



## 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 2024) believes *'Upton Westlea Primary and Nursery School is a fantastic school that has kind and loving teachers and hardworking children, we stand united as a 'family' and work together. Upton Westlea keeps you fit, safe, strong and healthy and helps you learn. 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 13<sup>th</sup> March 2019.

The governing body is currently made up as follows:

- The Headteacher who is a governor by virtue of their role
- 1 staff 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 Co-Chairs of Governors have 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

Understanding School Finance

### **Impact of Full Governing Body Meetings**

Governors attend 6 meetings throughout the year. The first meeting of each term tends to focus on the Curriculum.

Governors liaise closely with subject leads receiving subject action plans plus feedback on book scrutinies and lesson observations. Governors also attend school events, receive a monthly Governor and School 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.

### **Key notes from FGB meetings 23/24**

#### Nov 23

- Governors were regularly in school, in addition to their Governor role three volunteered with Passion for Learning and worked with children.
- The Chair (Ella Bytheway- Jackson at this point) had supported leaders in collating staff and parent views on the 32.5 hour week proposed changes.
- Governors had allowed staff to finalise their subject plans this term and had purposefully not arranged visits as most plans were updated following the Ofsted inspection. They would meet next term for an update on progress.

#### Jan 24

- Ella Bytheway-Jackson had visited on poetry day. She joined assembly when adults read poetry and then spent time around the school.
- Helen Burrell had listened to poetry reading and commented that it was fantastic to see children reciting on their own, some were scared to speak but overcame their fears. Some were really animated.
- Marjorie Sargent visited Year 2 on the 1st February.
- Derek Underwood had visited Friday 25th January to speak to Miss Dalton about Art. Derek commented how positive the meeting was in relation to the progress made towards the plans action for art going forward. They had discussed the art plan. Suggestions and improvements to documents were welcomed and Miss Dalton was receptive to new ideas. Miss Dalton had not

only applied these to art but across the subjects for standardisation. Derek was impressed that the school had already started to implement those ideas.

- All teachers had been given their link Governors email addresses and had been encouraged to get in touch.

### March 24

- Governors had visited school several times this term and continued to support leaders with any challenges that arose.
- Governors reviewed policies and procedures and made recommendations.

### May 24

- Tom David had conducted a Design Technology visit and had uploaded a report. He had also met with Mrs McCracken to observe a Year 1 DT lesson and discuss the DT curriculum and how it was delivered.
- Helen Burrell had conducted an English and Year 6 visit. Helen commented that it was interesting to see how the teacher handled the varying ability within the class. Children behaved beautifully and read silently.
- Helen Burrell had met with Mrs Jones to discuss Personal Social Health Education (PHSE) and Physical Education (PE). Mrs Jones ran through SCARF (Safety, Caring, Achievement, Resilience, Friendship) resources.
- Helen Burrell had met with Mrs Jones to discuss Physical Education (PE).

### July 24

- Tom David had visited Eden in June and uploaded a report. Staff faced challenges in children being placed by the LA and inadequate funding.

## **1. School Strategic 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 2023-2024, our focus was on the following areas.

### **Quality of Education**

Further refine the curriculum for the foundation subjects throughout the school so that there are no gaps in the children's knowledge and clear and precise knowledge is planned for each year group and assessment points.

Within the Foundations stage subjects, the activities/tasks planned are suitable and appropriate to the key knowledge and learning being undertaken.

To further enhance the intervention strategies and group work to support the KS1 children within the core subjects to raise attainment.

To further refine the matching of books for the children accessing Little Wandle to ensure a closer match to foster the love of reading.

### **Behaviour and Attitudes**

To maintain and refine the whole school approach to ensure consistent high expectations for all pupils. Staff to implement consistent routines and hold high expectations.

To continue to support persistent absentees and families and work with EWO to add additional interventions/strategies.

### **Personnel Development**

Further develop the 'British Values' and Cultural knowledge of the children through the curriculum and planned activities to ensure the children have a greater understanding of their own heritage and modern Britain.

### **Leadership and Management**

Review and develop the roles of subject leaders to ensure they have a clear understanding of the subject across the whole primary phase and a clear understanding of the subject and its outcomes to enhance their own subject.

To introduce and develop Insights (Assessment Tracking System) to ensure subject leaders can accurately assess all children.

### **Quality of Early Years Education**

To further embed and enhance the teaching of synthetic phonics (Little Wandle) within the EYFS to raise the attainment of the pupils at the end of EYFS.

To further enhance the outdoor areas of EYFS to incorporate challenge and opportunities to enhance the children's continuous provision through resources and activities.

## **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 23/24, the following items have had a significant impact on our budget:

Agency costs were higher than budgeted due to increased teacher and TA absence. In addition, our Staff Insurance increased again by 25% due to the on-going claims

Additional costs of supporting children with additional needs. Funds from the LA were not sufficient to meet the needs of the pupils.

LED lighting throughout the school.

### 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

### **3. Recruitment**

In 2023/24 Governors have supported in the recruitment of a new School Business Manager and Site Maintenance Officer.

### **4. School Environment**

Governors have fully supported the Headteacher with building works/improvements within school including maintenance of the playground area, the MUGA and also the 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.

### OFSTED Feedback

We received an OFSTED inspection in June 2023 in which the inspectors visited all parts of the school and met pupils, staff and members of the Governing Body. We received an overall rating of 'Requires Improvement'.

With regards to governance in particular, the inspectors said:

"Governors are committed to the school and it's pupils"

"They understand the school and community it serves well."

"They are aware of the school's strengths and know what needs to improve"

### **Members of the Governing Body**

#### **Mrs Louise Thompson**

Parent Governor

Co-Chair of Governors

Class Link - Year 2

SEND

EYFS

Phonics and Early reading

Nursery and Reception

#### **Mr Tom David**

Parent Governor

Co-Chair of Governors

Design Technology

Health and Safety

Mental Health and Well-being

Class link - Eden

#### **Helen Burrell**

Co-Opted Governor

Vice Chair

English

Music PSHE

Class link - Year 4

#### **Marjorie Sargent**

Co-Opted

English

Geography

Pupil Premium

Class link - Year 6

#### **Derek Underwood**

Co-Opted

Art

Science

Website compliance

Class link - Year 3

**Mat Oakley**

Co-Opted

History

PE

Class link - Year 6

**Nathaniel Keelan**

Co-Opted

Safeguarding (inc. PREVENT & GDPR)

R.E

Year 1

**Miss Laura Dalton**

Staff Governor

Administrations of medicines

Computing

Maths

Year 5

**Mrs Vicky Field**

Associate Governor

Deputy Headteacher

**Sarah Dawson**

Associate Governor

School Business Manager

**Mrs Kath Carruthers**

Headteacher

**Nicola Stewart**

Clerk to Governors

Enormous thanks must go to Capt Adam Hunter, Mrs Josette Foster and Miss Ella Bytheway-Jackson, 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 LA Governor

1 Co-Opted Governor

**Priorities for 2024-25**

1. Continue to visit school for meetings, assemblies 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.
8. To continue to explore MATs, with leadership and the *Governors* working closely together to ensure the best interests of Upton Westlea.

#### **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 developing and improving 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 SSDP in 2024-2025

If you would like to ask the *governors* any questions please contact our *Governance Professional*, Mrs Nicola Stewart via our school admin e-mail - [admin@uptonwestlea.cheshire.sch.uk](mailto:admin@uptonwestlea.cheshire.sch.uk)

Please visit our webpage for more information relating to *Governors*.

<http://www.uptonwestleaprimary.co.uk/page/governors>