



HOLY TRINITY CE (A) PRIMARY SCHOOL, CUCKFIELD

Governor Statement 2018 -2019

Learning together with God's love

The Governing Body is pleased to report that it has been another rewarding year for Holy Trinity CE(A) Primary School. The overall purpose of the Governing Body is to help the school provide the best possible education for its pupils by helping to drive school improvement, and again there has been much evidence of improvement.

The main functions of a Governing Body are:

1. Ensuring clarity of vision, ethos and strategic direction.
2. Holding the headteacher to account for the educational performance of the school and its pupils, and the performance management of staff.
3. Overseeing the financial performance of the school and making sure its money is well spent.

In addition to this, as Holy Trinity is a **Church Aided School**, we must ensure that the Christian ethos and values are upheld at all times.

The structure of our Governing Body

We have 14 governors and the make up of the Governing Body is:

- 8 Foundation Governors (appointed by the Church), including 3 parents and the Vicar of Holy Trinity Church.
- 2 Staff Governors (including the Head Teacher)
- 2 elected parent Governors
- 1 Local Authority Governor
- 1 Co-opted Governor (staff)

We also have 2 Associate Governors with specific responsibilities.

The Governing Body works as a corporate body. The workload is shared using the skills and expertise of all, so all members have different allocated responsibilities. We are very fortunate to have a Governing Body with a wide range of skills and experience, and the governors support our school community. The positive and friendly team ethos is vital in carrying out this work.

Meetings

Following a review of the Governing Body committee structure last year, from September 2018 we have worked with two committees, the Resources Committee and the Teaching, Learning and Ethos Committee. The Full Governing Body meets six times a year, and the two committees which have responsibilities delegated to them from the full governing body, meet three times a year, unless extra meetings are required for extraordinary circumstances.

In addition there are small committees which meet less regularly, such as Admissions, Pay Review and Headteacher Performance Management. Individual governors also have specific responsibilities for which they report to the Governing Body. A Data Protection Officer has been appointed in line with the new General Data Protection Regulations (GDPR).

The most important documents reviewed annually by our governors:

- The School Development Plan (SDP) is a key document for school improvement which identifies the main development priorities and tasks to be carried out over the coming year. The SDP is written by the Headteacher, with contributions from the teaching staff and governors and is reviewed and updated throughout the year. Governors conduct regular monitoring visits on specific areas of the SDP and report back to the full governing body with their findings and any recommendations. Governors were pleased to find very good progress this year.
- The Self Evaluation Form (SEF) is the school's own grading against the current OFSTED criteria. The governors review the different sections of the SEF during the year and ensure that there is evidence to support the judgements. Areas of strength and weakness can then be determined and targets for improvement can be decided.
- The school's performance data is the key indicator of pupil attainment and progress throughout the school. One governor has responsibility for analysing the data, working closely with the Head Teacher and other members of staff. The data is presented and analysed at committee meetings and also monitored during governor visits. Data is analysed for year groups, key stages, subjects, abilities, special needs (SEND), disadvantaged and other groupings of pupils, to ensure the school is doing everything possible to help all children achieve their potential.
- The Schools Financial Value Standard document is a tool which helps the governing body to manage the school's budget effectively and wisely. The Finance Committee works with the school's Bursar and oversees the financial performance of the school. They monitor spending, ensuring that the money is well spent according to the school development priorities.
- As a Church of England Voluntary Aided school, we also evaluate our performance against the criteria of the Church Evaluation Schedule and we are subject to regular Diocesan inspections.

The school works in partnership with West Sussex Schools Advisers to monitor and validate school judgements, data, SEF and SDP, and with the Diocesan Advisers for the Church Evaluation Schedule. Training for governors is provided by both WSCC and Chichester Diocese, and governors attend the training sessions that are relevant for them, and usually one annual in-school session for the whole governing body.

Vision and Values

Governors and staff have worked together to review the school vision, values and strategic objectives which have been developed throughout the year. These underpin the work of the school leadership and the governing body. They are displayed throughout the school and are evident in the good behaviour of the children.

Present issues

The OFSTED criteria will change again in September 2019 and the school has been working hard to ensure our children experience a broad, balanced and exciting curriculum. Exciting development and enrichment experiences for the children have taken place this year and the PTA have kindly funded money for this. These experiences included learning to use technic lego to follow the computing and technology national curriculum, and children working with Opera Brava to put on their own performance of an opera, "Narnia", which was amazingly successful. Each year group received experiences appropriate for them.

We have been preparing for our next Diocesan (SIAMS) inspection as the format and criteria have changed significantly. A great deal of time was spent drafting our response for the new Self-Evaluation Form, which was long and challenging. We have been visited by our new Diocesan Partner who has been very impressed by the happy, welcoming atmosphere in school and the children's behaviour.

Senior leadership has been seriously depleted this year. Our Assistant Head, Mrs Saunders, was absent with ill health from September but happily was able to make a phased return recently. She was greatly missed but other members of staff undertook extra leadership responsibilities and her classroom responsibilities were effectively covered by two supply teachers. At the same time our Office Manager has been absent and requested retirement on health grounds. With one down in the office, the remaining two members of staff struggled on but, inevitably, some elements of their work had to be sidelined. Unfortunately, the school was unable to replace our office manager until all the lengthy stages of paperwork had been completed by WSCC and she could officially retire. However, our new Office Manager has now been appointed and a third member of office staff starts in September.

Both staff absences have had a negative impact on the school's finances which were already suffering from the financial funding restrictions imposed on all schools over recent years, especially in West Sussex. The school expansion adds to the problem as in September 2019 we shall be splitting the present 3 classes in years 5/6 into their separate years forming 4 classes, which is the final stage of the expansion. However we won't qualify for funding to cover both teachers of the resulting two small Year 6 classes. Finances remain a serious challenge for the school.

During the year we have noted a continued rise in the number of disadvantaged and SEND pupils in school. These pupils often require specialist support and the school faces the challenge of providing appropriate staff and additional provision within the constraints of the budget and often without extra specific funding. The support services which were previously available from WSCC and other agencies have been greatly reduced. However, the school does manage to provide good support for the children because of the dedication of all the staff involved.

Governors have resolved to strengthen the school's commitment to environmental issues. We are so fortunate to have the use of such extensive and varied school grounds and the support of the parents of the Grounds Team and the PTA. The solar panels are being monitored now and the results provide educational opportunities for the children as well as significant financial savings. Further initiatives and projects are currently being investigated.

The Governors are delighted with the exceptional Year 6 SATs results this year. They are well above the national average for Age Related Expectations in all categories and

there was a very pleasing increase in the number of children achieving Greater Depth of Study. The results of both Year 2 SATs and the Phonics test in Year 1 were also very good. The Governing Body looks forward to the school continuing to develop the considerable improvements that have been made to the Teaching and Learning within the school.

The changes that have been introduced over recent years have certainly moved the school forward and opened up new opportunities. As governors, we are privileged to work with an inspiring Head Teacher, dedicated staff and wonderful children. The priority of the Governors at all times is to provide the best possible education for our children in a happy school, underpinned by our Christian ethos and values.

Janice Peek (Co-Chair of Governors)
July 2019