



## **2022 – 2023 Annual Governance Statement**

### **Background**

#### **Purpose**

In accordance with government requirements, the three core functions of our Governing Board are:

1. Setting the strategic direction and ensuring clarity of vision, Christian values, and ethos.
2. Holding the Head Teacher to account for school improvement and educational performance.
3. Overseeing the finances to ensure that money is well spent.

To do this we aim to provide constructive challenge and support, work with integrity, trust, and transparency, and dedicate time and energy to our role. We are proud to support our professional and dedicated staff team to continue delivering the best outcomes for our children.

This statement provides further detail on our activities and priorities this year.

#### **Governance arrangements**

In line with government recommendations, our Governing Board is made up of:

- The Head Teacher
- 1 elected staff governor
- 4 elected parent governors
- 1 Local Authority governor appointed by the Local Authority
- 2 foundation governors appointed by the Diocese
- 3 co-opted governors, appointed by the Governing Board, who have the skills required to contribute to effective governance and the success of the school

The Full Governing Board meets four times a year. In addition, the Finance and General Purpose Committee and the Curriculum Committee both meet termly.

There is also a Pay and Complaints Panel that meets at least annually, the Head Teacher Performance Management Panel, which meets twice yearly and includes an external consultant who helps with target-setting, and the Buildings Working Group that meets on an ad hoc basis.

Governors are allocated specific roles to ensure statutory compliance (on safeguarding and special educational needs (SEN)) and school improvement (aligned to curriculum areas). A full list of roles is included in **Appendix A**. A table of our main activities this year is in **Appendix B**.

#### **How you can contact us**

We always welcome suggestions from parents, carers, neighbours, or anyone with an interest. Please contact the Chair of Governors, Milly Bowring, at [chair@hatherop.gloucs.sch.uk](mailto:chair@hatherop.gloucs.sch.uk), or our Clerk to Governors, Nadine Scaysbrook, at [clerk@hatherop.gloucs.sch.uk](mailto:clerk@hatherop.gloucs.sch.uk).

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## The work of the Governing Board this year

### Strategic planning and monitoring

An important part of our role is to support and work closely with Mrs Hancock and staff to ensure that we are able meet the school's vision of 'Caring, Believing, Achieving' in the long term, including:

- **School Development Plan:** Is structured around the areas in the Ofsted framework: Quality of Education, Behaviour and Attitudes, Personal Development and Leadership and Management, plus Early Years, and is agreed in Term 1. Priorities this year included embedding and extending improvements in reading, writing and maths, SEN provision, behaviour, and subject leadership. Some of these are covered below. We also monitor the implementation and impact of the plan, collecting a range of evidence.
- **Buildings Working Group:** Work has continued to ensure the school is sustainable for the future. Governors and staff have explored options for the Elliot building and are discussing plans with Cotswold District Council. The group is currently led by Lisa Clayton and will be led by Ben Platts from September. Our local community will be consulted next year.
- **Long-term planning:** Governors consulted staff, parents and pupils on what 'Caring, Believing, Achieving' means to them. We worked with staff to develop a set of strategic priorities to ensure we can continue delivering this in the long-term. We published our shared [Vision and Strategy](#) based on this consultation in December.

### Gathering evidence

We collect a range of evidence to understand the progress of our School Development Plan, including **monitoring visits** at least termly. Visits have included Maths, SEN, Music, PE, Art and DT, PSHE and behaviour, and safeguarding. We also review **termly assessments** to understand pupil progress.

We canvas **stakeholder views** in person (at parents' evenings, staff meetings and with pupils during visits) and via surveys. This year we used the Ofsted parent views results and asked for further feedback in the summer term. The staff survey was very positive, particularly praising leadership and teamwork. We were delighted with the Ofsted views results too which you can see [here](#). We publish survey results [here](#) on the school website.<sup>1</sup> Based on parent feedback:

- There will be milk for Reception from September plus in after school and breakfast club.
- Key Stage 1 receive sports during lunch, and further after school provision is being considered for next year.

### Ofsted inspection

A huge well done to staff for completing a gruelling inspection process. The high quality of education, caring ethos and sense of team work shone through in the result and [report](#). Milly, Michael, Lisa, and Clare attended the interview where they were grilled on safeguarding, SEND, personal development, amongst other things. Ten governors attended the feedback session. Discussions since have focussed on the impact of the process and swiftly addressing feedback, including collecting more detailed

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<sup>1</sup> Staff survey results are not published because the numbers are small.

information on behaviour incidents and some aspects of safeguarding (e.g. multi-agency working). We support the call for reform of the inspection process in the wake of Ruth Perry's tragic suicide.

### Finance and General Purpose Committee

This sits termly, with Sam Lawson chairing, and is responsible for setting and reviewing our budget, dealing with grounds and buildings matters and reviewing relevant policies (e.g. finance, complaints, and health and safety). The Committee follows an annual cycle, with the school's financial position reviewed termly and a timetable leading up to final budget approval in May. Focuses have included:

- **Budget:** Staff salaries, training and SEN costs are a high priority as are premises repairs. Four versions of the budget plan were reviewed between March and May, before final approval. We complete [the School Financial Value Standard](#) annually and benchmark spend against similar schools. An independent audit was carried out on the school fund.
- **Buildings:** Health and Safety visits are used to identify priorities. Windows and lighting have been repaired this year. There are regular discussions with Buildings Working Group. Huge thanks to the PTA for funding and painting the new early years outdoor play space.

### Curriculum Committee

Curriculum Committee sits termly, chaired by Micky St Aldwyns, with a focus on Ofsted areas: Quality of Education, Behaviour and Attitudes, Personal Development and Early Years. We see pupil attainment data termly and monitoring visit reports. There are standing items on Pupil Premium, SEN and PE. We review policies for alignment with current guidance (e.g. [EEF resources](#)).

Highlights have included:

- **SEN provision** has been a keen focus with rising numbers of SEN pupils. Angie and Milly conducted a visit to monitor our [SEND policy](#) and provision and were impressed by the holistic and precise approach to diagnosing and addressing pupil needs and the high expectations set. Additional funding is being set aside for training and leadership of SEN.
- **Pupil Premium** spend is covered in our [annual statement](#) and this year includes tutoring, phonics training, trips and clubs. Progress is being made against the targets set.
- **Safeguarding and behaviour:** We reviewed our [Positive Relationship and Behaviour Policy](#) and impact of support staff training. The school is in the process of transitioning to [CPOMs](#), a system for better managing our safeguarding and behaviour data. Micky, our safeguarding governor, learnt about the system in one of his visits, and we discussed how best to use its data during Governing Board meetings.
- **PSHE and equity:** Micky conducted a visit where he heard pupils talk about different family structures, religions and cultures, and the meaning of respect, amongst other things, based on their learning from the PSHE curriculum and wider learning opportunities.
- **Subject leadership and development** is an on-going focus for teaching staff, building on work which led to last year's fantastic [SATs results](#) and a congratulations letter from the schools minister for the 100% of children reaching the expected level on the phonics screening check. Michael did art and DT, Ben a maths visit, and Clare a music visit. They were impressed by curriculum sequencing, progression, and use of resources.

- **PE provision and wider learning opportunities:** Michael was impressed by tennis coaching and use of 'Up and Under Sports'. The many opportunities we provide was commented on by Ofsted inspectors and is thanks to staff's hard work. Clare enjoyed joining Outdoor Learning, Micky the Cogges Farm visit, and Jackie the Cathedral and Mosque visit, amongst others.

### **Succession planning**

Part of our role is succession planning, so we have a full complement of committed members. The usual term of office is four years, and no governor sits for more than two terms.

We are sad to say goodbye to parent Governor, Lisa Clayton, and Foundation Governor, Jackie Cullum, who have had a huge impact. Lisa, as Chair of the Buildings Working Group and on our Finance Committee, has made impressive progress on buildings. Jackie, as one of our longest-standing governors, has embodied our Christian Vision in her work with Alison Dugdale on the RE curriculum, collective worship, and through Open the Book. Both will be hugely missed.

We are pleased that Annabelle Barton joins us as Foundation Governor and Lucy Duff (mum of Zoe) as parent governor, in September, bringing valuable and varied expertise. We also say goodbye to our Clerk to Governors Polly Hewitt. Many thanks to Nadine Scaysbrook for taking this on from July.

### **Training and self-evaluation**

Part of our role is about seeking to improve our effectiveness. Training this year included Curriculum (Micky), Head Teacher Performance Management and External Performance data (Ben), Head, Chair and Clerk Training (Polly and Taryn), a Governor Clarity Course from the Diocese of Gloucester (Clare), SIAMS training (Taryn and Clare), a session on effective leadership (Milly and Taryn). All governors are attending Strategy Safeguarding training in the last week of the summer term.

Last year we worked hard on self-evaluation. You can find the results of that process in [last year's statement](#), which informed some of this year's priorities (e.g. strategy, communications). We are pleased with staff and parent's positive views on governance and will aim to build on this next year.

## Appendix A: Roles and responsibilities

2022/23	Curriculum/ Self Evaluation Group	F&G	Buildings Working Group	Chair	Vice Chair	Parent Governor	Foundation Governor	LA Governor	Co-opted governor	Headteacher/Staff governor	Associate Member	Pay & Complaints Panel	Appeal Pay & Complaints Panel	Health & Safety	Safer Recruitment	Head Performance mgt Govs	Looked After Children	Child protection	SEN Governor	Safeguarding	Data Governor	School Trust Fund **	Data Protection	Christian Distinctiveness	Creative Hub	STEM Hub	Health & Well Being Hub
Clare Brignall	✓						✓																✓	✓		✓	
Jackie Cullum	✓						✓																✓			✓	
Rebecca Balloch	✓									✓																	
Taryn Hancock	✓	✓	✓							✓					✓									✓			
Angie Bray	✓								✓										✓						✓		
Sam Lawson		✓	✓			✓						✓										✓	✓				
Ed Wilson		✓							✓					✓									✓			✓	
Michael Birnie		✓	✓		✓				✓			✓		✓	✓												
Michael St Aldwyn	✓							✓									✓	✓		✓					✓		
Millie Bowring	✓	✓	✓	✓		✓									✓	✓						✓			✓		
Lisa Clayton		✓	✓			✓								✓												✓	
Ben Platts		✓				✓						✓				✓						✓				✓	

\*\*Note: School Trust Fund Group also contains Mike Francis, David Hicks-Beach, Ian Powell, Sam Lawson & Jill Rixon (clerk)

## **Appendix B: Governor key dates and activities – 2022/23**

This tables covers key dates and activities but is not an exhaustive list. For example, the Chair also meets regularly with the Head Teacher to discuss relevant matters and our safeguarding lead visits regularly to check the Single Central Record and discuss safeguarding.

<b><u>Date</u></b>	<b><u>Activity</u></b>	<b><u>Who?</u></b>
<b>Term 1</b>		
15th Sept 4.15pm	Clerk handover	PI, PH, TH and MB
21st Sept, 6pm	Full Governing Board meeting	All
23rd Sept, 9am	Harvest Festival celebration	Various
27th Sept	Maths Monitoring Visit	BP
18th Oct 7pm	Buildings Working Group	LC, MAB, SL, MB
19th Oct, 6pm	Curriculum Committee	Committee members
19th Oct 7pm	HT Performance Management training	BP
20th Oct, 11.30	GenerosiTEA	MB
21st Oct	Health and Safety inspection	LC & BP
<b>Term 2</b>		
2nd & 3rd Nov	Parents evenings	MB
1st Nov	Head Teacher Appraisal	TH, BP & MB
7th Nov, AM	Curriculum training	MStA
9th Nov, AM	Open morning	MB & LC
9th Nov, AM	Buildings meeting	MB & LC
9th Nov, 3.15pm	Staff / Gov meeting: strategy/ buildings	All
9th Nov, 6pm	Finance Committee	Committee members
11th Nov	Monitoring visit on music	CB
10th Nov	GLOSSI Governor Network meeting	MB
23rd Nov, 6pm	Full Governing Board meeting	All
30th Nov	External performance data – training	BP
8 <sup>th</sup> Dec	Carol Concert	All
<b>Term 3</b>		
25th Jan, 6pm	Curriculum Committee	Committee members
26th Jan, 10am	GLOSSI Network meeting	MB, TH
30th Jan, 7pm	Buildings Working Group	Committee members
2nd Feb	Cathedral and Mosque Visit	JC
Weds, 8th Feb	Outdoor Learning – Skylark	MStA
Fri, 10th Feb	School Trust meeting	SL, EW
Ongoing	Open the book, Spanish	CB
<b>Term 4</b>		
8th March	Governor Clarity Course	CB
8th March, 9-11.30	Head, Chair and Clerk training	TH, PC, MB
8th March, 6pm	Finance Committee	Committee members
14th March	Ofsted inspection	MB, LC, MAB, CB
14th March	Ofsted feedback	All
15th March	Outdoor Learning – Red Kite	CB
15th March, 6pm	Online Safety Workshop	All
17th March 2pm	SEND visit	AB, MB, TH, RB
21st March	Experience Easter	CB, JC
22nd March, 6pm	Full Governing Board	All

Week 20th March	Art and DT governor visit	MAB
<b>Term 5</b>		
19th April, 9-3pm	Skylark Cogges Farm visit	MstA
3rd May	SIAMs training	CB, TH
4th May	HT mid-year review	TH, MAB, MB
10th May	Monitoring visit on behaviour & PSHE	MstA
10th May	Finance and General Purpose	Committee members
11th May	Chair Cluster group meeting	MB
12th May	SATs process check	BP
16th May 10am	Pre-planning buildings site visit	Buildings WG members
17th May, 6pm	Full Governors Meeting – budget approval	All
24th May, 6pm	Curriculum Committee	Committee members
<b>Term 6</b>		
5th June	GLOSSI Governor network meeting	MB
6th June	Count on Nature at the Church	CB, MstA
16th June	Safeguarding meeting / visit	TH, MStA
19th June	Buildings Working Group	Buildings WG members
21 <sup>st</sup> June	Monitoring visit on PE	MAB
21st June, 3pm	Governor / staff meeting	All
28th June	Full Governors Meeting	All
17th July, 6.30pm	Strategic Safeguarding training	All
18 <sup>th</sup> July	School Trust / Building Working Group meeting	MB, SL, MAB, TH

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14/07/2023