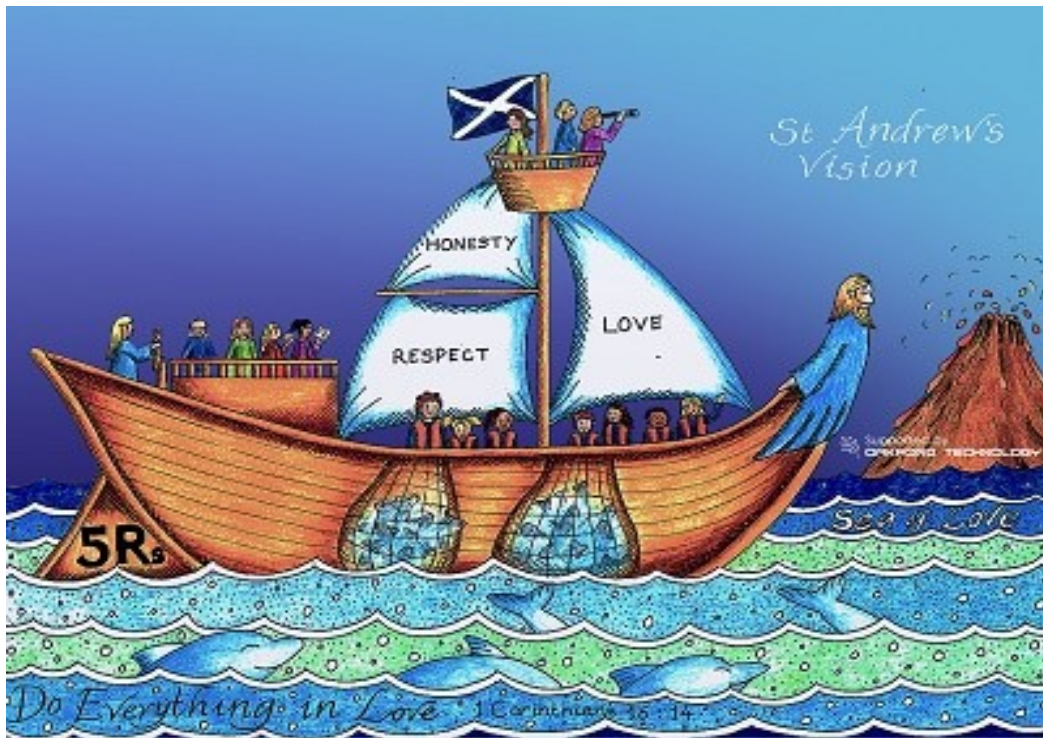




# Governors' Annual Statement

## 2021-22



Do Everything in Love - 1 Corinthians 16 v14



## Who are we and what do we do?

The Governors are responsible for:

- ◆ Developing and maintaining an effective strategic direction for the school
- ◆ Agreeing policies, targets and priorities, and reviewing and monitoring progress
- ◆ Monitoring and evaluating the academic performance of the school
- ◆ Being accountable to parents and the local community for the school's overall performance
- ◆ Offering support and challenge and providing a sounding board for teachers, where necessary
- ◆ Overseeing the financial management and performance of the school
- ◆ Encouraging effective links with the local authority and cluster group

But by far the most important thing the governors have had to do this year was to appoint a new headteacher following Mrs Walker's (reluctant!) decision to retire.

We fully appreciated the immense responsibility of finding someone to step into her shoes.

Recruiting headteachers can be notoriously difficult in the current climate but we were delighted to have several excellent candidates who were keen to be the next leader of this great school.

We look forward to working with the successful candidate, Mrs Jo Fernie, in the coming years, but first I want to thank both Karen and Mark Walker for their outstanding contribution to the development of St. Andrew's over the last four decades and wish them a long and happy retirement.



Pam Bassindale

Chair of Governors



## 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 Karen Walker
	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.



## Safeguarding and Child Protection:

Kim Perree



This has been my second year in the role of the Nominated Governor for Safeguarding and I am still learning! I have completed quite a few training courses this year on a variety of subjects including, Prevent, Attendance, Looked After Children as well as updating my safeguarding training. What is becoming clear is that the systems which are required for effective child protection and safeguarding are continuously evolving!

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 and safeguarding record keeping.
- ◆ Checking that staff training is up to date and that staff and volunteers are 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.

The next area for development is to continue to extend our safeguarding culture into the community by ensuring all our stakeholders have an awareness of their safeguarding responsibility. We also aim to include an information page about Safeguarding on the new website.





## A Few Words on Health and Safety

David Lupton

I took on the role as Health and Safety Governor this year and as can be seen from the photo below I didn't have the best of starts, rupturing my Achilles tendon during a game of rounders with the grandchildren. Not the best advertisement for a Health and safety professional!



We had a very positive H&S monitoring visit from Wiltshire Council in March that I attended, where Mrs Walker impressed the assessor with her substantial volumes of H&S records, and her ability to find the relevant information quickly.

Congratulations to Mrs Walker and all the staff for keeping the school open during storm Eunice back in February for children not able to remain at home, and keeping everyone safe by conducting a diligent risk assessment in liaison with the local authority.

Health and safety is one of our highest priorities at St Andrew's and all aspects are regularly discussed at Governors' Board meetings to ensure we continue to provide a safe environment for all children and staff.





## Teaching and Learning

Julia Edwards



The Teaching and Learning Committee sits at the heart of what the school does, meeting regularly throughout the school year to discuss and reflect on the quality and effectiveness of the teaching across the school, and to monitor how well the children learn. We recognise what the school excels at, as well as identifying areas that might be improved. The School Improvement Plan sets out a range of actions and targets, and the governors monitor how effective these are.

This year we have:

- ◆ ensured that the School Improvement Plan detailed at the start of the year how any weaknesses were to be addressed, and regularly monitored progress with this;
- ◆ monitored the continuing Covid-19 recovery curriculum, with particular focus on the effectiveness of the catch-up support provided for children still affected by the disruption to their learning during the pandemic lockdowns;
- ◆ regularly examined school data to determine how well children across the school are progressing in literacy and numeracy;
- ◆ met with subject leaders for Literacy, Maths, Science, RE, History, Geography, Art and DT, to ensure that the curriculum is being fully and effectively delivered across all year groups;
- ◆ attended Pupil Progress Meetings to ensure that subject leaders and class teachers are taking appropriate steps to support children who are not meeting their progress targets;
- ◆ carried out scrutinies of children's books to monitor curriculum coverage, standards of presentation and the impact of teachers' marking on writing across the curriculum;
- ◆ and analysed the outcomes of statutory tests to compare our children's achievement against others nationally and locally, as well as compared to pre-pandemic cohorts.

The Teaching and Learning Committee is the best committee to be on, unless you are particularly drawn to asbestos identification and chivvying teachers about the safest way to reach a high shelf!





## 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 2021/2022 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 May 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 31 of which 6 have an Education Healthcare Plan (EHCP). An EHCP is a legal document which describes a child's specific needs above a certain threshold and explains the extra help that will be given to meet those needs. Some children have very complex needs, which present a unique challenge. In the SENCO's opinion the number of EHCP children for the size of school is high, although this is based on anecdotal evidence.

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.

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 attachment disorder and autism. Training to cover changes in the SEN Code of Practice is delayed until October 2023 due to another delay in the Green Paper.





## Provision for Disadvantaged Learners

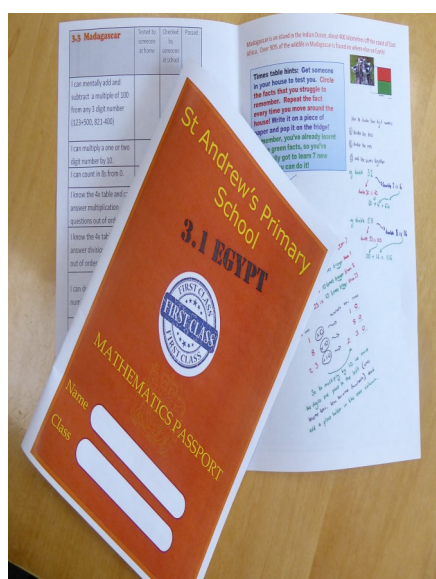
Donna Fagan

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. A Governor visit in December revealed all staff viewed this as high priority.

Pupil conferencing has been conducted to evaluate the impact/benefit of the Book in a Box subscription. This showed a positive impact on reading.





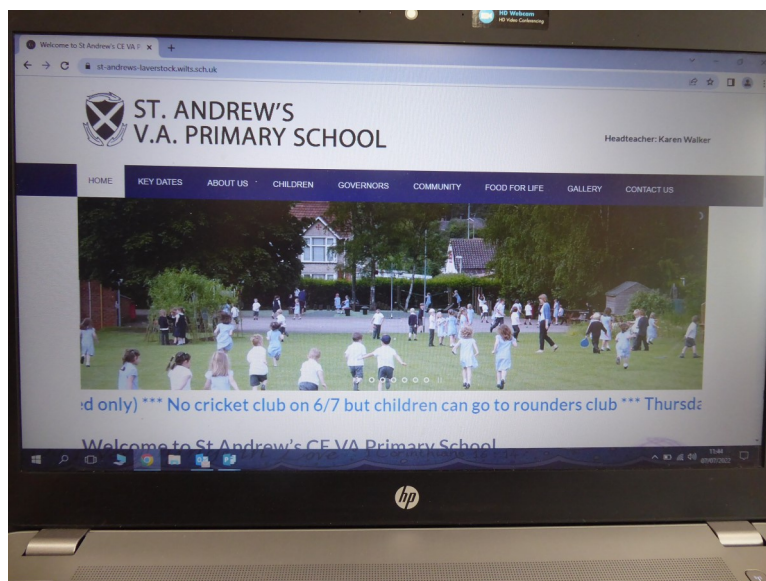
## Website Development

David Hazelton

Following on from last years' website audit, I've been pursuing an update to the current St Andrew's website, to better serve both parents and staff.

Many thanks to those who responded to our parents' survey, the results of which have really helped to shape our approach.

Oakford, our school IT and website provider, is currently working on the updated website, and we look forward to sharing more details as we get nearer to the launch.



Watch this space!



## Finance Committee

Ali Bailey



In addition to some very enjoyable Friday afternoons sharing a love of reading with Years 5&6, I've been responsible for financial monitoring.

To be honest, in this day and age, by the time we have paid salaries and bills, there is precious little left over for big spending! The amount we get per pupil has consistently failed to increase in line with costs for many years. Luckily, we have a team who are very creative in their planning, and very good at cutting their cloth without compromising on content. We never scrimp on investing in staff training, as we know that quality-first teaching is key to great progress for all our bubbling learners.

We are also lucky to be a Church School, not least because Diocese funding gives us access to building projects – meaning that our school is in better condition than many.

Having said all that, we cannot escape the rising costs all around us, especially those which affect our catering budget. Earlier in the year we decided not to increase the cost of school meals, as many schools had done. However, recent food and energy price hikes have meant that, in our last meeting, we made the reluctant decision to increase dinner charges in line with these increasing costs. For now, we are doing everything we can to keep within small increases. This still represents excellent value for money and I hope you will join me in thanking the wonderful team in the kitchen who, day-in day-out, cook healthy and tasty food for our children.

And, while I'm thanking people, we all also owe a debt of gratitude to the quiet work behind the scenes from the office team in balancing the books and keeping everything running.





## 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:

- ◆ New playground markings
- ◆ Repairs to fencing and to the Hobbit house
- ◆ Installation of artificial grass at each end of the playground
- ◆ Installation of new security system at the front gate
- ◆ Installation of new gate and fencing for the staff car park
- ◆ Drain survey undertaken

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. Looking ahead, we have secured funding to complete the following:

- ◆ A roof repair above Class 4
- ◆ Installation of high windows in the toilets by Classes 2 & 3





## Ethos Committee

Amanda Hodgson



The ethos committee meet regularly throughout the year to plan for collective worship and evaluate the impact that this has on the lives of the school community. We also observe teachers delivering worship. During the course of the year, we also complete book scrutinies and pupil conferencing to establish what children are learning in RE, and the difference this learning makes to them.

This year, we have been able to observe worship in different settings including class, key stage and whole school. We have been able to see each staff member leading worship and discuss its impact with pupils afterwards. Through this, it has become clear that children are extremely happy to be able to join as a whole school for worship once again. They are able to discuss how worship makes a difference to them in their daily lives.

The Ethos committee have met with the worship team over the year to plan themes for, and delivery of worship. We have supported them in planning and delivering key stage worship. They also worked closely with us to design and set up a prayer station. The children took the initiative with this and we were able to guide and facilitate their efforts.

The development of the RE curriculum has continued this year, with staff embedding their use of Understanding Christianity as a resource. Pupil conferencing has shown that their knowledge and understanding of Christianity is deepening through the study of the core concepts of Creation, Incarnation and Salvation. Lessons in RE are relevant, lively and engaging and help children to understand the society in which we live.





## Governor Training 2021-22

Colin	Allen	Governors' briefing Term 2
Alison	Bailey	Performance-related Pay Panel Management training Finance Overview for Governors (maintained schools) Governors' briefing Term 5 Help! I'm a spiritual leader Renewing foundation governors
Pam	Bassindale	Governors' briefing Term 1, 2, 3, 4 Performance-related Pay Panel Management training
Julia	Edwards	SEND - a governor's overview Role of the governor in Quality First Teaching
Wendy	Orphan	Foundation Governance from scratch How to be an effective and supportive Link Governor for RE Developing Spirituality across the Curriculum SIAMS and your SEF - A Quick Guide
Kim	Perree	Single Central Record (SCR) training Equality and Diversity Children in Care (LAC) - The role of the governing body Focus on Attendance (on-line live) Stronger Governance, Refresher - a couple of years on
Karen	Walker	Headteacher briefing Term 1, 2, 3, 4, 5 DSL and DDSL Refresher Training
All Governors		Prevent training

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

Also.....

if you have managed to read this far, we think you deserve some 'educational' jokes to share with your children!

Q. What do you call a dinosaur with an extensive vocabulary?  
A. A thesaurus

Q. Why are fish so intelligent?  
A. Because they are always in schools.

Q. Why do French people eat snails?  
A. Because the can't stand fast food.

Q. Why can't your nose be 12 inches long?  
A. Because then it would be a foot.

The past, the present and the future met in a bar. It was tense.

Never trust an atom. They make up everything.

A recent scientific study showed that, out of 2293618367 people, 94% did not actually read that number.

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