



Governor's Strategic Priorities: July 2015 - July 2018

Our School Motto: Learning for life

Our Vision: "The Future is not somewhere we are going to, it is something we are creating right now"

Our Values: Confidence Aspiration Respect Excellence

The rationale behind our Vision:

At Gravel Hill Primary School we aim to provide a happy, stimulating and secure community for every child. This, in conjunction with a rich and challenging learning experience will ensure that all children are prepared intellectually, emotionally, socially and physically to become local, national and global citizens. Governors play a key role in ensuring the vision, values, ethos and culture of the school are maintained and promoted.

To achieve our Vision

We will:

- Constantly strive to adopt best practice in teaching and learning through sharing knowledge, expertise and skills.
- Create a curriculum that is rich in opportunities to enable all learners to develop their knowledge, skills and understanding.
- Retain and enhance our high calibre, dedicated team of staff- providing an environment that supports and develops all members of the Gravel Hill family.
- Value and develop all members of the Gravel Hill Family, including Governors. This will be through high quality CPD, collaboration, networking and recruitment as necessary, to achieve the skills base and resource capability the school needs to meet our vision.
- Effectively and with rigorous overview, manage and allocate our funding and resources to support our vision and aims.
- Integrating our equality policies and behaviour in all we do to promote tolerance, respect and understanding of physical, cultural and spiritual diversity.
- Focus on initiatives and communication with parents /carers and the local community, to further promote close working and two way support and the benefits resulting from this.

Focus for Governors

Priority	To achieve this we will:
Constantly strive to adopt best practice in teaching and learning through sharing knowledge, expertise and skills.	<p>Through the work of the curriculum committee</p> <ul style="list-style-type: none"> Review and evaluate pupil progress data to ascertain whether all students make rapid and sustained progress Determine the impact of sharing best practice and cross moderation with partner schools
Create a curriculum that is rich in opportunities to enable all learners to develop their knowledge, skills and understanding	<p>Through the work of the curriculum committee and governor teams</p> <ul style="list-style-type: none"> Review the implementation of the SDP, Review the impact of enrichment activities eg after afterschool clubs, golden time etc. Review the impact of pupil premium and sports grant.
Retain and enhance our high calibre, dedicated team of staff- providing an environment that supports and develops all members of the Gravel Hill family.	<p>Through the work of the full GB and the staffing committee</p> <ul style="list-style-type: none"> Review the recruitment, management and retention of staff through the work of the staffing committee Support SLT in ensuing that the vision, ethos and culture of the Gravel Hill community is maintained as we move to wards a full two form entry school
Value and develop all members of the Gravel Hill Family, including Governors. This will be through high quality CPD, collaboration, networking and recruitment as necessary, to achieve the skills base and resource capability the school needs to meet our vision.	<p>Through the work of the full GB</p> <ul style="list-style-type: none"> Ensure efficient and effective processes for governance are in place through carrying out regular reviews of practice and evaluating the impact of governor training attended <p>Through the work of the staffing committee</p> <ul style="list-style-type: none"> Support robust performance management and effective strategies for improving teaching based on the identified needs of staff. Monitor the impact of CPD, recruitment and appraisal in enhancing the quality of teaching and learning and the development of all staff.
Effectively and with rigorous overview, manage and allocate our funding and resources to support our vision and aims.	<p>Through the work of the finance and General purposes committee</p> <ul style="list-style-type: none"> Oversee, monitor and implement strong financial control
Integrating our equality policies and behaviour in all we do to promote tolerance, respect and understanding of physical, cultural and spiritual diversity	<p>Through the work of the full GB, the curriculum committee and governor teams</p> <ul style="list-style-type: none"> Promote tolerance, respect and understanding of physical, cultural and spiritual diversity and monitor how this is demonstrated in the school community Ensure the policies on safeguarding, equality, and behaviour and SMSC are up to date and implemented.

<p>Focus on initiatives and communication with parents /carers and the local community, to further promote close working and two-way support and the benefits resulting from this.</p>	<p>Through the work of all governors</p> <ul style="list-style-type: none"> • Support the school through attendance of celebration assemblies, parents evenings, and other such opportunities to engage with parents/ carers • Send out regular termly governor newsletters and an annual report • Ensure information about the Governors is on the web site
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Our Key Objectives 2016 - 17

Objective	action	When?	Who will it involve?	evidence
<p>1. To focus on our three core functions, thereby helping the school move towards outstanding:</p> <ul style="list-style-type: none"> • Setting the vision, ethos and strategic direction of school; • Holding the head teacher to account for the educational performance of the school and its pupils; and • Overseeing the financial performance of the school and ensuring financial resources are well spent. 	<ul style="list-style-type: none"> ➤ Be involved in the development of SDP and agree final version ➤ Visit the school regularly so that we know the school well and can monitor progress effectively ➤ Ask questions at Committee and GB meetings to enable us to support school improvement ➤ COG and head to meet regularly to discuss key issues and any appropriate actions ➤ Carry out Heads appraisal and monitor progress throughout the year ➤ Keep finances under review, meet with school Admin officer responsible for finance and bursarial officer at least termly. 	<p>According to termly timelines</p> <p>November 2016</p> <p>termly</p>	<p>All governors</p> <p>All governors</p> <p>All governors</p> <p>COG</p> <p>Appraisal team</p> <p>Finance committee</p>	<p>Agendas, minutes, reports.</p>
<p>2. Monitor the implementation of SDP, in particular to focus on:</p> <ul style="list-style-type: none"> • Achievement and Attainment • Assessment in the curriculum • Teaching and Learning • Tolerance and respect • Aspirations for the school - staff, pupils and families • SATS Action Plan 	<ul style="list-style-type: none"> ➤ COG to meet regularly with Head and when required SLT ➤ Questioning at GB meetings. ➤ Undertake school visits including team monitoring visits, which focus on the key objectives ➤ Review meeting with subject leaders ➤ Gathering views of parents/carers, pupils and staff through: <ul style="list-style-type: none"> • questionnaires 	<p>Termly</p> <p>Termly</p> <p>Autumn term</p>	<p>COG, HT</p> <p>All governors</p> <p>All governors</p> <p>All Governors</p>	<p>Action plan</p> <p>Minutes,</p> <p>Governor visit reports</p>

	<ul style="list-style-type: none"> informal meetings - e.g. at parents evenings, assemblies, sports day, on playground at beginning and end of day Talking to pupils during learning walks and other visits to school Working with and talking to Pupil Governors Talking to staff during learning walks, review meetings and other visits to school 	According to termly timelines		Subject leaders reports
3. Monitor how we manage the change to a full two form entry school and possible academy status	<ul style="list-style-type: none"> ➤ Agree a new management /staffing structure for the school ➤ Support SLT in employing high quality staff in good time for the start the new academic year ➤ Monitor expenditure to ensure we keep within budget, while providing sufficient resources for the pupils effective learning ➤ Agree any development towards academy status 	<p>July 2107</p> <p>June 2017</p> <p>Termly</p> <p>As required</p>	<p>Staffing committee</p> <p>Staffing committee</p> <p>Finance committee</p>	<p>Minutes,</p> <p>Minutes,</p> <p>Minutes,</p>
5. Effective governance	<ul style="list-style-type: none"> ➤ Complete an annual report identifying what has been achieved. ➤ Evaluate our effectiveness in previous year and identify any changes requires ➤ Implement and changes agreed. 	<p>July 2017</p> <p>April 2017</p> <p>September 2017</p>	<p>COG in consultation with all governors</p> <p>All governors</p> <p>All governors</p>	<p>Report</p> <p>Minutes</p> <p>Next self review, minutes</p>

our key objectives for 2015 - 2016 were:

green = achieved orange = on going

red = not achieved

Our Key Objectives 2015 - 16

Objective	action	When?	Who will it involve?	evidence
<p>3. To focus on our three core functions, thereby helping the school move towards outstanding:</p> <ul style="list-style-type: none"> ➤ Setting the vision, ethos and strategic direction of school; ➤ Holding the head teacher to account for the educational performance of the school and its pupils; and ➤ Overseeing the financial performance of the school and ensuring financial resources are well spent. 	<ul style="list-style-type: none"> ➤ Be involved in the development of SDP and agree final version ➤ Visit the school regularly so that we know the school well and can monitor progress effectively ➤ Ask questions at Committee and GB meetings to enable us to support school improvement ➤ COG and head to meet regularly to discuss key issues and any appropriate actions ➤ Carry out Heads appraisal and monitor progress through out the year ➤ Keep finances under review, meet with school Admin officer responsible for finance and bursarial officer at least termly. 	<p>According to termly timelines</p> <p>November 2015</p> <p>termly</p>	<p>All governors</p> <p>All governors</p> <p>All governors</p> <p>COG</p> <p>Appraisal team</p> <p>Finance committee</p>	<p>Agendas, minutes, reports.</p>
<p>2. Monitor the implementation of SDP, in particular to focus on:</p> <ul style="list-style-type: none"> • Promoting respect among all pupil • Aspirations for all pupils, particularly vulnerable families • Excellence in phonics and reading • Excellence in the curriculum • Confidence in assessment, marking and feedback 	<ul style="list-style-type: none"> ➤ Develop an annual action plan in consultation with Head teacher ➤ Questioning at GB meetings. ➤ Undertake school visits including team monitoring visits, which focus on the key objectives ➤ Review meeting with subject leaders ➤ discussions with staff , pupils and parents 	<p>By October 2015</p> <p>Termly</p> <p>Termly</p> <p>Autumn term</p> <p>According to termly timelines</p>	<p>Chair, Head Teacher</p> <p>All governors</p> <p>Team of governors</p> <p>Team of Governors</p>	<p>Action plan</p> <p>Minutes,</p> <p>Governor visits reports</p> <p>Subject leaders reports</p>

<p>3. Monitor how we manage the change to a full two form entry school</p>	<ul style="list-style-type: none"> • Agree a new management /staffing structure for the school - on going as we wait to convert to academy status • Support SLT in employing high quality staff in good time for the start the new academic year • Monitor expenditure to ensure we keep within budget, while providing sufficient resources for the pupils effective learning 	<p>Summer term</p> <p>Summer term</p> <p>termly</p>	<p>Staffing committee</p> <p>Staffing committee</p> <p>Finance committee</p>	<p>Minutes,</p> <p>Minutes,</p> <p>Minutes,</p>
<p>5. Effective governance</p>	<ul style="list-style-type: none"> ➤ Complete an annual report identifying what has been achieved. ➤ Evaluate our effectiveness in previous year and identify any changes requires ➤ Implement and changes agreed . 	<p>Summer term 2016</p> <p>Spring term 2016</p> <p>Autumn term 2016</p>	<p>COG in consultation with all governors</p> <p>All governors</p> <p>All governors</p>	<p>Report Minutes</p> <p>Next self review, minutes</p>