



# Governors' Annual Statement

## 2022-23



Do Everything in Love - 1 Corinthians 16 v14



## Who are we and what do we do?

Pam Bassindale Chair of Governors



The three core functions of the Governing Body are to:

- Ensure clarity of vision, ethos and strategic direction .
- Hold the headteacher to account for the educational performance of the school and the effective and efficient performance management of staff.
- oversee the financial performance of the school and making sure its money is well spent.

We have worked closely with our new headteacher Mrs Fernie, and welcomed the fresh perspective she has brought to the school. This year has seen some significant changes but maintaining our core values and strong Christian ethos has been the priority of both staff and governors so that this continues to be the key strength of the school.

Whilst the government has removed the deadline by which schools must be part of an academy, the governors have been proactive in determining the best way forward for St Andrew's in the future. Under the leadership of Ali Bailey, a working party has been exploring the pros and cons of the academy trusts currently available. Our main concern is to maintain the distinctive character of St. Andrew's. Currently, we have very good collaborative partnerships within our local cluster of schools, and we will continue to monitor the situation closely to ensure the best outcome for our school.

**Please read on to find out more about the governors and their work during 2022-23 in the following pages. Thank you for your interest.**





## The Governing Body is made up as follows:

8 foundation governors	Mr Colin Allen
	Mrs Ali Bailey
	Mrs Liz Bunting
	Mrs Jane Burton
	Mr David Hazelton
	Mrs Wendy Orphan
	Rev'd Diane Roberts
	(one position currently vacant)
2 parent governors	Mrs Julia Edwards
	Mr David Lupton
1 local authority governor	Mrs Pam Bassindale (Chair)
1 co-opted governor	Mrs Kim Perree
1 Associate Governor	Mrs Donna Fagan
2 Staff governors	Mrs Jo Fernie
	Miss Amanda Hodgson
Clerk to Governors	Mrs Laura Hazelton

You can read more about us by clicking on the 'Governors' tab on the website.

On the following pages you will find reports from a range of governors about the work we have been doing this year and the impact we have had.

## What have we been doing this year?

In a nutshell, to carry out our core functions in 2022-23, we: have....

- ⇒ Supported the Mrs Fernie in establishing a vision of how leaders and staff can provide the best education for our children.
- ⇒ Placed the highest priority on keeping children safe within school and helping them to keep themselves safe.
- ⇒ Followed rigorous staff selection procedures to ensure that all new appointments are suitable and safe.
- ⇒ Monitored the training and performance of staff, including the headteacher, in order to promote the highest standards of teaching and learning.
- ⇒ Held discussions with subject leaders about their approach to teaching and learning
- ⇒ Checked how well children attended school.
- ⇒ Played a key role in regularly monitoring the progress and achievement of the pupils through data tracking
- ⇒ Carried out scrutinies of children's books to monitor the impact of the new spelling initiative
- ⇒ Attended Pupil Progress Meetings to find out how teachers were supporting individual children to realise their potential.
- ⇒ Regularly reviewed how well the school meets the needs of disadvantaged and vulnerable children, with an aspiration that their wellbeing and achievement matches or exceeds that of other pupils.
- ⇒ Regularly discussed how well the school meets the needs of children with special educational needs.
- ⇒ Examined the progress of the most able children to ensure that they are given opportunities to excel and develop their talents.
- ⇒ Had regular discussions with groups of children to monitor the effectiveness of the curriculum in promoting positive learning behaviours and fostering enjoyment in learning.
- ⇒ Monitored pupil behaviour and how effectively the school promotes anti-bullying .
- ⇒ Worked closely with Mrs Copp to ensure that school funding is being used effectively and efficiently.
- ⇒ Regularly monitored Collective Worship, R.E and Reflection Corners to ensure they uphold the Christian aims of the school
- ⇒ Monitored the wellbeing of staff through surveys and exit interviews





## A Few Words on Health and Safety

David Lupton



As we near the close of our new Head Teacher Mrs Fernie's first year in charge, I would like to offer my congratulations in how she has succeeded in maintaining the ethos of our school and risen to the challenges of being our Head Teacher.

As a Parent Governor, having served three of my four years now at St Andrew's, I had the opportunity to volunteer to help with the bi-annual trip to Osmington Bay.

I am so proud to be a Governor of our school having witnessed the impeccable behaviour of our Year 5 and 6 children. Whilst having some amazing fun, they showed great respect and discipline around the site which was commented on by several members of PGL staff. I am pleased to report also as H&S Governor, that despite asking our children to jump from a 20m high platform, climb vertical walls and light fires we had no accidents or significant injuries!

I would also like to say how appreciative we are as a Governing Board of all our staff. They often give far more than offering the basic curriculum and I particularly want to thank the staff that went away to Osmington, giving up their free time for the week, to enable our children to experience the enrichment these activities give them. This is no holiday for the staff. I have nothing but respect for our Teachers and Teaching Assistants for their dedication and care for the children through some very long working days over the week. There isn't a moment's rest!

The residential visit to Osmington certainly helps to deliver some of our core values in developing confident and successful individuals, by providing an inspiring and stimulating environment.

Back to school, H&S continues to be one of our top priorities and is discussed at all of our Governor meetings. I have completed the H&S Training for Governors and continue to do regular site walk arounds to check we have a safe and secure site for our children and staff. We are due to add a perimeter fence at the rear of the school this summer to improve safety and safeguarding.

During the year I have been able to join in an excellent visit to the River Bourne, to look at the river and its wildlife with Class 3 and have assisted in various STEM activities, including the Curiosity Mars landing and building and testing a wind turbine.

Good luck to all our Year 6 leavers and a warm welcome to our new Reception year children in September



## Safeguarding and Child Protection:

Kim Perree



This is my third year in the role of the Nominated Governor for Safeguarding and what a year of positive change it has been!

Joanne Fernie, our new head teacher, joined us in September bringing with her a wealth of experience as a Designated Safeguarding Lead. With Mrs Fernie's fresh pair of eyes, extensive experience and knowledge guiding us, the board was able to prioritise improving security of the school site as well as supporting the adoption of the Child Protection Management System (CPOMS).

St Andrew's Safeguarding Achievements:

- A successful bid to improve site security to the school entrance
- A successful bid to improve site security to the rear of the school
- CPOMS has been implemented and embedded into school life with positive feedback from staff and governors
- An additional member of staff has been appointed as Deputy Designated Safeguarding Lead
- All safeguarding policies are relevant and up to date
- The 360safe Online safety self-review tool is progressing and St Andrew's scores are in line or exceed the national score.
- The school online safety filtering and monitoring systems are up to date and secure
- A safeguarding page has been created on the new school website which gives parents advice on how to keep their children safe online.
- Safeguarding awareness is included in termly letters to parents as well as alerts to significant online threats.

Over the past school year, I have continued to ensure that the statutory requirements for safeguarding are met by:

- Monitoring and reviewing safeguarding policies, procedures and the implementation of CPOMS.
- Checking that staff training is up to date and that staff and volunteers have been made aware of the changes in the Keeping Children Safe in Education statutory guidance.
- Monitoring the safeguarding action plan and the Single Central Record.
- Ensuring the Safeguarding Audit is completed and the school meets all the criteria.
- Raising safeguarding and child protection at every Governing Body meeting by asking relevant, topical questions and requesting anonymised CPOMS data.
- School visits focussing on the Single Central Record and Online Safety.

The next focus for the St Andrew's Governing board is to ensure that our online safety protection policies and procedures continue to be rigorous and relevant. It is essential that the school continues to adapt its monitoring and filtering systems so they remain current and robust. This will be achieved by setting up an Online Safety Committee comprising of staff and governors.



## Teaching and Learning

Julia Edwards



I have sat on the Teaching and Learning Committee ever since I became a governor in December 2019, and there hasn't been a dull moment! When I put myself forward for election, I hadn't considered the possibility of a global pandemic which would have an enormous impact on children's learning. I had, on the other hand, considered the possibility that Mrs Walker would retire in the next five years, and decided that was as unlikely as a global pandemic. How wrong I was!

The Teaching and Learning Committee governors have therefore spent a good deal of time this year:

- i) monitoring the continuing support for children whose learning was especially disrupted by Covid;
- ii) analysing data on reading, writing and maths, to establish where extra help can be most effective and to try to close the gaps in attainment;
- ii) supporting Mrs Fernie as she settles in as our new headteacher.

I joined the Teaching and Learning Committee because I am fascinated by how teachers adapt their teaching approaches for different subjects and different groups of children. As governors, we have a ringside view of the effectiveness of different strategies, and it is our responsibility to monitor how well the children learn in response to these. This year, we have done this by:

- listening to presentations from the Subject Leaders in English and Maths, which have enabled us to understand how these subjects are taught in different year groups, and see evidence of where the strategies are working well, as well as ask questions about areas that might be improved;
- listening to a presentation from the SENDco, Debbie Harris, who is the Special Educational Needs and Disabilities Co-ordinator, to understand how our children with SEND are being supported, and find out what more can be done;
- attending Pupil Progress Meetings to monitor how teachers are supporting those children who are achieving less well than might be expected;
- looking through the children's work books, and at internal test data, to identify trends as well as strategies that are successful and areas that could be improved;
- and analysing the outcomes of national tests (such as SATs and the Year 4 Times Tables test) to compare our children's achievement against other schools both in Wiltshire and nationally, as well as assessing how they compare to test results from the long-lost years BC - Before Covid

We have also supported Mrs Usherwood (Early Years Leader), Mrs Fernie and Miss Hodgson (English Subject Leader) in identifying a new phonics programme to be introduced in September 2024, which we hope will have a positive impact on reading and writing **throughout the school**. know I said this last year, but the Teaching and Learning Committee is the best committee to be on, unless you have a strong interest in leaking pipes, perimeter fencing, and making sure carpets are well stuck down; or, alternatively, a loaves-and-fishes talent for making every £5.02 of the school budget go five thousand ways. (If you think you have this ability, please do let us know as soon as possible!)



## Provision for Pupils with SEND

Donna Fagan

As the SEND Governor it is my responsibility to ensure that pupils with SEND have the same opportunities to access the curriculum as other pupils and to monitor their progress.

Here is a summary of the 2022/2023 school year.

I have had regular meetings with the SENCo to discuss SEND provision at St. Andrew's. We have also reviewed SEN progress at the Pupil Progress meetings which take place three times a year. The SENCo attended the TALC meeting in March to talk about her role and what was being undertaken in school to support children with SEN.

The number of children on the SEN register totals 29 of which 7 have an Education Healthcare Plan (EHCP). An EHCP is a legal document which describes a child's specific needs. Some children have very complex needs, which present a unique challenge. The SENCo confirmed the number of EHCP children for the size of school is above the national average. The national average is 2.3% and at St Andrew's it is 3.5%.

A range of interventions is used to support children, depending on the specific needs identified. The SENCo monitors the impact of these interventions. The Ofsted Report (2019) confirmed that children with SEND make good progress. The SENDCo completed a book scrutiny which supported these findings.

I have also taken part in the training sessions that the SENCo has organised throughout the year for both teaching staff and Teaching Assistants. Recent training has covered Dyslexia Friendly schools, phonics and Education Endowment Fund. The SEN Code of Practice is delayed as there is no date from the Government regarding the Green Paper.







## Provision for Disadvantaged Learners

**Donna Fagan**

I am also the governor responsible for the monitoring and evaluation of progress, outcomes and learning behaviours of children in receipt of Pupil Premium Funding (PP).

The Pupil Premium Strategy gives details of how the school proactively supports the needs of disadvantaged learners. Progress and attainment are closely monitored and there is an expectation across the school that all children should reach the required standard regardless of any barriers to learning.

Children in receipt of Pupil Premium funding read to an adult daily and are also supported to complete their maths passports.





## Website Development

David Hazelton

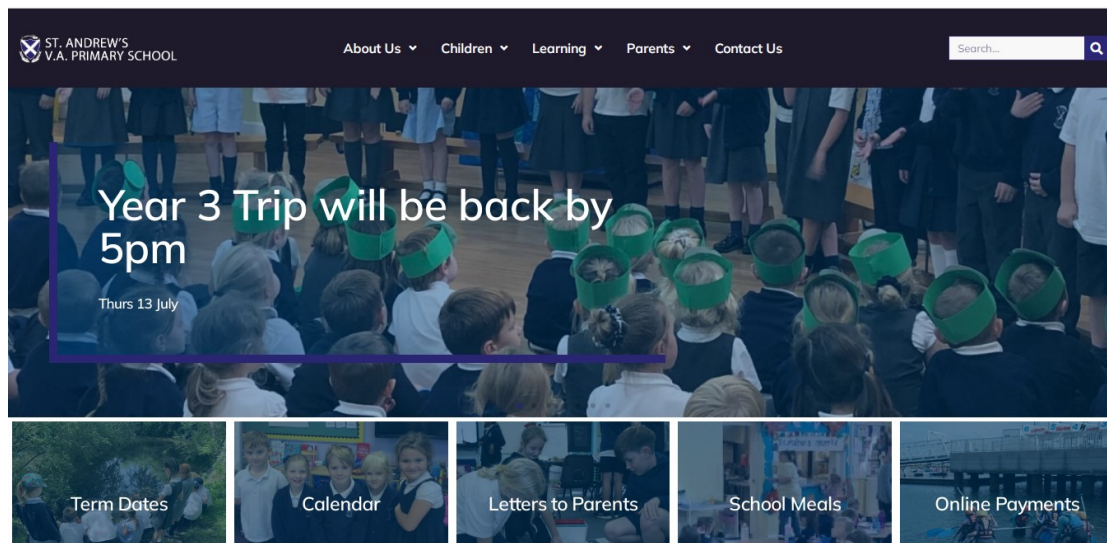
In my update last year I wrote about the changes we were looking to make to the school website, and the new website actually launched earlier this year. Why does this matter?

The new website is built based on what the school community told us is important in the user research survey we did last year. This really helped us decide what the layout and content should be, for example adding quick access links to those most highly requested functions. It's also built on a more modern framework which works better with the smaller screens on phones and tablets which the majority of people now use to access it.

The new website is also easier to update and maintain, helping us to fulfil our statutory requirements as a school by ensuring that accurate and relevant information such as term dates, policies, and curriculum information is readily accessible to anyone who wants it.

Also, it's a friendlier "front door" to prospective parents who want to get a feel for what St. Andrew's is like and see information about things like uniform and after school clubs.

I hope you'll agree that it looks good and is easy to use. But we do want to continuously improve it, so if you have suggestions or comments do get in touch.





## Finance Committee

Ali Bailey



It will not be news to anyone that finances are tight at the moment. This is true in all walks of life, especially our public services, including our schools. Wiltshire has never been the best funded county! Nothing is more important than providing great education to our children and we continue to do the very best with the funding we get.

In my humble opinion, we are incredibly lucky with the staff we have. I'm not sure when we can stop calling Mrs Fernie 'new', but she has impressed us all with how fast she has taken up the reins. And she could not have done this without the experience, support and wisdom from the office team - to whom I am truly grateful. They continue to keep a hawk's eye on balance sheets, while ensuring value for money.

One area that remains particularly difficult is catering. We are balancing, as carefully as we can, the need to protect families from another hit to their budgets, with the need to cover all of our rising catering costs (which include not only increasing food prices, but also energy and staffing costs). At the time of writing this, government funding has not increased in line with costs. Further small increases to lunch charges are inevitable (unless costs go down, which currently seems very unlikely). We will do our best to keep price rises small and timely - and Mrs Fernie will communicate any changes to you all.

Governors remain grateful for Diocesan support for school improvement projects (as well as many other areas). The school feels, to me, like a welcoming and very pleasant environment, and we have been able to repair damage done by leaks as well as plan changes to make our site more secure.

Check out reports on our website on our spending for pupil premium, sports, and Covid catch-up spending. We were a bit disappointed to know that the percentage of tutoring costs that can be covered by government is being reduced. We simply do not have the budget in school to cover the difference. Governors have been very impressed with how child focussed all planning continues to be, and by both how careful and how caring all staff are.





## Premises Committee

Colin Allen



It can be easy to forget how lucky we are to have such amazing grounds and facilities at our school. Naturally it takes a lot of work behind the scenes to ensure that St Andrew's remains an enjoyable, positive and safe environment for children to play and learn.

Among the actions undertaken in the last year are:

- A roof repair above Class 2
- Installation of high windows in the toilets
- Flood repairs and new carpet in Reception class
- The purchase of a new storage space for our sports equipment

As a church school we can apply to the Diocese each year to request funding towards any urgent projects or repairs and in previous years we have used this to great effect. This year we are embarking on two very big projects as we have secured funding to complete the following:

- Installation of perimeter fencing at the rear of the school. This will run from the hedge by the staff car-park across the field to the fence separating us from Wyvern St Edmunds school
- A change to the reception area as you enter the front of the school. From September, the school office and Headteachers office will swap and a new reception area will be created

Both of these projects will be completed over the summer holidays and will help to improve the safeguarding within the school.





## Ethos Committee

Amanda Hodgson



The ethos committee is made up of Reverend Diane Roberts, Mrs Liz Bunting, Mrs Wendy Orphan and Miss Amanda Hodgson.

We meet regularly throughout the course of the year to plan for collective worship and evaluate the impact that this has on the lives of the school community. We also observe all teachers delivering worship. During the course of the year, we also look at class floorbooks and are involved in pupil conferencing in order to establish what children are learning in RE, and the difference this makes to them.

This year, we have observed worship in different settings including class, key stage and whole school. We have been able to see each teacher leading worship and conference pupils afterwards. Through this, it is evident that children are enjoying the different styles of worship. Importantly, pupils are able to discuss how worship makes a difference to them in their daily lives, both within and beyond school.

The Ethos committee have also met with the Worship Team over the year to assist in planning themes for worship. We have supported them in structuring and delivering key stage worship. They also worked closely with us to organise and deliver a whole school worship when Archdeacon of Sarum, Alan Jeans, visited the school. He commented on the strengths of the team and relevance of their worship. He was also impressed with the way they presented a worship that all children could access and benefit from.

The development of the RE curriculum continues. As some of the resources the school has used in the past are now moving to a subscription model, we have purchased a new resource to support the teaching of world views other than Christianity. As it works similarly to Understanding Christianity, we hope it will deepen our children's understanding of other world views. Lessons in RE continue to be relevant, lively and engaging and help children to understand the diverse society in which we live.





## Pay and Performance Committee

Jane Burton

The focus of our work is to ensure that the leadership of teaching and learning continues to be strong.

This year we have:

- Welcomed and supported Mrs Fearnie the new Headteacher after the retirement of Mrs Walker last July. Suitable new Headteacher objectives have been agreed.
- Taken part in the formal procedures for appraisal and monitoring of teachers' performance,
- Made recommendations for pay awards where appropriate.

This year we have also welcomed a new School Improvement Adviser.

Other changes have been the identification of a school new phonics system, to be implemented in September. The school curriculum has also been updated to reflect new Government targets.

The effect of the COVID 19 pandemic is still evident in the lower than expected attainment of several cohorts of children. Progress has, however, been significant and successful measures have been introduced to help the children catch up. The long term effects of the pandemic are expected to continue into the next academic year and catch-up measures will continue to be used.

At St Andrew's School, we all aim to be **BUBBLING LEARNERS** !





And finally.....

Thank you for taking the time to read this Annual Statement. We would welcome any questions or suggestions. Please feel free to contact us at school or via e-mail.

[PBassindale@st-andrews-laverstock.wilts.sch.uk](mailto:PBassindale@st-andrews-laverstock.wilts.sch.uk)



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