

2022/23

Coombe
Hill Junior
School

GOVERNORS' STRATEGIC PLAN

CONTENTS

- School values
- Core functions of governance
- Governors' 2022/23 key intents
- GSP

School Values

Creative

We have a broad, balanced, exciting and challenging curriculum

We are encouraged and given opportunities to be creative

We are enthusiastic about our learning

We are helped to identify and value our progress

Encouraging

We are encouraged to share new ideas and approaches and to learn through doing

We show empathy and listen to each other

We are committed to making our school a happy place

We are each understood as individuals

We understand the importance of developing resilience

We celebrate each other's success and are praised for real effort

We are expected to be reflective about ourselves and our learning

We are all provided with the opportunity to develop our leadership skills and to become independent

Aspiring

We want to make a difference in the world

We build positive and supportive relationships

We show pride in ourselves, our work and our school

We care for and respect each other and our environment

We are expected to take responsibility

Core functions of governance

- To ensure clarity on the school's vision, ethos and strategic direction
- To hold the Headteacher to account for the educational performance of the school and its pupils and the performance management of staff
- To oversee the financial performance of the school and make sure its money is well spent

Governors' 2022/2023 key intents

1. Ensure that the Governing Board's structure and remit enables it to effectively carry out its role and core functions, including to hold the senior leadership team to account for the quality of education.
2. Ensure that the school has an effective Covid-19 recovery plan with a focus on progress in key aspects of the school curriculum.
3. Ensure that the Governing Board monitors and reviews progress on a regular basis against the new School Development Plan.
4. Ensure that the Governing Board monitors the financial performance of the school, including to review and approve the annual budget and capital funding proposals.

AIM 1 - To ensure the Governing Board is effective in its role

Actions	Success Criteria	Lead Responsibility	Timing	Monitoring and Evaluation
1A: To embed named governor roles	Clear action plans produced by named governors and evidence that the school is compliant and effective.	Named governors	By end of autumn term	Planned communication between relevant governors and school leads carried out where possible and reported to CSG, committees and FGB. Areas covered include Safeguarding/PPG/SEND/GDPR/IT/H&S.
1B: Chairs of committees to plan strategic link visits across the year	Link visits identified, feedback provided to demonstrate impact of school activities on pupils' achievement and behaviour and well-being.	Chairs	By end of summer term	Visits carried out as identified in committee meetings and minutes and recorded in notes of visit. Curriculum & Standards Committee to ensure that all subjects are covered during the course of the 2022/23 academic year. Final subject reviews are planned for the summer term to ensure that all subjects have been covered and reports of visits made to the Curriculum & Standards committee.
1C: Hold appropriate Governor elections and appoint additional co-opted Governors	Appointment of new Governors to ensure that the FGB is the correct size.	CoG	Ongoing - urgent	Two new governors (one parent and one associate member) appointed since November 2022 and one governor retirement in May 2023. Chair and vice-chair of FGB to consider additional appointments required and to report back to the FGB.
1D: Succession Planning	Plan in place for the succession of every key role on the FGB and all committees.	Chairs	By the end of summer term	Three new governors were appointed to the Governing Board in the 2021/22 academic year and two additional governors in the current academic year. New vice-chair and chair of the Curriculum & Standards Committee appointed in 2022 as part of a succession planning process. Further consideration to be given to other roles in the next academic year once additional

				Governor appointments/elections have taken place and FGB is at full strength.
1E: Committee priorities	Clear identified priorities for each committee in line with the School Development Plan (SDP) and statutory requirements.	Chairs	By end of autumn term	Chairs to ensure that strategic priorities for each committee are identified and discussed in committee meetings, with appropriate time given to ensure input and engagement from all relevant committee members. Terms of reference for each of the Committees to be reviewed and approved by FGB in the December 2022 meeting.
AIM 2 - To hold leaders to account for the quality of education				
Actions	Success Criteria	Lead Responsibility	Timing	Monitoring and Evaluation
2A: Continue to develop the GAS to reflect the changes in the curriculum and the new Educational Inspection Framework (EIF).	Committee Chairs to update GAS on a regular basis and share with FGB.	Chairs	Ongoing	Governors' awareness sheet (GAS) updated to reflect new Ofsted criteria. Training session implemented for all Governors on the EIF.
2B: Build governors' understanding of how the school's curriculum impacts pupil outcomes, including the closing of attainment gaps	Governors are able to explain and evidence impact.	HT/Chairs	Ongoing	Detailed discussions are taking place at each of the Curriculum and Standards committee meetings . Discussions with SLT and evidence of impact of teaching & learning through pupil achievement records, with a focus on seeing evidence of the pupil records in-school or online in the

(particularly for PPG and SEND children).				committee meeting. Regular committee highlights to FGB with a focus on pupil outcomes.
2C: Governors to make sure that an effective Covid recovery plan is reflected/built into the school's SDP and long term vision, including an effective school staffing structure with clear accountability for middle leaders.	Governors are able to explain and evidence how curriculum reflects vision and context in the GAS and how the school is implementing the SDP.	HT/chairs	Ongoing	Governors have reviewed and considered the school's new SDP in the FGB. The school's progress against the new SDP to be reviewed by the FGB on a termly basis. The Governors have further considered how the changing circumstances and the priorities for the school in the post-Covid environment are reflected in the Vision/SDP/GSP.
AIM 3 - Ensure the Governing Board oversees the long-term strategic plans for the school and the maintenance of a clear vision				
Actions	Success Criteria	Lead Responsibility	Timing	Monitoring and Evaluation
3A: Ensure continuing focus on strategic direction of the school	All Governors are clear on new SDP and how it links to school vision and context.	CoG/All	Ongoing	Evaluations at all levels demonstrates strategic coherence and effective implementation. The new SDP was developed in the autumn term and has been reviewed and questioned by the FGB. The school is able to demonstrate the consistency of implementation of the curriculum by SLs and MLs.
3B: Obtain all appropriate guidance on strategic direction from AfC and others		CoG/All	By end of summer term	
AIM 4: Ensure training and development is effective and consistent across the Governing Board				
Actions	Success Criteria	Lead Responsibility	Timing	Monitoring and Evaluation

4A: Governors optimising awareness and development opportunities to effectively set strategic agenda for the Governing Board	Governors aware and signed up to mandatory training as determined by the committee terms of reference	All governors	Ongoing	All Governors' to update the training matrix on a termly basis. In addition, the chairs of the committees to (i) confirm training requirements for committee members and (ii) monitor take up of appropriate training via updates from the training governor. Committee terms of reference have been reviewed for appropriate CPD requirements.
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AIM 5: Monitor the financial performance of the school

Actions	Success Criteria	Lead Responsibility	Timing	Monitoring and Evaluation
5A: Ensure that Governors have the skills and knowledge required to support the HT in setting and monitoring the school budget (including being aware of the relevant financial procedures that schools must follow).	Governors are familiar with financial procedures and policies.	Chair of Finance & Premises committee and CoG.	Ongoing	Monitor appropriate governor training for members of the Finance & Premises committee. Composition of the committee is made up of governors with the relevant skill-sets. Annual skills audit to be carried out in the next academic year.
5B: Ensure that the funds are spent to further the educational objectives of the school and in line with the school development plan.	Public funds have been managed with prudence and care and with a focus on the advancement of the education of the pupils.	Chair of Finance & Premises committee.	By start of the summer term	School current year budget and three-year projection reviewed and approved by the Finance & Premises committee and the Board. Review has been undertaken by reference to the school development plan and school risk factors have been reviewed as part of the budget process.