the provision supports children in all areas of development, is fully compliant with EYFS legislation and policies.</p>	<p>3.1 Areas of concern are quickly identified and addressed with the FGB providing additional resources if necessary. Senior leaders are supported and held to account effectively. Pupils outcomes are improved.</p> <p>3.2 The gap between the performance of vulnerable pupils and other pupils is narrowed.</p> <p>3.3 The wellbeing and attainment of the youngest learners in improved.</p>	<p>3.1 Nominated link governor reports and RAC meetings.</p> <p>3.2 Nominated link governor reports and RAC meetings.</p> <p>3.3 WAC committee and EYFS governor</p>
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<p>4. Building a resilient, responsible and united community.</p>	<p>4.1 Monitor Safeguarding and Health and Safety procedures and systems.</p>	<p>4.1 To receive reports on any issues relating to Safeguarding and Health and Safety at every FGB</p>	<p>4.1 FGBs are fully informed and aware of any issues regarding Safeguarding and Health and Safety.</p>	<p>4.1 Chair and Vice Chair of FGB and Safeguarding governor</p>

	<p>4.2 To monitor the PREVENT agenda and the promotion of British Values and how they are implemented in school.</p> <p>4.3 To monitor the impact of the school's strategies to achieve consistently 96%+ attendance and reduce persistent absenteeism.</p>	<p>meeting. To provide Safeguarding training to all members of the FGB and to all staff members. To ensure school admin staff and the Head Teacher are carrying out the necessary recruitment and volunteer checks to safeguard pupils.</p> <p>4.2 To ensure children are not influenced by negative political or religious factions. To ensure all children have an understanding of what it means to be British.</p> <p>4.3 To ensure all children and families receive the support they need to achieve 96%+ attendance and avoid becoming PAs.</p>	<p>All governors and staff have a good level of understanding regarding Safeguarding issues and procedures. Staff are confident in implementing Safeguarding procedures. Children and staff are well protected.</p> <p>4.2 Children are resistant to all forms of indoctrination. Children have an understanding of democracy, the rule of law, individual liberty, mutual respect for and tolerance of those with different faiths and beliefs and for those without faith, appropriate to their age and stage of development.</p> <p>4.3 Children's educational achievement is enhanced by regular attendance.</p>	<p>4.2 CoG and Safeguarding Governor, B.V Governor</p> <p>4.3 RAC meetings termly and CoG</p>
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5. Health and Wellbeing	5.1 To monitor the effectiveness and progress towards the school's vision for 2020 and support for the government Obesity Strategy.	5.1 Beyond 2020 the Sports Premium funding allocation is unconfirmed. For 2017-2018 all children must complete 30 mins of physical activity daily.	5.1 The school's vision needs to ensure impact and sustainability of high quality physical activity and sporting opportunity as a result of the funding received.	5.1 Sports Premium Governor minutes RAC meetings termly
6. Sustainability	6.1 To reduce the school's energy bills and conserve water through the work of the Eco-School Committee. 6.2 To develop a school travel plan.	6.1 With increasing site use, increased technology etc, costs have risen over time. Water is wasted within the school in a number of situations. 6.2 To try and manage and reduce dangerous parking around the school site.	6.1 Reduced energy bills and all site users are more conscious of conserving energy. All site users value water conservation and are vigilant in monitoring wastage. 6.2 Increasing numbers of pupils walk to school and parking problems are reduced. Children are fitter and healthier.	6.1 Resources committee meetings Eco-committee to feedback to resources committee 6.2 FGB
7. The FGB's contact with the wider school community	7.1 To monitor the school's website	7.1 To ensure the website provides useful information for parents and the community. To ensure the statutory compliance of the school website.	7.1 The whole school community is provided with comprehensive and accurate information about all aspects of school life. FGBs discharge their legal responsibilities.	7.1 CoG

	7.2 To develop a range of strategies to increase the visibility of FGB to children, staff and parents through: <i>Visits at different times of the school day: home time, lunchtime, learning walks, pupil interviews, meetings with the school council</i>	7.2 To ensure all governors have regular contact with the school community. To provide more information to the school community regarding the actions of the FGB, by communication on the school website and the school newsletter.	7.2 All sectors of the school community will feel confident to approach the FGB members with any concerns of proposals. FGB members respond in a professional and timely fashion to any issues raised by the community.	7.2 FGB and CoG Or Link governor as appropriate to the concern.
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8.0 Self-Evaluation	8.1 To review effectiveness using tools such as the NGA self review and 20 questions to plan next steps as a FGB.	8.1 To ensure the FGB know what they do well and what they need to do to improve.	8.1 A clear development programme with attributed CPD is in place.	8.1 CoG. Action plan to be reviewed at termly meetings of FGB.