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**Governors’ Strategy**

**Document**

St Andrew’s Methodist Primary School

**Striving for Excellence- Together as One with God (1 Corinthians 12: 12-27)**

2018-2021

**Foreword**

We are pleased to present our long-term strategic plan for St Andrew’s Methodist Primary School. Our intention in developing the plan is to set out and communicate our vision, ethos and long-term direction for the school. We are proud of the school’s achievements and values and look forward to continue with the excellent progress made in recent years.

We would welcome any comments or suggestions.

**Plan development and review**

The strategic plan is a long-term plan, extending over a period of 3 years, from 2018-2021. It sets out the school’s vision, values and long-term strategic priorities. It is aimed at the key stakeholders in the school, including children, parents/carers, staff and governors. This plan was developed as follows:

* Governors and the Senior Leadership Team reviewed the school’s aims and values, focusing on the development of the vision and beliefs of the school.
* Discussions with the School Council allowed all children to input their views into the core aims and values of the school.
* The views of parents and carers were taken from questionnaires
* The Head shared the vision of the strategic plan with the staff for their review and input and a revised version was presented to governors.
* The Head introduced the school motto during an assembly.
* The final strategy document was communicated to parents on the school website and the mission statement, values and aims included in the school prospectus.

**Review and revision of plan**

The plan will be reviewed annually at the first Governing Board meeting of the school term. It will be revised as appropriate, but at least every 3 years to maintain a long term strategy.

**School context and community of St Andrew’s**

* We are a one form entry Methodist (voluntary controlled) primary school with strong links with the Church and community. Most pupils are White British
* FSM numbers are higher than the national averages. The number of pupils being supported with SEND is higher than the national average.
* There is a welcoming atmosphere and a positive Christian ethos of mutual respect and care between children, parents and staff. The 2015 SIAMS inspection stated that “St Andrew’s Methodist School is a place where all adults and pupils are happy and have excellent relationships with one another. This reflects the high profile of the Christian character of the school where Christian values, especially love, care and understanding are the secure basis of the school ethos.”

**Performance**

 A brief summary of how Ofsted has rated the school is summarised below.

**Date- Ofsted Rating**

2007- Outstanding (1)

2010- Outstanding (1)

2013 – Good (2) (Outstanding in 3 areas but good overall)

2017- Outstanding

**Date-SIAMS Rating**

July 2007- Outstanding (1)

July 2010- Outstanding (1)

May 2015- Outstanding (1)

**Mission Statement**

St. Andrew's is a Methodist Controlled Primary School. We provide an excellent education in a Christian context from a firm Christian base. Although our roots lie in Methodism we welcome children of different religions and cultural backgrounds. We are committed to the highest achievement possible for the children in our charge and in working with children we welcome the partnership with parents and the local authority and involvement in the local community.

We aim to teach, support and encourage each other recognising and developing the gifts God has given us all.

# The School's curriculum will be planned, delivered and evaluated in the light of the best provision we can make for our children preparing them for the opportunities, experiences and responsibilities of life.

**Vision Statement**

*Striving for Excellence, “Together As One with God!”(1 Corinthians 12: 12-27)*

We have developed a distinctive Christian vision, which is established and promoted by all stakeholders. The vision enables all pupils and adults to flourish in a caring and aspirational learning environment. Our vision embraces difference and everyone in our school family is treated with dignity and respect.

**Values**

*Learning, Caring, Service, Worship, Evangelism*

**Our Strategic priorities**

**Achievement**

**Vision statement: We will be in the top 10% of all similar primary schools (nationally) in terms of attainment.**

**Teaching and learning**

**Vision statement: High standards, excellent performance and outstanding teaching and learning will result in every child achieving success and reaching their educational potential.**

* + To ensure high quality teaching
		- Governors receive an update on teaching and learning across school at each meeting, engage in governor learning walks and provide appropriate challenge, including requests for external validation to the Headteacher.
	+ To ensure children make and exceed expected standards
		- The Curriculum committee will meet termly to discuss and challenge the Headteacher to ensure children make and exceed expected standards.
	+ To ensure an appropriate provision for more able pupils
		- The Curriculum committee will monitor the progress of more able pupils to ensure that children are progressing in line with their abilities and individual potentials.
* The Governing Body will:
	+ - Encourage inclusivity, respect, ambition and resilience.
* To further develop provision for mental health and well-being of our children.
	+ Investigate resources for procurement of counselling for individuals.
	+ Evaluate the PHSCE scheme of work.
	+ FSW to focus on developing provision for children’s well-being, providing nurture groups and self-esteem programmes in line with the Salford Emotionally Friendly Schools Programme
	+ To use the principles of the Emotionally Friendly Schools programme to further develop provision.
* To further develop the curriculum with relevant world issues, including elections, Olympics and dates of British and Cross cultural significance

**Information and Communication Technology**

**Vision Statement: We will make our school an ICT rich environment with the latest technologies for all pupils and staff.**

* To further develop the use of ICT and awareness of on-line safety
	+ Governors will oversee the ICT development plan within the constraints of the budget whilst ensuring that the overall provision for ICT meets the needs of the pupils and complies with the computing curriculum.
	+ Governors will ensure funding is allocated to increase the number of hand held devices eg; i pads/tablets.
	+ Governors will moderate the awareness of on-line safety through questioning and learning walks.

**Staff development**

**Vision statement; All our staff will be outstanding practitioners who are encouraged to continue to develop and flourish professionally in order to continue to improve.**

* + Staffing structure of the school
		- The Governing Body will continue to monitor the effective structure of the teaching staff and support team in line with budgetary constraints to ensure the best outcomes for the pupils.
	+ Succession planning
		- The governing body will ensure effective induction of new staff.
		- The governing body will monitor the CPD programme to ensure that succession planning is in place for the future as well as ensuring positive development of skills for the continued development of teaching and learning.
		- The Governing body will ensure that efficient systems and CPD are in place to meet the expectations of the curriculum.

**Transition**

**Vision statement: We will ensure that all our children and families are well informed about, and prepared for, key points of transition.**

* + Transition links
		- The Governing body will develop links with schools that our pupils choose for their future education
		- The governing body will develop links with nurseries and childcare providers that children have attended prior to admittance at St Andrew’s.
		- A planned programme between each year group in school will aid transition between year groups.

**Building infrastructure**

**Vision statement: We will ensure our school buildings and grounds are maintained and improved to the highest standard to provide a safe and high quality learning environment for children and staff.**

* + The Governing Body will ensure:
		- The school is maintained and developed fully to meet the number of children on role at any one time.
		- The outdoor environment and provision encourages positive behaviour and physical activity.
		- The site officer and cleaning staff maintain and clean the building in an efficient and effective manner.
		- A programme of window replacement and decoration is carried out on a rolling programme.

**Sharing Expertise**

**Vision statement: We will work collaboratively with other schools to share best practice and skills and support other schools using our areas of strength.**

* Developing school expertise in supporting schools in areas of strength.
	+ - To further develop the use of the School Business Manager to support colleagues who are new to the role.
		- The Headteacher to use her skills as a Local Leader of Education to support and train newly qualified teachers.
		- The Headteacher to develop her skills and share good practice working in the role of SIAMs inspector.
	+ To continue sharing best practice and skills across schools
		- All staff and governors to engage with the W.E.B cluster of schools and Salford School Provider Arm.
		- The Governing body will monitor the extent to which practice is shared between schools and its impact.

**Leadership and Management**

**Vision Statement: We will further develop the expertise of our governing board to ensure it has maximum impact on school improvement.**

* + To further develop the expertise of the governing body in keeping up with national and local agendas through CPD and updates meetings.
	+ To ensure all vacancies, and potential vacancies, are filled with the highest calibre of governors.
	+ Questioning and challenging practice within school.
		- The Governing body will continue to challenge and support the Headteacher in decision making questioning and challenging practice.
* To embed vision and values (including British Values) across the school
* The Governing body will continue to assess embedding vision and values across the school.

**Church and community**

**Vision Statement: We will further develop links with the Church and community to enhance learning and prepare pupils for the future.**

* + The Governing body will:
		- Encourage Sports links
		- Monitor and support the extension of further Community links
		- Work with the wider Methodist church to develop and sustain meaningful links with the global community
		- Support school in encouraging its children to help and serve the more vulnerable members of the local community
	+ Consider ways to further increase links with parents/carers and ways to further develop parental engagement

**Implementation of the plan**

The strategic plan sets out the strategic priorities and gives long-term direction for implementation. The School Improvement Plan (SIP), developed by the staff team and governors, describes how this strategy is to be implemented in the short to medium term.

**Monitoring and evaluation of the plan**

Each committee of the governing body monitors the development and implementation of the school improvement plan. The committees report on this to the full Governing Body.

**Governance structure**

The Head is a member of the governing body and accountable to the Methodist District, Local Authority and the Governing Body, each of which provides support and guidance.

The Governing Board, as a Voluntary Controlled School, is made up of 3 Foundation Governors, 5 co-opted governors, 1 Local Authority Governor, 2 parent governors, 1 staff governor and the Headteacher.

The GB has 2 main committees; Staffing & Curriculum and Buildings & Finance.

The other committees are;

Complaints

Pupil Discipline

Pupil Discipline Appeals

Teachers’ Pay

Headteacher Performance Management