

DAWPOOL

Dawpool C.E. (Aided) Primary School

Governing Body Impact Statement 2023-24



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 2023-24 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 Academies Trust (CDAT).

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

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding 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 2023-24, the full governing body will meet seven times per year. This will include three meetings in the Autumn term and two meetings in both the Spring and Summer terms. 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)

'For I know the plans I have for you,' declares the Lord. 'Plans to prosper you and not to harm you, plans to give you hope and a future.' (Jeremiah 29:11)



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	Vacancy
6	Foundation DBE	Mrs H. Williams
7	Foundation DBE	Revd Canon D. Felix
1	Head Teacher	Mr D. Burrows
1	Staff	Miss L. Brown
1	Parent Elected	Mrs K. Reynolds
2	Parent Elected	Mrs C. Barnes
1	Co-opted	Mrs V. Woods
1	Associate	Mrs C. McCann(Deputy Head)
2	Associate	Mrs E. Kenney (Business Manager)

School Self Evaluation Process

An evaluation of the impact of the previous academic year's priorities is undertaken by lead staff. 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/carer questionnaires/survey findings are also considered in agreeing improvement priorities. Measurable outcomes are agreed in draft and

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formalised 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 latest annual process of Strategic Self Evaluation was completed in July 2023.

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 2023-24 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

- *A Gospel-centred approach to Character Education.*

2. Relationships

- *Community engagement locally, regionally, nationally and globally.*

3. Teaching & Learning

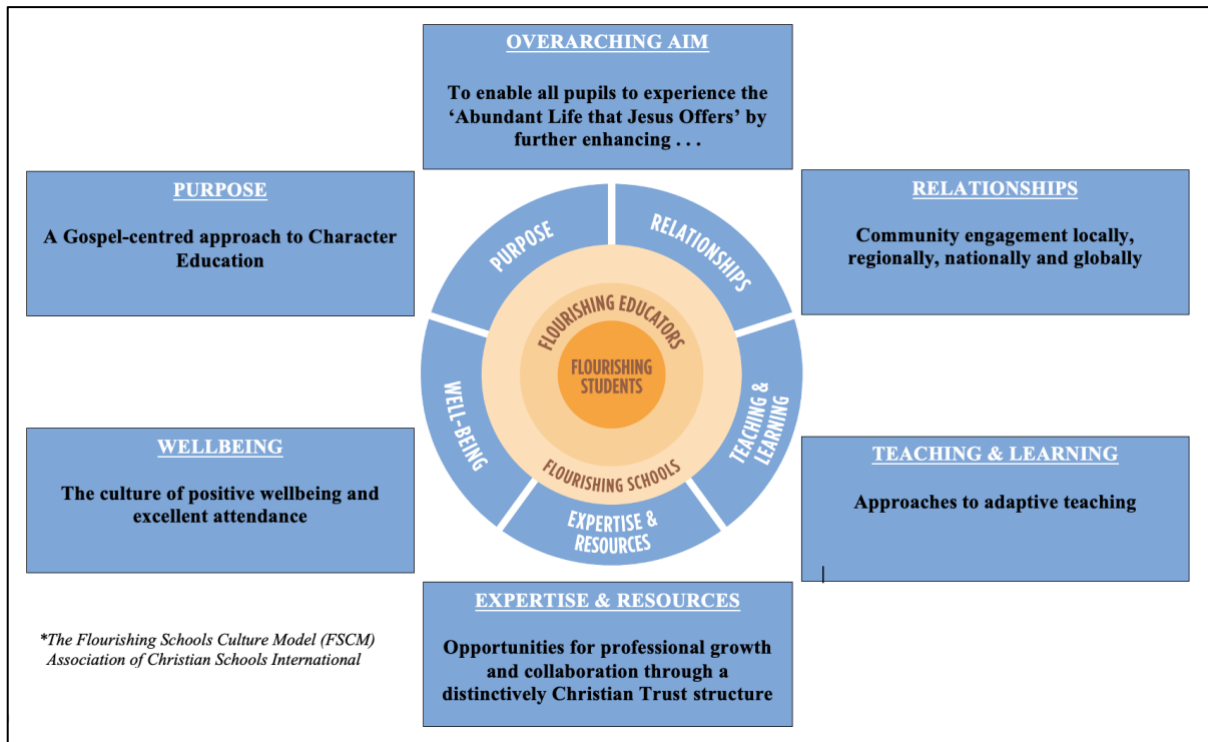
- *Approaches to Adaptive Teaching*

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.*



The Governing Body’s strategic objectives 2023-24

Following the school self-evaluation process, the governing body have identified one additional governor objectives for 2023-24:

- 1. To proactively support the work-life blend of all staff and to seek further ways of reducing workload to ensure flourishing for all.**

Committees

The Full Governing Body meet seven times each year as follows:

1	Autumn 1 (Sept)
2	Autumn 1 (Oct)
3	Autumn 2 (Nov)
4	Spring 1
5	Spring 2
6	Summer 1
7	Summer 2

Agendas of the Full Governing Board are organised in accordance with the Governance Planner – See Appendix 1

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Smaller committees meet as follows:

Pay & Appraisal	Autumn 2
Headteacher Appraisal	Autumn 2
Admissions	Spring 2

Additional committees will be established as required.

The following committees are in place for the 2023-24 academic year:

Committee	Delegated Responsibility
Full Governing Body	<p>To oversee:</p> <ul style="list-style-type: none"> • Vision, ethos & strategic direction • The school's financial performance and making sure its money is well spent. • Holding leaders to account for the educational performance of the school and its pupils • Monitoring of progress towards school improvement objectives: <ul style="list-style-type: none"> - Purpose - Relationships - Learning - Resources - Wellbeing <p>The work of the full governing body is closely aligned with the School Improvement Plan 2023-24.</p>
Pay & Appraisal	<p>To hold school leaders to account for the effective and efficient performance management of staff.</p> <p>To approve pay progression of staff.</p>
Admissions	<p>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.</p>

There will also be one working group this year to oversee the additional governor objective:



Working Group	Delegated Responsibility
Staff Wellbeing	To proactively support the work-life blend of all staff and to seek further ways of reducing workload to ensure flourishing for all.

COMMITTEE STRUCTURE: ACADEMIC YEAR 2023-2024

FULL GOVERNING BODY
<u>Members:</u> <ul style="list-style-type: none"> All Governors

PAY & APPRAISAL COMMITTEE
<u>Members:</u> <ul style="list-style-type: none"> Mrs R. Carter Mr D. Burrows Mrs K. Reynolds Mrs C. Mathieson

ADMISSIONS COMMITTEE
<u>Members:</u> <ul style="list-style-type: none"> Mrs R. Carter Mrs E. Kenney Mr D. Burrows Mrs J. Trigg Rev. J. Turner (Policy only)

WELLBEING WORKING GROUP
<u>Members:</u> <ul style="list-style-type: none"> Mrs R. Carter Rev. J. Turner Mr D. Burrows

GOVERNOR AREAS OF RESPONSIBILITY: ACADEMIC YEAR 2022-2023

Co-Chair of Governors	Mrs R. Carter
Co-Chair of Governors	Mrs K. Reynolds

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Safeguarding	Mrs J. Trigg
SEND / Inclusion / Pupil Premium	Mrs H. Williams

Meeting Dates 2023-24

Full Governing Body Meeting 1 (Autumn 1)	Thursday 21 st September 2023 at 6:00pm
Full Governing Body Meeting 2 (Autumn 2)	Thursday 19 th October 2023 at 6:00pm
Pay & Appraisal	Thursday 2 nd November 2023 at 1:30pm
Full Governing Body Meeting 3 (Autumn 3)	Thursday 23 rd November 2023 at 6:00pm
Head Teacher Appraisal	Tuesday 5 th December 2023 at 1:30pm
Full Governing Body Meeting 4 (Spring 1)	Thursday 1 st February 2024 at 6:00pm
Admissions	Thursday 29 th February at 9:00am
Full Governing Body Meeting 5 (Spring 2)	Thursday 21 st March 2024 at 6:00pm
Full Governing Body Meeting 6 (Summer 1)	Thursday 16 th May 2024 at 6:00pm
Full Governing Body Meeting 7 (Summer 2)	Thursday 4 th July 2024 at 6:00pm

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

At the end of each term, the Governing Body provide a summary update of governor impact to the Trust Board.

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 2023-24

During 2023-24, the governing body have undertaken the following activities:

- Reviewed policies, procedures, handbooks, risk assessments and website content for 2023-24 to ensure it is up-to-date and accessible to all stakeholders.
- Approved the School Improvement Plan 2023-24, reviewing progress throughout the year, providing support and challenge for the Head Teacher and senior leaders regarding the quality of education.
- Ensured the school's overall vision is clear and that all activities maintain our Christian ethos and secure progress for all pupils.
- Completed training in safeguarding & prevent, safer recruitment and GDPR.
- Ensured safeguarding policies and procedures are effective and training for staff and governors is up to date.
- Ensured the school's single central record (SCR) is in place and up to date.
- Provided weekly pastoral support for all staff, including leaders.

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- Maintained awareness of the effects of the Ofsted inspection window on leaders and staff, as well as staying informed about updates to inspection policies and procedures.
- Ensured that Trust policy and procedures have been adopted.
- Monitored policies and practices to strengthen the school's commitment to achieving an effective work-life blend for all staff.
- Shared in the school's successes and celebration throughout the year.
- Attended school activities and events, including work displays, performances and fairs.

Finance

- Ensured that the school meets its statutory financial duties.
- Explored potential measures to prevent a deficit budget.
- Ensured risks to the school are managed to secure financial sustainability.
- Monitored the budget to ensure it is being used towards the school improvement priorities.

Pay & Appraisal

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

Admissions

- Reviewed admissions arrangements and made recommendations to the governing body regarding policy changes for 2025-26 (no changes recommended).
- Ensured 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.

Appendix 1: Governance Planner 2023-24

	LGB 1 – Business & progress data 21.09.23	LGB 2 – Standards, curriculum update & final data update & Christian ethos <i>Pay committee meeting to follow</i> 19.10.23	LGB 3 - Community, attendance, safeguarding & finance 23.11.23	LGB1 Standards & Quality of Education updates & Christian ethos 01.02.24	LGB2 Community, attendance & safeguarding & finance 21.03.24	LGB1 Standards, curriculum, review SDP & Christian ethos 16.05.24	LGB2 Community, finance, attendance & wellbeing 04.07.24
F O C U S	<ol style="list-style-type: none"> 1. Welcome & Apologies 2. Completion of Annual declarations/GIAS/D BS checks & RPTs 3. Appointment of Chair & Vice-Chair 4. Minutes/matters arising 5. Receive & note terms of reference/ Scheme of Delegation 6. Membership/Vacancies/Complete skills audit 7. Ad-hoc committee membership (inc. pay, complaints, exclusions, staffing appeals 8. Training & Governor visit arrangements 9. Agree Lead governors* 10. SATs results 11. Safeguarding update & SCR tracker review inc. overdue Training log from Smart Log 12. Finance update – management report 13. AOB 14. Date of next meeting 	<ol style="list-style-type: none"> 1. Welcome & Apologies 2. Declarations of interest & RPTs 3. Minutes/matters arising 4. Head’s report 5. School Development Plan (approval) 6. Curriculum plans for the term/year 7. Final data update (validated) 8. Attendance 9. Safeguarding 10. Christian ethos/SIAMS 11. Governor visits & training 12. Chair’s action 13. MAT correspondence 14. Data breaches 15. Successes & celebrations 16. Policy review/approval inc. Critical Incident/Emergency Plan inc. Cyber Response Plan 17. AOB 18. Date of next meeting 19. Confidential matters 	<ol style="list-style-type: none"> 1. Welcome & Apologies 2. Declarations of interest & RPTs 3. Declarations of AOB 4. Minutes/matters arising 5. Head’s report inc. census update 6. Attendance 7. Pupil & Staff wellbeing 8. Safeguarding & SCR tracking inc. overdue Training log from Smart Log 9. SEND update 10. Community links 11. Finance – headlines & management reports, purchasing approvals 12. Data breaches 13. Governor visit & training 14. Chairs action & Governance matters 15. H&S audit review 16. Policy review/approval 17. AOB 18. Date of next meeting 19. Confidential matters 	<ol style="list-style-type: none"> 1. Welcome & Apologies 2. Declarations of interest & RPTs 3. Declarations of AOB 4. Minutes/matters arising 5. Data dashboard 6. Quality of education including <ul style="list-style-type: none"> - Review of SDP against targets - Receive the SEF - Internal monitoring update 7. Attendance 8. Christian Ethos & SIAMS 9. Governor visit & training reports 10. Chair’s action 11. MAT correspondence 12. Successes & celebrations 13. Policy review/approval 14. AOB 15. Date of next meeting 16. Confidential matters 	<ol style="list-style-type: none"> 1. Welcome & Apologies 2. Declarations of interest & RPTs 3. Declarations of AOB 4. Minutes/matters arising 5. Head’s report inc. census update 6. Finance – headlines, management reports & purchasing approvals 7. Governor visits & training 8. Chairs action & Governance matters 9. Community 10. Attendance 11. Pupil & Staff wellbeing 12. SEND 13. Safeguarding & SCR tracking inc. overdue Training log from Smart Log 14. Data breaches 15. Policy review/approval 16. Annual Health & safety premises update 17. AOB 18. Date of next meeting 19. Confidential matters 	<ol style="list-style-type: none"> 1. Welcome & Apologies 2. Declarations of interest & RPTs 3. Declarations of AOB 4. Minutes/matters arising 5. Data dashboard 6. Governor training update 7. Chair’s action 8. Review impact of SDP/SEF in preparation for new academic year 9. Attendance 10. Christian ethos & SIAMS 11. Governor visit reports 12. Transition for year groups & SATs arrangements 13. Data breaches 14. Policy review/approval 15. AOB 16. Date of next meeting 17. Confidential matters 	<ol style="list-style-type: none"> 1. Welcome & Apologies 2. Declarations of interest & RPTs 3. Declarations of AOB 4. Minutes/matters arising 5. Head’s report inc. safeguarding/SCR inc. overdue Training log from Smart Log 6. Attendance 7. Community links 8. SEND 9. Finance – headlines, purchasing approvals, management reports & final budget to CDAT 10. Governor visit reports & learnings 11. Staff/pupil wellbeing report 12. Staffing structure approval 22-23 13. Chairs action & Governance 14. MAT correspondence 15. Data breaches 16. Policy review/approval 17. Successes & celebrations 18. AOB 19. Agree dates for 2023-24 20. Confidential matters