

Pewithall Primary School

Governors' Three Year Strategic Plan and Vision 2024- 2027

"Ready, Safe, Respectful"

Partnership, Excellence, Wellbeing, Individuality, Thoughtfulness, Health & Happiness, Aspiration, Leadership and Laughter.

Introduction

At Pewithall School we believe that all children should have the right to a broad and balanced school life which is made up of high-quality personal development experiences, a well-developed and exciting curriculum which is based on the National Curriculum and the opportunity for pupils to explore their own personal talents and interests.

The board of governors at Pewithall School are keen to see every child access school and enjoy and achieve with the belief that teaching and learning brings joy at Pewithall School. With this in mind, the board of governors recognise the three core functions of the board:

1. Holding the head teacher to account for the education performance of the school and its pupils, and the performance of the staff;
2. Overseeing the financial performance of the school and making sure its money is well spent; and
3. Ensuring the clarity of vision, ethos and strategic direction.

This Board of Governors strategic direction plan sets out the actions for the board to ensure that pupils at Pewithall School thrive both in wellbeing and academically, in their personal development and as future citizens.

Vision

"Teaching and learning brings joy", Rita Pierson.

"Ready, Safe, Respectful", Paul Dix.

"There can be no keener revelation of a society's soul than the way in which it treats its children." Nelson Mandela.

"Being kind often requires courage and strength." Karyn Hall.

We will champion every child at Pewithall giving them the skills they need to succeed. Our children have no limit to their learning. They will be confident, capable and compassionate, positively contributing to society and carry with them the Pewithall values through life. Most importantly we will make learning fun, show kindness and work together as a community to achieve great things.

The board of governors are ambitious in their vision for the future of Pewithall School pupils and work within a team of teachers, leaders and support staff to ensure that Pewithall pupils get the most effective provision from their school. The decisions the board make are always with the wellbeing of its pupils at its centre.

This is a three year plan and will focus on the research, implementation and review of the key areas of development gained from the Strengths, Weaknesses, Opportunities and Threats (S.W.O.T) review which was commissioned by the board in spring 2024.

Rationale

With a clear goal in mind, the board recognises the challenges that the children and families of the community it serves. The ambition being to ensure that all pupils reach their potential given their starting points when they join the school.

The board takes note of the struggles the community has faced since 2020 and the corona virus halted normal life for all members of the community. This takes account of the impact this had on all children from ages 4 -11. The four year olds will have just been born and may have missed early communication groups and strategies whilst the eleven year olds will have been socially isolated during an incredibly important part of their personal development. All children will have experienced the pandemic in their own unique story and it will have affected their personal development in different ways. The board are keen to provide a provision which will reaches all pupils and recognises their needs.

As the needs of the community change, so the board will adapt its provision, support and challenge to ensure that the school matches these needs.

Strategic Priorities

Using the analysis of the recent S.W.O.T survey which was sent to pupils, staff, parents and other community members, we have identified three areas for focus in the three year strategic plan.

Our strategic priorities are:

1. High quality teaching and learning is accessed by all pupils at Pewithall School.
2. The school maintains financial stability and security in an uncertain financial climate.
3. For the board of governors to work alongside senior leaders and teachers to provide an excellent education for the pupils of Pewithall School.
4. To increase parental involvement and engagement in the learning and development of our pupils.

As with the curriculum development plan, we find that the linked categories for improvement (Intent, Implementation and Impact) are useful to ensure improvement is delivered successfully here.

Intent- *what is our focus.*

Implementation- *what actions will we implement to bring about change.*

Impact- *what will expect the outcome of our plan to be.*

Strategic Management

The School Development Plan (S.D.P) will be written in the second half of the summer term after a review of the most recent SDP using audits and information from different groups within the school community.

It is important that there is a clear link between the Strategic Plan and the School Development plan and of course the needs of our pupils.

Strategic Plan

To ensure the clarity of the vision and strategic plan, the board have chosen to present the information in the following table:

Priority: High Quality Teaching and Learning
Intent
Through the community's common, shared understanding and commitment to 'Ready, Safe, Respectful' high quality teaching and learning experiences are on offer to pupils and staff at Pewithall School.
Implementation
The school's key priorities (Behaviour; the Unconditional Kindness Principle, Curriculum evolution and Love of reading) deliver the quintessential learning environment. The school has enrolled in the priority investment area projects in Key Stage Two mathematics and reading development. This will provide audit analysis data to drive improvement. High quality continued professional development through audit, personal development of pupils and staff, NPQ programs and informed by the Key Priorities. Specialist teachers deliver demonstration lessons, training, advice and support. INSET- An opportunity is taken to provide whole school training opportunities. Work on projects with other schools to promote common aims and develop new initiatives together. Plan monitoring and assessment opportunities to help us understand where pupils are and what needs to come next for pupils. To plan for succession and build on the staff team to ensure that the school has the expertise in a range of fields and areas. To complete surveys to ensure that the school retains teachers, staff and pupils. To audit and review school with a school development partner to ensure that school has external support and challenge.
Impact
The school curriculum offer has breadth and depth whilst being delivered by passionate, skilled staff who develop enthusiastic engaged and independent learners. Pupils enjoy and achieve in a range of subjects including and beyond national testing. Pewithall School has a distinctive, reputation for fostering and maintaining a culture of kindness in its community.

Priority: Financial Stability and Security
Intent
In a difficult climate of financial uncertainty, Pewithall School has financial stability and security.

Implementation

There is a robust system for financial planning, setting and review.
The school follows legal, contractual, financial guidance and obligations.
Review and develop the role of the finance team.
To seek funding grants to fund projects and resources.
Set up a Friends of Pewithall School group to help raise funds to support the school's goals.

The board of governors receive three detailed reports a year in a clear, transparent and clear format.
As clear and concise format for the monthly budget is clear and concisely delivered.

Impact

The school generates sufficient income and financial resilience to deliver a full, broad and balanced curriculum delivery for the pupils. The school effectively supports its employees financially and with strong wellbeing support.

Priority: Governance and Leadership

Intent

For our board of governors to work alongside senior leaders and teachers to provide an excellent education for the children of Pewithall School.

Implementation

Ensuring the clarity of vision, ethos and strategic direction.

Holding leaders to account via: auditing, performance management, monitoring, challenge Head Teacher's Reports, Attend and lead governor's meetings, attend and analyse school data.

- School Self Evaluation and monitoring
 - Learning Walks (annual schedule and invitation provided at the beginning of autumn terms)
 - Book scrutiny
 - Governor meetings with subject leaders
 - Termly link governor meetings (eg PP, SEND, Safeguarding) and Link Governor reports
 - Questions raised following link governor reports (eg PP attendance question – see embedded)
 - Reports completed by governors following visits to school, reflecting on focus of visit (referencing SIP/school vision) summary of visit, what has been learnt as a result of visit (relating back to focus), questions, actions to be considered by governors as a result of visit
 - Voice of the Child annual summer term pupil surveys – results shared
 - Parent surveys – results shared
 - British Values Summary & Website Statement
- Quality of Education reviews by consultants/ASIA
- Data / performance sharing in Curriculum & FGB meetings (e.g. Data Pack, HT Data Outcomes performance summaries)
- Areas of Strength documents; summaries for governors highlighting areas of strength and development and 'how do we know?' (i.e. where we can find evidence).
- LA Peer-to Peer SEND Review / Report
- Safeguarding 175 Audit report

Training records (of governors and staff) are shared

Overseeing financial performance of the organisation and making sure its money is well spent

Impact

The school functions exceptionally well and the pupils thrive as a result. Pupils' personal development ensures that they are and will become caring and happy members of society.

Priority: Parents and the wider community

Intent

To increase parental involvement and engagement in the learning and development of our pupils.

Implementation

Enhanced transition events are planned for reception parents and pupils.

Parents are involved in stay and play type activities and ideas.

Each class presents an assembly as their Learning Project outcome.

Pupils have the opportunity to show off their work to their parents and the community.

School staff model lessons in phonics, reading and mathematics.

Friends of Pewithall

Work collaboratively to fund raise.

Use the skills of our community to critique pupils work and use the skills/ experience of parents to help pupils.

Effective transition from Key Stages, from nursery to school and school to High School.

Communication

To improve the lines of communication with parents through enhanced provision such as a newsletter which evolves to the needs of the audience.

To use the school website to help parents to access the information they need.

Open door policy

Engage the parents in learning.

Impact

The educational, wellbeing and personal development outcomes improve for all pupils.