



DAWPOOL

# Dawpool C.E. (Aided) Primary School

## Governing Body Impact Statement 2022-23



### Vision Statement

'The Dawpool community are united in their ambition to create a school which embodies the person, love and work of Jesus Christ: a school which enables Christian values to flourish and where all children may experience the abundant life that Jesus offers.'

*'The Fruit of the Spirit is Love, Joy, Peace, Patience,  
Kindness, Generosity, Faithfulness, Gentleness  
and Self-Control' (Galatians 5: 22-23).*

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## **Vision Statement**

**The Dawpool community are united in their ambition to create a school which embodies the person, love and work of Jesus Christ: a school which enables Christian values to flourish and where all children may experience the abundant life that Jesus offers.**

## **Dawpool Governing Body Impact Statement**

At Dawpool Church of England Primary School, the governing body recognises the importance of identifying and demonstrating the impact of its own governance. The governing body publishes an annual statement of its strategic work during the autumn term. This is updated to include an impact statement at the end of the summer term as part of the school's self-evaluation process.

This annual statement is an overview of the governing body's strategic work and its impact on school improvement during the 2022-23 academic year.

The governing board has the strategic responsibility of the effective management of the school, acting within the framework set by national legislation and with due consideration to the policies of Wirral Local Authority and the Chester Diocesan Board of Education.

All governance boards have **three core functions**:

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff; and
3. Overseeing the financial performance of the organisation and making sure its money is well spent

During 2022-23, the full governing body will meet twice per term. Early in the autumn, the full governing body meets as an action group to lay down the priorities and strategy for the forthcoming academic year.

Dawpool's Governing Body consists of 14 members:

- 7 Foundation Governors
- 2 Parent Governors
- 1 Co-opted Governor
- 1 Headteacher
- 1 Staff Governor
- 2 Associate Governors (non-voting)



Our governors have different skills, experiences and knowledge and all bring a valid and vital perspective to the governing board:

1	Foundation (Ex officio)	Revd. J. Turner
2	Foundation DBE	Mrs R. Carter
3	Foundation DBE	Mrs C. Mathieson
4	Foundation DBE	Mrs J. Trigg
5	Foundation DBE	Mrs E. Ellis
6	Foundation DBE	Mrs H. Williams
7	Foundation DBE	Revd D. Felix
1	Head Teacher	Mr D. Burrows
1	Staff	Vacancy
1	Parent Elected	Mrs K. Reynolds
2	Parent Elected	Mrs R. Manley
1	Co-opted	Mrs V. Woods
1	Associate	Mrs C. McCann(Deputy Head)
2	Associate	Mrs E. Kenney (Business Manager)

### **School Self Evaluation Process**

Towards the end of the academic year, an evaluation of the impact of the previous academic year's priorities is undertaken by lead staff and the governing body. The impact upon outcomes and improvement is discussed and agreed, alongside an evaluation of the school's achievement of the success criteria. School self-evaluation against the Ofsted and SIAMS school evaluation schedule is undertaken by senior leaders to identify further priorities. An analysis of outcomes (progress, attainment, quality of teaching and learning) is undertaken by the Senior Leadership Team in July (reviewed considering the release of the validated external data) and findings shared with staff and governors to inform future improvement priorities. Performance Management objectives, based on the Teacher Standards and closely aligned with the school's priorities, are agreed with all staff early in the autumn term. There is an open policy to sharing objectives amongst staff and these too are also considered in the self-evaluation process to identify future improvement priorities. During this process the staff and governors identify strengths and areas for development, including any barriers within the context of the school. Pupil voice findings and family/carers questionnaires/survey findings are also considered in agreeing improvement priorities. Measurable outcomes are agreed in draft and formalised

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during the writing of the action plans by the Senior Leadership Team. This process is well embedded into our leadership & management practice and ensures that the improvement plans are well focused and have actively engaged staff, parents, pupils and governors. As part of the school's monitoring cycle a review of the school's progress of implementing the agreed actions is undertaken by the Senior Leadership Team at the end of each term. Review outcomes are shared with the Governing Body.

The annual process of Strategic Self Evaluation was completed in July 2022.

To ensure that Jesus' promise of '**An Abundant Life**' underpins Dawpool's School Improvement Plan, we draw upon findings from the Association of Christian Schools International [ACSI's Flourishing Schools research initiative](#) which identifies five broad areas that are connected to flourishing outcomes for pupils, educators and schools: **Purpose, Relationships, Learning, Resources & Wellbeing**.

Dawpool's School Improvement Plan for 2022-23 is structured around these five domains. There are 5 key improvement priorities:

### **Overarching Aim**

To enable all pupils to experience the '**Abundant Life that Jesus Offers**' by further enhancing:

#### **1. Purpose**

- *The integration of Christian Vision and Curriculum.*

#### **2. Relationships**

- *Policy and practices for communication with and engagement of parents and carers.*

#### **3. Teaching & Learning**

- *Provision for early reading and assessment across the curriculum.*

#### **4. Expertise & Resources**

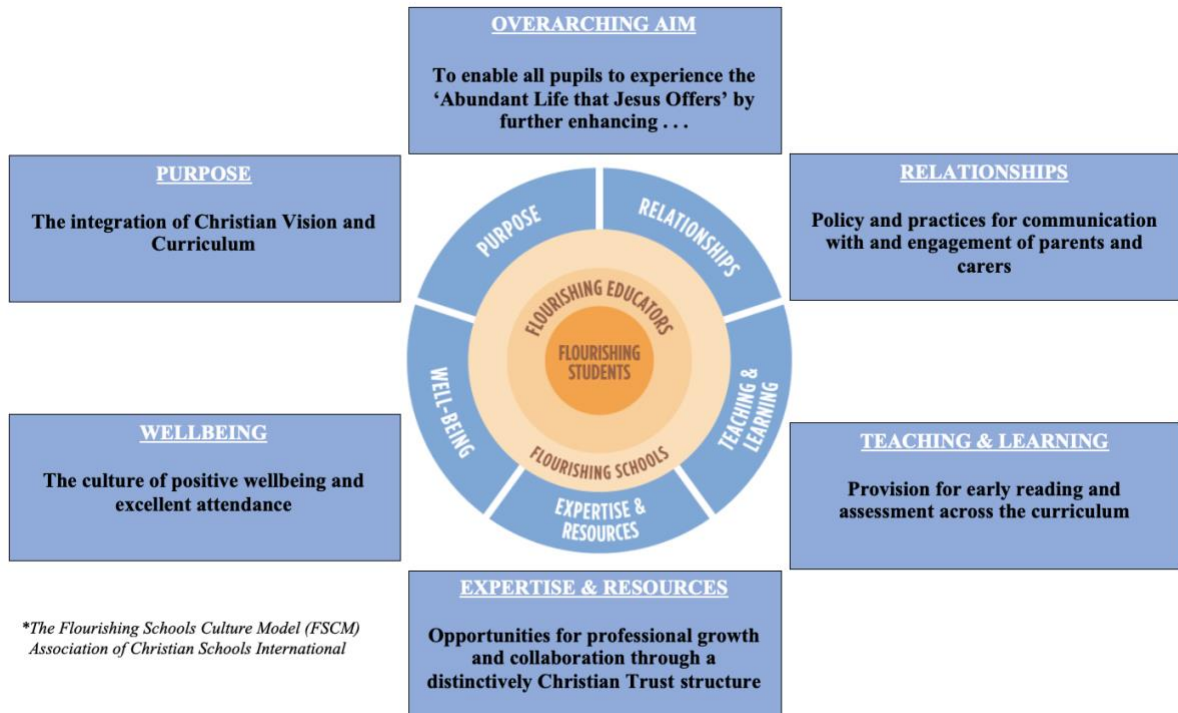
- *Opportunities for professional growth and collaboration through a distinctively Christian Trust structure.*

#### **5. Wellbeing**

- *The culture of positive wellbeing and excellent attendance.*

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### The Governing Body’s strategic objectives 2022-23

Following the school self-evaluation process, the governing body have identified two additional governor objectives for 2022-23:

1. To monitor the wellbeing and work-life blend of the School Business Manager and Admin staff as the school converts to the Chester Diocesan Academies Trust (CDAT).
2. To continue to develop and expand the school’s procedures for communicating with parents, including the emerging use of technology.

### Committees

To enable the full governing body to work efficiently and to remain strategically focused on the key areas of school improvement, aspects of governance are delegated to committees. It is decided which governors will join each committee by analysing individuals’ experience through a comprehensive skills audit. Both our committee structure and committee membership are reviewed at the start of the academic year.

The following committees are in place for the 2022-23 academic year:



<b>Committee</b>	<b>Delegated Responsibility</b>
Full Governing Body	Strategic planning Monitoring of progress towards school improvement objectives: <ul style="list-style-type: none"> <li>• Purpose</li> <li>• Relationships</li> <li>• Learning</li> <li>• Resources</li> <li>• Wellbeing</li> </ul> The work of the full governing body is closely aligned with the School Improvement Plan 2022-23.
Finance	To oversee the school's financial performance and making sure its money is well spent.
Appraisal	To hold school leaders to account for the effective and efficient performance management of staff.
Admissions	To determine applications for admission in accordance with Dawpool's Admissions Policy. The committee also oversees any consultation process on the school's admission arrangements, and parental appeal arrangements.

There will also be two working parties this year to oversee the two additional governor objectives:

<b>Working Group</b>	<b>Delegated Responsibility</b>
Wellbeing and Work-Life Blend	To ensure that academy conversion activities do not impact negatively on the workload and work-life blend of the School Business Manager and Admin staff
Communication with Parents	To develop and expand the school's procedures for communicating with parents, including the emerging use of technology.

All members of the Governing Body sit on one or other of the committees and working parties as follows:

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**COMMITTEE STRUCTURE: ACADEMIC YEAR 2022-2023**

<b>FULL GOVERNING BODY</b>	<u>Responsibilities:</u> <ul style="list-style-type: none"> <li>• Strategic planning</li> <li>• Monitoring of progress towards school improvement objectives:</li> <li>• <i>Purpose</i></li> <li>• <i>Relationships</i></li> <li>• <i>Learning</i></li> <li>• <i>Resources</i></li> <li>• <i>Wellbeing</i></li> </ul>
<u>Members:</u> <ul style="list-style-type: none"> <li>• All Governors</li> </ul>	

<b>FINANCE &amp; ASSETS</b>	<u>Responsibilities:</u> <ul style="list-style-type: none"> <li>• Finance, Budget Setting, Best Value</li> <li>• Asset Management</li> <li>• Building Projects</li> <li>• Health &amp; Safety</li> </ul>
<u>Members:</u> <ul style="list-style-type: none"> <li>• Revd D. Felix</li> <li>• Mr D. Burrows</li> <li>• Mrs V. Woods</li> <li>• Mrs K. Reynolds</li> </ul>	

<b>APPRAISAL</b>	<u>Responsibilities:</u> <ul style="list-style-type: none"> <li>• Staff appraisal review</li> <li>• Pay Progression</li> </ul>
<u>Members:</u> <ul style="list-style-type: none"> <li>• Mrs R. Carter</li> <li>• Mr D. Burrows</li> <li>• Mrs C Mathieson</li> <li>• Rev. J. Turner (Pay Progression only)</li> </ul>	

<b>ADMISSIONS</b>	<u>Responsibilities:</u> <ul style="list-style-type: none"> <li>• F1 &amp; F2 admissions</li> <li>• In-year admissions</li> <li>• Appeals</li> </ul>
<u>Members:</u> <ul style="list-style-type: none"> <li>• Mrs R. Carter</li> <li>• Mrs E. Ellis</li> <li>• Mr D. Burrows</li> </ul>	

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- Mrs J. Trigg
- Rev. J. Turner (Policy only)

**GOVERNOR AREAS OF RESPONSIBILITY: ACADEMIC YEAR 2022-2023**

Co-Chair of Governors	Mrs R. Carter
Co-Chair of Governors	Mrs K. Reynolds
Chair of Finance	Revd D. Felix

Safeguarding	Mrs J. Trigg
SEN	Mrs E. Ellis
Health & Safety	Revd D. Felix

Early Years	Mrs R. Manley
Religious Education	Mrs C. Mathieson
English	Mrs V. Woods
Mathematics	Mrs H. Williams
Science	Mrs J. Trigg
Pastoral & Wellbeing	Revd J. Turner

**Meeting Dates 2022-23**

<b>Autumn Term</b>	
Full Governing Body 1	Thursday 15 <sup>th</sup> September at 6:00pm
Joint Governing Body / PCC (Growing Faith)	Monday 3 <sup>rd</sup> October at 7:30pm
Appraisal / Pay Progression	Thursday 3 <sup>rd</sup> November at 1:30pm
Finance Committee	Thursday 10 <sup>th</sup> November at 9:15am (online)
Full Governing Body 2	Thursday 17 <sup>th</sup> November at 6:00pm (online)
<b>Spring Term</b>	
Full Governing Body 1	Thursday 26 <sup>th</sup> January at 6:00pm (online)
Finance Committee	Thursday 16 <sup>th</sup> February at 9:15am (online)
Admissions Committee	Monday 27 <sup>th</sup> February at 1:15pm
Full Governing Body 2	Thursday 23 <sup>rd</sup> March at 6:00pm

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<b>Summer Term</b>	
Full Governing Body 1	Thursday 18 <sup>th</sup> March at 6:00pm
Admissions Committee	Thursday 25 <sup>th</sup> May at 1:30pm
Finance Committee	Thursday 23 <sup>rd</sup> June at 9:15am (online)
Full Governing Body 1	Thursday 6 <sup>th</sup> July at 6:00pm

The governor section of the school website provides more information about the structure and membership of, and attendance at, the governor committees.

## **Impact of the Governing Body 2022-23**

### **Full Governing Body**

- Reviewing all policies, procedures, handbooks, risk assessments and website content for 2022-23 to ensure it is up-to-date and accessible to all stakeholders.
- Approved the School Improvement Plan 2022-23, reviewing progress throughout the year, providing support and challenge for the Head Teacher and senior leaders regarding the quality of education.
- Ensuring the school's overall vision is still clear and that all activities maintain our Christian ethos and secure progress for all pupils.
- Providing weekly pastoral support for all staff, including leaders.
- Overseeing Dawpool's conversion to the Chester Diocesan Academies Trust (CDAT) and monitoring the workload of the School Business Manager, Senior Leaders and Office Staff before, during and after conversion.
- Ensuring that Trust policy and procedures have been adopted.
- Ensuring safeguarding policies and procedures are effective and training for staff and governors is up-to-date.
- Ensuring the school's single central record (SCR) is in place and up-to-date.
- Overseeing the appointment of the SENCo and Inclusion Manager to enable all pupils to experience 'The Abundant Life'.
- Revising the school's communication procedures, setting out expectations for how school and home can successfully communicate and ensuring that these procedures promote positive staff wellbeing and work-life blend.
- Revising Dawpool's behaviour policy in accordance with current research and good practice.
- Establishing policy and practices to ensure all staff understand the school's commitment to achieving an effective work-life blend.

### **Finance & Assets**

- Ensuring that the school meets its statutory financial duties.
- Establishing relationships with Trust personnel, including the Director of Finance.
- Working alongside the Trust during and after conversion to establish and embed new financial procedures and systems.

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- Liaising with the School Business Manager to ensure a seamless transition to the Trust without causing any unnecessary burden on her workload.
- Reviewing the school's contracts with traded services.
- Ensuring value for money with an analysis of the quotes for service level agreements and staff absence insurance.
- Monitoring spending against the budget carefully, thereby ensuring value for money is obtained
- Monitoring the budget to ensure it is being used towards the school improvement priorities.
- Ensuring risks to the school are managed to secure financial sustainability.

### **Appraisal Committee**

- Ensuring that effective performance management has taken place for teachers and headteacher in accordance with the school's Performance Appraisal Policy and Procedure.
- Considering pay progression for all staff where appropriate in accordance with Wirral Council's Pay Policy.

### **Admissions Committee**

- Reviewing admissions arrangements and making recommendations to the governing body regarding policy changes for 2024-25 (no changes recommended).
- Ensuring applications are prioritised by reference to the oversubscription criteria, and that this is applied lawfully and in accordance with the school's policy.

The Clerk to the Governing Body retains the minutes of all committee meetings.