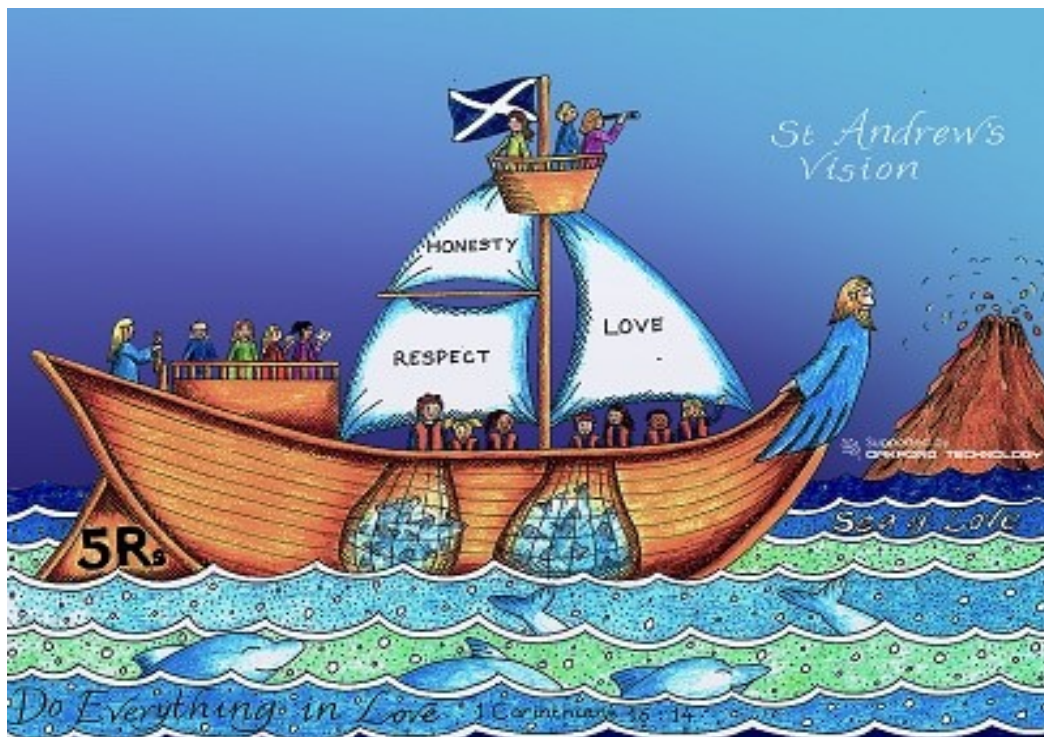




Governors' Annual Statement 2023-24



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 Mrs Fernie and the staff to ensure that St Andrew's continues to be a warm and welcoming school which puts the children at the very heart of everything we do. Our work, relationships and interactions are all rooted firmly in the agreed vision and values of the school.

The major challenge we have faced this year has been determining the direction the school should take in the future: whether to join an academy trust or stay under the umbrella of the Local Authority. Our main concern has always been to maintain the distinctive character of St. Andrew's whilst securing the best possible outcomes for our children.

Having made the decision that the best way forward would be to become part of an academy trust which would respect and nurture the uniqueness of St. Andrew's, we are currently in the process of formally applying to the DfE for permission to convert to an academy (a process which has been rudely interrupted by the General Election!)

Please read on to find out more about the governors and their work during 2023-24 in the following pages. Thank you for your interest.



The Governing Body is made up as follows:

8 Foundation Governors	Mrs Ali Bailey
	Mrs Sheena Blackford
	Mrs Jane Burton
	Mr David Hazelton
	Mrs Bronwen Jugg
	Mrs Wendy Orphan
	Rev'd Diane Roberts
	(one position currently vacant)
2 Parent Governors	Mr Chris Howle
	Mr David Lupton
1 Local Authority Governor	Mrs Pam Bassindale (Chair)
1 Co-opted Governor	Mrs Kim Perree
2 Associate Governors	Mrs Liz Bunting
	Mrs Ellen Ransome
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.



What have we been doing this year?

Briefly, to carry out our core functions in 2023-24, we have....

- ✓ Supported Mrs Fernie in affirming 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.
- ✓ Visited classrooms to monitor the impact of the new phonics scheme.
- ✓ 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.
- P Examined the progress of the most able children to ensure that they are given opportunities to excel and develop their talents.
- ✓ Had 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.
- ✓ Explored and installed energy saving LED lights and solar panels.
- ✓ Regularly monitored Collective Worship, R.E and Reflection Corners to ensure they uphold the Christian aims of the school.
- ✓ Monitored the wellbeing of staff.



David Hazelton—TALC committee

As ever it's been a busy year for our Teaching and Learning Committee (TALC)! While we've been involved in a huge array of assessment, monitoring and support, there have been 2 major themes in particular this year that stand out to me.

Firstly, we've discussed at length and overseen the joining of a significant number of new staff this year, either as permanent staff or temporary cover. Any changeover of staff has the potential to be unsettling, however we've been really pleased to see the whole school has embraced those new to our team, and we've so enjoyed getting to know them.

Secondly the decision was made to introduced a new phonics scheme – Little Wandle. This decision was not taken lightly, and a huge amount of effort was put in by both staff and governors to ensure that the new scheme was the right choice for the school. We're pleased to see this change has been really well received by pupils, staff and parents alike, and we're already seeing the benefits to learning outcomes. We've been ably supported in this by the Ramsbury English Hub, who have helped to prepare our Y1 pupils for phonics screening.

As well as these larger activities we've also:

- Reviewed aggregate data of pupil progress and achievement, including breakdowns against particular categories such as boys/girls, pupils with SEN or pupil premium, to help us to ensure that pupils are developing and succeeding to their full potential whatever their circumstances or background.
- Conducted deep dives into subject teaching and curriculum with subject leaders, for example in PE and science
- Attended classroom visits to look at, for example, how the environment supports children's learning, and whether sufficient suitable resources are available to deliver the curriculum.
- Discussed and examined the impact on staff and classes of the increase in challenging behaviour and SEN – a picture which reflects an increase observed nationally; we've spent time considering how best to support staff and implementing policy changes to help.
- Had a regular and specific focus on SEN and disadvantaged learners, including updating the SEN policy and celebrating a very positive visit from Wiltshire SEND and Inclusion lead, reflecting the hard work staff have put into making our provision as good as possible.

I must finish with an encouragement to parents reading this. One of the things I have been most struck by in recent years when analysing and discussing our progress and achievement data is that while our staff do a magnificent job of teaching our pupils, they only have them for 32.5 hours per week. Parental support and engagement is more often than not the "secret sauce" to a child's accelerated progress or stellar achievement; every time you listen to your child's reading at bedtime, or make them tell you 3 times-table answers before they can watch TV (it doesn't always go down well, but over time it works!), you are making a initially imperceptible, yet long-term monumental difference in your child's learning. Keep up the great work, and if you ever want any help in supporting your child's learning at home, just ask one of the staff – they'd be only too pleased to help.



Ali Bailey—Finance Committee

It will not be news to anyone that finances remain incredibly tight. This is true for all schools. Thanks to many years of strong financial management, we are in a better position than some. But we are not immune to the rising costs in a climate of real-terms cuts in income. Wiltshire funding is tighter than in many other counties. Nothing is more important than providing great educations 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 remain grateful to the school leaders and the office team. 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). 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 deliver changes that have made our site more secure.

Check out reports on our website on spending for pupil premium and sports spending. 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.

This time next year, we expect to be a Pickwick Academy School. There are many reasons why this feels the correct move for our current times - not only do we gain educational expertise that we hope will help us further develop the high-quality teaching our children deserve, but there is also a strong financial rationale. We can purchase resources jointly with a local network, share training, and also help with succession in financial management of the school.



Kim Perree—Safeguarding and Child Protection

This is my fourth year in the role of the Nominated Governor for Safeguarding and what a lot of improvements have taken place this past school year!

St Andrew's safeguarding achievements:

- Establishment of the Online Safety Committee comprising of senior leaders, parents, teaching staff, admin staff, technical support and governors.
- The school's online safety filtering and monitoring systems are up to date and secure.
- A review of the filtering and monitoring systems was carried out in March 2024.
- Completion of improvements to site security to the school entrance and rear of the school site.
- Introduction of an electronic 'sign in' system.

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

- Monitoring and reviewing safeguarding policies and procedures.
- Attending training courses on Safeguarding, Cyber Security, Prevent Awareness and The Equality Act.
- Checking that staff training is up to date and that staff and volunteers have been made aware of the changes to the Keeping Children Safe in Education statutory guidance.
- Monitoring the safeguarding action plan.
- Ensuring the Safeguarding Audit is completed and the Online Filtering and Monitoring is reviewed.
- Raising safeguarding and child protection at every Governing Body meeting by asking relevant, topical questions and looking at anonymised CPOMs data.
- School visits focused on Online Safety.

The next school year will see a continued focus on Online Safety ensuring that our filtering and monitoring systems continue to be relevant and robust. The St Andrew's Governing board will also monitor the changes to attendance recording and the links between attendance and safeguarding.



Ellen Ransome—SEND and Pupil Premium Governor

Provision for Pupils with SEND

As the school 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. Throughout the year, I have met with the SENCO regularly. I have also taken part in online governor training to support my role as SEND Governor.

Children with SEND are supported in order that they can learn alongside their peers. This happens both inside and outside the classroom and there are a range of interventions used to support the children, depending on the specific needs identified. The Ofsted report (2019) confirmed that children with SEND make good progress, and current data reinforces this finding.

The number of children currently on the SEND register is 30, of which 6 have an Education Healthcare Plan (EHCP). This represents 2.9% of the school, just below the national average of 3%.

This year has seen the introduction of the new phonics scheme, which includes a catch-up scheme and specific SEN support. Early indications are that the new scheme is having an impact on children with SEND.

Furthermore, to ensure that children with SEND are successfully included, universal provision across the school has been reviewed and updated. The school staff have had training with Vikki Vince, SEND Inclusion Lead for Wiltshire Council, to refine the school's universal provision.

Provision for Disadvantaged Learners

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.

During the year, the uniform policy was altered to ensure that it was as affordable and accessible as possible, and changes were made to the biannual residential trip, after consultation with parents, for the same reasons.



Ethos Committee—Amanda Hodgson

The Ethos Committee has been made up of Reverend Diane Roberts, Mrs Liz Bunting, Mrs Wendy Orphan and Miss Amanda Hodgson. Moving forward, Mrs Bunting and Mrs Orphan will be replaced by Mrs Sheena Blackford.

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. Over the course of the year, we also look at children's work in their class and individual books 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. Most 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 guide them in planning worship. For the first time, the team has included children from years 3 and 4, who have been keen participants. We have supported the team in structuring and delivering key stage worship. They also worked with greater independence to deliver worship for the whole school, which conferencing showed was enjoyed by all.

The development of the RE curriculum continues. A new scheme for teaching RE has been purchased and following staff training, will be in use from September. We have ensured that the scheme meets the requirements of the Wiltshire agreed syllabus and look forward to finding out how our pupils respond to it. Lessons in RE continue to be relevant, lively and engaging and help children to understand the diverse society in which we live.



David Lupton—Parent Governor Health & Safety

This is my last year as Parent Governor and probably the year I have been able to contribute the most to St Andrew's.

Health and Safety, as always, has been high on our agenda and we had a very positive audit carried out by John Baker from Wilshire Council in January. He was pleased with the management of Health and Safety and Wellbeing in the school. He concluded the school takes their responsibilities in Health and Safety seriously which was evident from the engagement of the Head, School Business Manager and attendance of the H and S governor during the visit. The school have a good grasp of what is required to remain compliant with regards their obligations to H and S.

The Governors have agreed to the removal of the last of the small amount of asbestos within the school. This will take place during the summer holidays and as well as providing us with a safer environment it will allow us to save on monitoring reports.

Back in December I was delighted to help out with Father Christmas and see the children's surprise when he visited with presents.

The highlight of my contributions this year has been to manage the installation of Solar Panels. The school received funding to improve its energy efficiency and the Governors decided to install solar panels and upgrade the lighting to ensure all lights were low energy LED. This work was carried out in the October half term last year. For those who like a good graph, on the right you can see how much the panels have generated so far.

The total is an impressive 2460 kW from last November to mid-June, saving us nearly £800. This represents about 11% of our usage. Further more we have avoided 1.17 tonnes of CO2 being released into the atmosphere.

(Photos & chart to be added)



Bronwen Jugg—Foundation Governor

I became a Foundation governor of St Andrew's school in November 2023, as such I am still learning the ropes and trying to understand all the acronyms! My 3 children all went to St Andrew's (~1999 – 2011), each achieving their potential while also making friends and having fun. My daughter had learning difficulties resulting in a Statement of Special Educational Needs. She was well looked after by the school and is now thriving, however the experience from that time highlights the difficulties schools have in ensuring that every child, no matter their background or ability, deserves the opportunity to reach their full potential. My experiences from that time will hopefully help me in my role as governor.

In the first 6 months I have:

- Supported the Christmas Bazaar by running a stall. Great fun had by all and brilliant sum of money raised
- Attended the Induction Training course for Governors
- Completed the Government Prevent Awareness course
- Completed Cyber Security Training
- Completed the Introduction to Monitoring course
- Attended regular full governor board meetings

I am thoroughly looking forward to my first visit to the school, to meeting the children and talking to their teachers.



Jane Burton—Pay and Performance Committee

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

This year we have:

- Taken part in the formal procedures for appraisal and monitoring of Teachers' performance, utilising the advice of an external expert to ensure that our systems are fair and rigorous.
- Made recommendations for pay awards where appropriate.

Other school improvements include the introduction of a new school phonics system. The school curriculum has been further refined to reflect new Government targets.

Laura Hazelton, Clerk to the Governors—Governor Training

Not only do our very committed team of Governors dedicate time to preparing for and attending meetings, they also invest their time in completing a wealth of training. In line with statutory guidelines, they have all completed safe-guarding, Prevent and cyber security training this year alongside attending termly briefings in which they are given an update from the Local Authority about any relevant changes affecting education.

Each year the Governors plan out the training they will attend and work together to ensure that the whole landscape of training is covered across the board of governors.

This year we have had three new Governors who have all completed their induction training provided by both the local authority and the Diocese. Other training completed includes: Understanding school funding, EYFS for Governors, Monitoring for Governors, OFSTED review training and SEN Governor training. Upon completing any form of training, the governors write a feedback report to outline key learning points and any identified questions or actions for the rest of the team.



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.

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



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