



NORTH NIBLEY C of E PRIMARY SCHOOL

Governors' Annual Report 2018/19

Our Governors currently consist of the following members:

*Sue Bradley-Jones (Chair)
Peter Hall (Vice-Chair)
Mary Blogg
Julie Collins
Emma Frith
Charlotte Parker
Jude Saunderson
Fiona Yarrow
Abbie Lewis (Staff Member)
Paul Batchelor (Head Teacher)
(FOUR VACANCIES)*

It's time to look back and remind ourselves what we have done as school governors this year.

There have of course been our important core activities:

- over two dozen meetings with the Head Teacher to consider all aspects of school life
- nearly 20 school visits by governors to observe a wide range of teaching and learning
- support for decisions on staff appointments
- governor panels to consider admission numbers and carry out performance reviews
- the regular monitoring of safeguarding.

There are also over 100 school policies to be kept up to date and the School Improvement Plan to be monitored throughout the year, and last but by no means least a careful eye has to be kept on the school finances and a budget

drawn up for the following year,

This year has also had some extra activities for us to get involved in, two of particular importance:

Firstly, the school's preparation for the SIAMS inspection which required a rigorous self-evaluation involving the whole school community and lasted through much of the school year. The governors were part of the team who took part in that exercise and we are delighted that the school's caring ethos has been fully recognised in the report.

Secondly the development to fruition of the plan for a new school building. This project has required work from the governors over several years to get the plans drawn up, approved and funded. It is a major achievement that the building will be installed this summer holidays, and we thank the particular governors who put so much work into making it happen.

We've made a few changes this year to how we operate. We have moved to a more secure email and electronic filing system to comply with new data protection legislation, we've started to put the minutes of the FGB on the web site and we've decided to streamline our governance – and lessen the Head Teacher's evening meetings – by reducing the number of committees we have. Leaner and smarter!

My personal thanks go to my committed and hardworking Governor colleagues.

During the year Mary Blogg joined us as a Foundation Governor and Charlotte Parker as a parent governor, and two governors are resigning at the end of this term – Chris Huxley Reynard and Ned Hussain. We thank them for their contributions to the school as governors. This leaves us with three vacancies, so please think seriously about joining us.



There is only one way to wrap up this summary of the year and that is with congratulations to the staff and children of the school for their continuing hard work, enthusiasm and high standards. The Head Teacher has an amazing capacity to keep on top of everything, and takes responsibility for a huge range of areas - from academic standards to checking the welfare of the fledglings in the school nest boxes. He is so well supported by his energetic and loyal staff, in the class room, on the sports field and in the office, and, as always, the children are a beacon of good behaviour and good humour.

Everybody works together to give the school its well-deserved reputation as a happy and successful place to learn. Thank you to you all.

Sue Bradley-Jones, Chair of Governors

July 2019.

Leadership and Management

Annual report 2018-2019.

Committee membership: Head Teacher, Chris Huxley Reynard, chair*, Sue Bradley-Jones, Julie Collins, Ned Hussain. Associate Governor: Suzanne Prosser

The committee held all its regular twice termly meetings during the year. However, we weren't always quorate (which means that the meeting can go ahead but no decisions can be taken), so it was agreed by the FGB that all the committees could reduce their quorum to two governors plus the Head Teacher (HT). This is a reflection on the shortage of governors, notwithstanding the great commitment and effort made by individual governors to attend meetings.

During the year the L and M was responsible for the following matters:

- reviewing staff numbers and appointments, and taking part in interviews for new staff.
- liaising with the Music Festival re arrangements for school pickup.
- reviewing the parent survey results, and deciding that Governor 'visibility' needs to be raised by more prominence in the newsletter.
- considering staff training; one of our governors with a professional training background has carried out staff training on appraisal of Teaching Assistants.
- considering staff welfare and the HT's workload; one governor has attended a course on governor responsibility for staff wellbeing and mental health
- policy reviews as follows: School information on the website, Governor allowances, Staff appraisal, Pay Policy, Acceptable Use Policy, Data protection
- reviewing the school's compliance with the new GDPR legislation. Suzanne Prosser, Associate Governor attached to this committee for her professional advice, attended two L and M meetings and reported that the rate of compliance was satisfactory, but with work still to be done.
- Safeguarding is a standing item at all meetings. No issues were raised.
- reviewing the Governor skills audit
- reviewing preparation for the SIAMS inspection during the year.
- reviewing Item 3 of the SIP, 'parental engagement'. This became the topic for a strategy meeting.

*Chris Huxley-Reynard stepped down from this committee mid-year due to work and family commitments. We thank him for his considerable input to the committee's work. Sue Bradley-Jones took over as Chair.

After consultation with and advice from a Local Authority adviser on governance, the governors decided that we could run more efficiently and reduce the Head Teacher's workload with fewer committees, so as from next year the L and M committee will no longer exist and its responsibilities will be reallocated to other committees. We can review the effectiveness of this decision in a year's time.

Sue Bradley-Jones

July 12, 2019.



Strategy Group Annual report 2018-2019.

During this academic year, as part of the current 3 years Strategic Plan of governance, the Governors have used Strategy Meetings to continue to further investigate key areas identified during an earlier assessment of the School's strengths, weaknesses, opportunities and threats.

Strategy meetings provide an ideal platform for open discussion surrounding these key areas, which are over and above the day to day role of Governors covered by the more formal Full Governing Board Meetings and Committee Meetings.

As part of the Review of Governance, the need for a General Data Protection Regulation Officer was identified. Suzanne Prosser, joined the Board as an Associate Governor to provide invaluable advice and support in this area of expertise.

Recently, Local Authority Advisor, Clare Lucas, presented to the Governors on the structure of Full Governing Boards and in particular facilitated a useful debate about whether or not the Committees of the Full Governing Board at North Nibley can be consolidated. It was concluded that the Leadership and Management Committee's functions could be absorbed by the other Committees. This would go some way to managing the Head Teacher's workload as well as making our governance more streamlined and efficient.

Before Christmas, the Full Governing Board underwent training in preparation for the SIAMS (Statutory Inspection of Anglican and Methodist Schools) inspection. The SIAMS inspection took place on 20 June and the subsequent report has now been released and circulated. It is evident that the School is doing very well in portraying its distinctive Christian vision throughout the School.

The first Strategy Meeting of the New Year looked at homework in a National and Local context. The focus surrounded the best outcomes for homework rather than questioning whether it is worthwhile at all. Less tangible but important benefits of homework were discussed; it establishes a good work ethic, it is a preparation for homework at secondary school, it can enrich a child's general knowledge and values. Whilst homework may not improve attainment measured by SATs, it seems likely that it develops and aids school learning and helps progress using different approaches. This discussion has led to the teaching staff reviewing the School's homework policy and ensuring points awarded for homework are more meaningful. As Mr Batchelor has explained in recent weekly newsletters, among the changes are improved guidance about the time parents/carers spend on each piece of homework together with further ideas, which parents/carers can take further.

The most recent meeting saw discussion surrounding a prepared paper on Parental Engagement; OFSTED and educational policy acknowledge the importance of parental engagement, expecting schools to demonstrate proof of parental engagement. It is evident that there is a lack of consensus on what parental engagement actually is; it is not parental involvement as parents may be engaged in ways which the schools is not aware of. However, it appears to be a reciprocal relationship and mutual understanding between the school and the parents, each aiming first and foremost for the development of the child. Whilst the School already promotes parental engagement; meet the teacher evenings, Head Teacher drop in afternoons, use of social media, Essential Experiences, evening for new parents, some of which are more successful than other, this meeting concluded with a number of action points for the School to pursue to try and develop parental engagement even further. It is difficult to measure the success of these initiatives so feedback is invaluable and welcomed.

We have a number of topics lined up for further discussion in 2019/2020 to continue with the current Strategic Plan and we look forward to continuing these meetings in the Autumn Term.

Fiona Yarrow. July 2019



Finance and Premises Annual report 2018-2019.

Committee membership: Head Teacher, Judith Saunderson (chair), Fiona Yarrow, Chris Huxley-Reynard

Associate Governor: Greg Smith

The committee held all its regular meetings during the year with an additional meeting held to discuss school finances and budgets.

The Finances and Premises committee are responsible for overseeing the financial management of the school budget, the school fund and the governors fund. As the school is a voluntary aided school governors are responsible for the upkeep and maintenance of the premises which are owned by the diocese - improvements to the drainage made at the start of the year will, we hope, mean that Mr Batchelor will no longer have to face blocked toilets!

The school's financial year runs to 31st March. The sector continues to suffer from the pressures of reducing budgets, compounded by statutory increases in staff costs, both inflationary increases and also unplanned but statutory increases in pension scheme contribution rates, which the school has had to find. The three-year budget plan beginning on the 1st of April 2019 has been particularly challenging with difficult decisions being made during the year regarding pay awards and teaching assistant hours. The school continues to look at areas where it may make further savings to ensure that it balances the budget without impacting on the quality of the education. You will have seen a letter in the bookbags last week requesting a contribution towards catering costs which up until now the school has been fortunate to have been able to subsidise.

The committee would like to thank Mrs Bargewell and Mr Batchelor for all the time and effort spent in managing the finances. It is not an easy task!!

Perhaps the biggest success of the year was the extraordinary progress made with the efforts on the new build. The committee has worked tirelessly in partnership with the school on managing the project through design, planning, approval and some complex legal and tax issues to ensure that once the funds had been raised, the project could continue without delay. All the grants being used to fund the building have specific terms and conditions attached to them and are only available to fund capital works. It may also be surprising to hear that many of the capital grants available have a deadline on spend but could also not be applied for until planning permission was obtained so timing the build to start over the summer months was always going to be tricky. The committee would like to thank Emily Loveday for all her hard work in supporting with the many grants applied for over the last two years.

The build work commences on 29 July and is due to complete during the first week of the new term. This will provide much needed breakout space and has been designed so the room can be split in half and used by the smaller groups. Perhaps the highlight of the year was the amazing response from the staff when we signed the contract.

The committee continues to monitor health and safety within the school along with numerous policies and, with the changes in committee structure next year, will pick up responsibility for the HR elements from the previous Leadership and Management Committee.

Finally, the committee would like to thank Chris Huxley-Reynard for the input and scrutiny of the committee's work.

Jude Saunderson
17 July 2019



Teaching and Learning Annual report 2018-2019.

The Teaching and Learning Committee (TLC) held all its regular meetings during the year. Of all the committees, this one is the most closely aligned to what actually happens in the classrooms, so it should come as no surprise that the lion's share of the School Improvement Plan is scrutinised by its members. We have welcomed to our committee two new members: Mary Blogg and Charlotte Parker. As well as the regular review, the committee have oversight of the governor's visit reports.

Meetings are an opportunity to question the head teacher about what has been seen, and challenge him as required. Policies relating to the curriculum, and to SEN, are reviewed. In the Autumn the full data set of the summer term's SATS became available, so TLC Governors compared our results to attainment and progress data elsewhere, to see if there were lessons to be learnt. Over the years, considerable expertise has been built up around the understanding of performance data, with governors scrutinising attainment and progress statistics at various points of the year, for all school years and pupil groups. All this is about to change!

"The new Ofsted framework and handbook are explicitly designed to discourage schools from producing any data for the purposes of presenting to inspectors. Inspectors will not look at non-statutory internal progress and attainment data." – (see

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/817713/Data_burdens_on_schools.pdf)

Next year, therefore, time will be spent training ourselves to understand how the scrutiny of pupil's workbooks can give a better understanding of the standards in school. Also next year, the newly created Teaching, Learning and Community committee (still TLC!) will take over aspects of management as they relate to staffing, with an additional brief to monitor interaction with parents and the wider community.

Safeguarding is a standing item on the agenda (as it is on all committees) and one member, Peter Hall, also reviews internal safeguarding paperwork (and the electronic equivalent) and training records as it relates to safeguarding. R.E. as a subject in a VA school such as ours, is inspected within the SIAMS framework, so time has been spent preparing for that. The SIAMS inspection report, when it came, also provided a clear focus for the committee.

The school has achieved excellent results this year. As another year finishes, Governors would like to thank all members of staff for their ongoing care and hard work.

Emma Frith July 2019

School Improvement Plan 2019-2020

Priorities for next year have been determined, following the review of school standards, inspections, governor visits, parental feedback via surveys, the Head Teacher reports and other information as it becomes available.

The top priorities are as follows:

1	To ensure that children leave North Nibley with a secure understanding of Spiritual Development, so that they are able to say what this means and identify moments of significance in their own lives
2	To ensure that planning at all levels identifies opportunities for pupils to write for a range of purposes (intent), that audiences are identified and that new technologies are used to support writing across the curriculum (implementation) so that the school sustains recent improvements in Writing (impact)
3	To support pupils identified as at risk of making slower progress through a review of intervention strategies and resources (including effective best practice in other schools) (intent), to provide better support materials for parents and adapt what we do (implementation) so that fewer children fail to make expected progress from their different starting points (impact)
4	To ensure that the Long Term Plan provides opportunity for progress in Science (intent), that teaching (including the use of new technologies) provides rich opportunities for learning (implementation) so that that outcomes in Year 2 and 6 match or exceed National Standards (impact)

(The exact wording may change slightly, to enable qualitative and quantitative analysis when the plan is reviewed next year.) The key words "Intent", "Implementation" and "Impact" are included as a deliberate reflection of the new Ofsted Inspection criteria.