



Our Vision

"Inspire, Learn, Succeed"

At Upton Westlea our vision is to create a primary school in which it's pupils 'succeed, learn and are inspired'. We want to help each child become a caring, confident and curious young person who has a passion for learning and achieving. We will do this by supporting, guiding and inspiring our children through excellent teaching practices. By working with our families we will create an aspirational school community in which everyone is valued and successes are celebrated.

Our School Council (September 2021) believes "Upton Westlea is a fantastic school that has kind teachers and hardworking children. Upton Westlea is unique and special".

Governor's Role

The role of the Governing Body is an intrinsic part of the leadership of the school, although often unseen by parents and other community stakeholders. We are here to oversee that the school is providing the best for your child to the best of their capabilities. This impact statement is one way in which the Governing Body articulates their role in school leadership, the impact we have on school improvement and how we are transparent about all our activities.

The Governing Body is made up of a group of dedicated volunteers, who invest their good will and hard work for the sole purpose of improving the education of every child in our school.

Governors, together with the Headteacher, make important decisions on how the school is run. We are here to ensure that every child in the school achieves the best possible outcome during their time in our school. We act as a critical friend to the Headteacher and staff which means we both support and challenge them to ensure the best outcome for the children. We make decisions on policy and strategy for the school and are accountable to parents and carers as well as the wider community and OFSTED.

The Governing Body is measured by three core strategic functions:-

- Ensuring clarity of vision, ethos and strategic direction
- Holding the Headteacher to account for the educational performance of the school and its pupils
- Overseeing the financial performance of the school and making sure the money is well spent.

The governors bring a wide variety of experience and expertise to the school and this helps ensure that the school is moving forward and standards are constantly raised in a way that is in line with the overarching ethos and vision of the school, along with the statutory directives from the DfE.

We are here to help the school raise standards and improve performance by supporting the work of the Headteacher and staff while at the same time challenging them to ensure the best outcome for all of its children.

The governing body was constituted on 13th March 2019.

The governing body is made up as follows:

- The Headteacher who is a governor by virtue of their role
- 1 staff governor
- 1 LA governor
- 2 parent governors
- 6 co-opted governors appointed by the governing body following an audit of the additional skills the governing body requires.

The Governing Body is always keen to hear from parents and carers about their thoughts and ideas for the school and can be contacted via the school office. We often attend school events throughout the year, you will see us with our official badges on, so please feel free to say hello, ask us questions about the school and give us your views.

Governor Visits

Governors visit the school as part of our monitoring of the SSIP and of specific issues such as attendance and behaviour. Governor visits were obviously stopped during COVID but have now commenced again with Governors observing in classes, speaking to children and members of staff. Governors are linked to classes and subject areas. In this way governors' understanding of the school is greatly strengthened. Feedback on all visits is given to the full Governing Body meetings and this allows all governors to be kept informed about progress, and also to be aware of any concerns that need to be addressed.

The Chair of Governors has regular meetings / 'catch ups' with the Headteacher.

Training

All members of our Governing Body have and continue to receive training. The impact of this is that the Governing Body are kept abreast of the responsibilities with regard to the latest requirements and expectations. Governors are also knowledgeable of new initiatives/policies. Learning and actions from training are shared at Full Governors Body meetings.

Recent training has included:

Governor Induction Training

Safeguarding and Sexual Harassment Training

Impact of Full Governing Body Meetings

Each term Governors are invited to attend two sub-committees:

- Curriculum committee
- Resources and Finance committee

In addition, Governors attend termly Full Governors meetings.

Governors also attend Governor open days, learning walks, receive feedback on book scrutinies and lesson observations, attend school events, receive a monthly Governor newsletter. This enables them to be aware of issues and support the Headteacher on a regular basis.

The impact of this is that Governors understand the areas of strengths and weakness in teaching and practice within the school. This enables them to challenge the Headteacher on how good practice within school is being shared for whole school benefit and how weaknesses are being addressed. The different sources of data (books, lesson observation, in-house data) enable us to triangulate information and ensure conclusions drawn from various sources are correct.

Headteacher Appraisal

The Governing Body carries out the Headteacher appraisal annually alongside Cathy Parkinson, School Improvement Partner. The appraisal process allows us to look closely at the performance of the Headteacher, have discussions about areas of strength and development in performance and set new targets against which the Headteacher's performance will be evaluated. Governors are also very keen to promote a manageable work/life balance for not just the Headteacher but all staff. Staff's mental health and well-being is a paramount priority for all Governors.

Further impact across the school

As Governors we celebrate the fantastic work around the school and provide challenge and support in areas that can improve as well as monitoring progress in all areas.

1. Strategic School Improvement Plan (SSIP)

The governors work co-operatively with the Headteacher, SLT and staff to write and monitor the SSIP. We have played an important role in the development of the SSIP and the monitoring of its progress throughout the academic year. In the previous year 2020-21 our focus has been on the following areas:

- To continue to provide a safe environment in line with COVID-19 government advice ensuring all children, staff and families are safeguarded against harm during and after the pandemic and adaptations to the curriculum and learning (including home and remote learning) enable and support effective learning for all.
- To enhance and support the effective teaching of Maths across the school by giving children more planned opportunities for Problem Solving and Reasoning.
- To improve the outcomes for all children in Phonics.
- To raise the quality of teaching so that it is consistently good, resulting in improved attainment.

The current SSIP is based on priorities identified from data, school self-evaluation and OFSTED priorities. The SSIP is set out with clear aims, the key tasks which will be completed in order to achieve these aims and the success criteria in order to measure outcomes. The SSIP is monitored and reviewed termly, normally in committee, with an evaluation overview being presented to the full governing body alongside the Headteacher's report.

The current targets (2021-22) of the SSIP are to:

- To develop a bespoke curriculum for Upton Westlea with full coverage of the National Curriculum objectives.
- To implement a new Systematic Synthetic Phonics programme which will result in improved consistency and attainment.
- To implement the new EYFS curriculum and baseline assessment. To implement the new 'Little Wandle' Letters and Sounds phonics scheme.
- To implement a new spelling scheme that supports current practice. To address the non-negotiables throughout the school. To promote and encourage a 'love of reading' for all.

2. Finance

The budget is monitored by Governors six times a year. Three times during a termly meeting with our budget officer and Interim budgets are then reviewed three times a year to ensure transparency and enable any significant variances to be highlighted so any necessary corrective action can be taken.

During 21/22, the following items have had a significant impact on our budget:

Agency costs were higher than budgeted as we did not anticipate our nursery teacher being absent for so long and supply cover was also necessary to cover teacher absence due to COVID. In addition our Staff Insurance increased by 25% due to the on-going claim

PPE was still required with no government funding this year to subsidise it during this financial year

Gas increased by 90% and electricity by 200% due to recent energy rises

Governors approved:

Phonics scheme to be continued as it suits the classes and there has been positive feedback although staff absences have impacted some progress

School led tutoring and booster sessions from our catch up funding so that pupils did not miss their current learning

Edukey (Provision Mapping) has reduced a significant amount of time documenting, reviewing and evidencing interventions and supporting pupils with SEND as all the information is in one place so governors agreed to extend this for another year

Waste management a new deal which was negotiated with no additional weight charges and less collections in the school holidays saving £1500 which can be used to spend more effectively on resources for our pupils

PE & Sports -The CSSA subscription enables children to compete against other schools in sporting events. SG Sports and Golf Starz has also given them the opportunity to develop skills in a variety of sports

MUGA - new playground equipment enhancing physical activity across the school

School Cash office (Tucasi) The implementation of the school dinner money online module which has reduced the staffing resources necessary for counting and banking funds whilst also eliminating financial risk within school

3. Recruitment

Two governors have attended 'Safer Recruitment Training' ensuring the Governing Body have the skills necessary to recruit the right teachers for children at Westlea.

Governors have supported the Headteacher in accommodating the part-time requests of teachers and teaching assistants returning from maternity leave.

Governors have supported in the recruitment of a new KS2 Teacher and two additional TAs - one full-time and one part-time. Governors have also supported with a staffing restructure.

4. School Environment

Governors have fully supported the Headteacher with building works/improvements within school including the new playground area including the MUGA and also the new Wildlife area on the school field.

5. Progress and Attainment

Data for all children across the school, including vulnerable groups, has been analysed. Data focuses on reading, writing and maths. Analysis is completed at varying levels including year groups, pupil premium, boys/girls, SEN, Forces. The impact of this is that Governors are aware of how children are performing, where there are issues, challenging questions can be asked to ensure that any identified problems are addressed in a timely manner. This ensures that the Governing Body know throughout the year how the school is progressing towards the school priorities and targets.

6. Link Governors

Link governors have responsibility for specific areas of interests and classes within the school. Each link governor receives an action plan for their subject and discusses issues, strengths and areas for development via face to face meetings or e-mails with their subject lead. The relationship built between the Governor and the Subject lead is invaluable to ensuring everyone has a clear understanding of the subjects in detail with the governors being critical friends and ensuring the subject lead is held accountable for their subject and action plans.

7. Statutory Duties

We are very mindful of our statutory duties as a Governing Body and over the course of the year we have paid particular attention to Health and Safety requirements, staff and pupil mental health and well-being and Safeguarding.

8. COVID-19 Pandemic

During the COVID-19 Pandemic, Governors took on a supportive role within the lockdowns and the remote learning. The Governors took an active role in checking risk assessments, looking and analysing roles and responsibilities. The Governors were supportive in focusing on all staff's well-being and work load.

OFSTED Feedback

We received an OFSTED inspection in November 2017 in which the inspectors visited all parts of the school and met pupils, staff and members of the Governing Body we were delighted to receive an overall rating of 'Good'.

With regards to governance in particular, the inspectors said:

"An enthusiastic, skilful and effective Governing Body"

"The Headteacher, staff, pupils and parents share the Governors strong and aspirational vision for the school"

"The Governing Body makes a positive contribution to school improvement. Governors have an accurate understanding of how pupils progress in their learning"

"Governors carefully check on the use of external funding for physical education and sport, the use of the pupil premium grant and SEN and/or disability funding for the Eden Centre. Governors ask pertinent questions and hold leaders to account in a firm but fair manner".

"Governors take their responsibilities very seriously. They are scrupulous in ensuring that they have the right level of skill and expertise. All Governors undertake training to develop their knowledge"

Members of the Governing Body

Mrs Josette Foster

Chair of Governors

Co-opted Governor

Member of Curriculum Sub Committee, HT Performance Management

Class Link - Years 1 and 6

Subject Link - Maths and English

Mrs Jill Houlbrook

LA Governor

Vice Chair of Governors

Member of Resources and Finance Sub Committee

Areas of Responsibility - Safeguarding (inc, PREVENT, GDPR), British Values, Mental Health and Well-being

Class Link - Year 2

Subject/Area Link - PSHE

Mrs Emily Rowlands

Parent Governor

Member of Curriculum Sub-committee, Headteachers Performance Management

Areas of Responsibility - SEND, Pupil Premium

Class Link - Year 6, Eden

Subject Link - Music, RE

Capt Richard Cullen

Co-opted Governor

Member of Resources and Finance Sub Committee

Area of Responsibility - Health and Safety

Class Link - Year 5

Subject Link - PE

Miss Laura Dalton

Staff Governor

Member of Member of Resources and Finance Sub Committee and Curriculum Committee

Areas of Responsibility - EYFS, Administering Medicines

Class Link - Nursery and Reception

Subject Link - Computing

Miss Ella Bytheway Jackson

Co-opted Governor

Member of Member of Resources and Finance Sub Committee and Curriculum Committee

Areas of Responsibility - Gifted and Talented, Staff Well-being

Class Link - Year 3

Subject Link - Science, French

Mrs Vicky Field

Associate Governor

Deputy Headteacher

Member of all committees

Mrs Kath Carruthers

Headteacher

Member of all committees

Enormous thanks must go to Mrs Sarah Cocks, Mrs Nicola Buckley and Mrs Lisa McCluskey who have resigned from the Governing Body this year after years of dedicated service. We thank them for all their hard work and support of Upton Westlea.

Vacancy - 1 Parent Governor

2 Co-opted Governors

Subject link vacancies - Art, DT, Website Compliance, History and Geography

Priorities for 2022-23

1. Continue to visit school for meetings, assemblies, monitoring visits, open days and school events and ensure that all these are well attended with all Governors contributing.
2. To support new Governors and staff within their roles. To recruit, welcome and induct any Governors new to the team. To make every effort to ensure that the makeup of the Governing Body reflects the diverse nature of the school.
3. To continue to ensure well-being and mental health is kept a high priority for all staff and children.
4. To ensure that Governors have a good understanding of data, reports and policies to allow for confidence to question and challenge as well as to celebrate improvements and success.
5. To ensure each Governor has completed up-to-date safeguarding training.
6. Each Governor to know what their new roles and responsibilities within the Governing Body are and be well equipped to carry them out.
7. To be involved in and prepared for dealing with any issues as they arise such as recruitment, health and safety, capabilities, OFSTED inspections etc.

Specific Future and Continuous Improvement

The Governing Body and SLT are constantly striving to improve and develop the school. Specific ongoing and future areas for improving and developing will include:

- Ensuring continued improvement in pupil progress and attainment across all ability groups including vulnerable groups
- Shaping the school's future curriculum

These will be addressed in the SSIP for 2021-22:

- **EYFS**
- **English** including Phonics
- **Maths**
- **Pupil's (and Staff's) resilience, Stamina and Well-being**

If you would like to ask the governors any questions please contact the clerk, Mrs Nicola Stewart.
Email: schoolgovernance@edsential.co.uk

Please visit our webpage for more information relating to Governors.
<http://www.uptonwestleapprimary.co.uk/page/governors>