



Governors' Strategy Document

St Andrew's Methodist Primary School

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

2023-2026

Foreword

We are pleased to present our long-term strategic vision for St Andrew's Methodist Primary School. Our intention in developing this document is to set out and communicate our Christian vision, ethos and long-term direction for the school. It is intended to be a robust and continuous self-evaluation process that involves the whole school community in evaluating our effectiveness as a Church school. We are proud of the school's achievements and values and look forward to continue with the excellent progress made in recent years.

The strategic vision is a long-term plan, extending over a period of 3 years, from 2019-2022. It is aimed at the key stakeholders in the school, including children, parents/carers, staff and governors. We welcome any comments or suggestions.

Over-arching questions

- **How effective is our school's distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?**
 - **What is the work of God in this place?**

Vision development and review

'STRIVING FOR EXCELLENCE, TOGETHER AS ONE WITH GOD'

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. Our distinctly Christian vision is based on Corinthians chapter 12.

'Truly, God put the parts in the body as he wanted them. He made a place for each one of them. And so there are many parts, but only one body. All of you together are the body of Christ.'

This vision statement flows into the school's mission statement.

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.'

***Cycle of self-evaluation of the Christian vision and its impact on the school as a Church school**

- At the start of each new school year the Christian vision, and its Biblical roots, are explicitly shared with pupils and staff during collective worship (CW).
- Each autumn, at a governor development day (GDD), the full governing board and members of the Senior Leadership Team review the school's vision and values, focusing on the development of the vision and Christian beliefs of the school. This is reflected in the new governor strategy document.
- The Head shares the strategy document with staff for their review and input and a final version is presented to governors.
- The final strategy document is communicated to parents/carers on the school website. Our Christian vision, mission statement, values and aims are included in the school prospectus.
- Actions and priorities arising from the GDD are included in written plans on the new school improvement plan (SIP). These include plans for Religious Education (RE) and CW. This is distributed to governors at the autumn term meeting.
- The Christian vision and SIP are monitored and reviewed by governors at least once a term at meetings of the Curriculum committee and in the termly Headteacher report to governors.
- Discussions with the Pupil Rights Group and Worship Committee allow all children to input their views into the core aims and values of the school.
- The views of parents and carers are taken from questionnaires at the November parent/pupil consultation evening.
- Each July, all subject leaders submit a curriculum audit (including CW and RE) to the governing body. This is a review of last year's targets and a brief summary of actions for the coming year.

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. The school is in an area of high social deprivation. The proportion of pupils who are considered to be disadvantaged (33%) is above national averages. Most pupils are White British.
- The school has a low level of religious and cultural diversity and few pupils (7%) speak English as an additional language.
- The number of pupils being supported with SEND (26%) 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 2020 SIAMS inspection stated that “Relationships within and beyond school are firmly rooted in the Christian vision, with everyone given the support, encouragement and opportunity needed to thrive.” “Together, the whole school community share a clear Christian vision for the school. This vision, and associated values, underpin the whole life of the school. St Andrew’s is a highly inclusive, compassionate and caring community, coming together as the ‘body of Christ’. As a consequence every child is valued and nurtured as the person God created them to be, and the school’s excellent practice is shared widely.”

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)

March 2020- Excellent (1)

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.

Methodist Values

Learning, Caring, Service, Worship, Evangelism

Our Strategic priorities

1. Achievement

Vision statement: We will be in the top 10% of all similar primary schools (nationally) in terms of attainment. Our pupils will perform above the national average in English, mathematics and science.

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.

Vision Statement: We will design and deliver a broad, rich curriculum that is ambitious and gives all learners the knowledge and cultural capital they need to succeed in life.

- 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 develop and manage the curriculum governors will;
 - Identify the specific needs of the children at St Andrew's.
 - Ensure the full range of subjects is taught to a high standard.
 - Specify the progression of skills pupils need to have acquired by the time they leave St Andrew's for high school.
- 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.
 - To introduce a mental health practitioner (MHP) in September 2022 for 2 days per week.
 - To train 2 members of staff as senior mental health leads
 - To train 10 members of staff as mental health champions
 - To take an active part in a 3 year mental health research project with Place2Be for the Andrew Law Foundation

- Develop The Rainbow Room as a nurture/well-being space.
- To deliver a high quality statutory RHE curriculum.
- To continue to employ a school based family support worker for five days per week. This will 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 global learning and partnerships across the curriculum

2. SEND

Vision Statement: We will quickly identify any pupils with additional needs and ensure they are assessed in a timely manner. We will deploy resources effectively to meet the needs of pupils with SEND to enable them to progress.

We will utilise the expertise of partner agencies to assess and meet the needs of pupils with more complex needs to ensure they receive the best possible provision. This will include;

- Educational Psychology
- Learning Support Service
- Primary Inclusion Team
- Speech and Language Therapy
- School Health
- The neuro-developmental pathway

3. Global Learning

Vision Statement: We will inspire the whole school community to engage in social action and be courageous advocates for change in their local, national and global communities.

- The Governing Body will:
 - Monitor and support the involvement of the school with the 'Connecting Classrooms' project run by the British Council
 - 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
 - Support local, national and international charities

4. Information Technology

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

- To further develop the use of IT and awareness of on-line safety
 - Governors will oversee the IT development plan within the constraints of the budget whilst ensuring that the overall provision for IT 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.

5. 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 Board (GB) 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 GB will ensure staff members at all levels are supported in developing their understanding of the school as a Church school. The governing body will ensure effective induction of new staff.
 - The GB will ensure that future Church school leaders are supported through professional development.
 - The GB 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 GB will ensure that efficient systems and CPD are in place to meet the expectations of the curriculum.

6. 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 ensure our Y6 pupils experience a smooth and informed transition and promote 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.

7. Building infrastructure

Vision statement: We will ensure our school buildings and grounds are maintained and improved to the highest standard to provide an inclusive, 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 3 year building development plan will be written by to reflect building walks by the health and safety governor, site officer and business manager.
 - The school is accessible to all.

8. Formal Partnerships

Vision statement: We will work collaboratively with other schools and formal partners 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.
 - The Headteacher to work collaboratively with MAST and linked schools in the Bolton/Rochdale district.
 - 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 WEB cluster of schools and Salford School Provider Arm.
 - The headteacher will engage in a Salford trial 'peer review' model of quality assurance.
 - The Governing body will monitor the extent to which practice is shared between schools and its impact.
 - We will welcome childcare and teaching students to develop their skills
 - To work with Teach First and the Bright Futures Teaching Alliance to support and develop Early Career Teachers (ECTs)

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 local community to enhance learning and prepare pupils for the future.

- The Governing body will:
 - Support links with other local churches and care homes
 - Monitor and support the extension of further community links
 - Work with the wider Methodist church (MAST) and the Salford diocese 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
- Set up a timetable of volunteer readers
- Deliver phonics workshops for parents/carers
- Re-introduce half termly family learning workshops
- Welcome the local community to join us for worship and community events eg; The summer fair.

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