



Lings Primary School

Policy Statement: Governors' Strategy

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1 Preamble

The Lings Primary School Mission Statement (September 2010) is as follows.

Children at Lings Primary School will:

- have an enthusiasm for learning
- aspire to achieve
- face new challenges with confidence and resilience
- develop life skills

The children will achieve this through:

- enriching, enjoyable experiences
- feeling a part of and belonging to our community

The *Governors' Strategy* is designed to meet the needs of Lings Primary School to satisfy the requirements of the Mission Statement.

The Mission Statement sets out the aspirations that Lings Primary School has for the Pupils and how they will achieve their potential. In addition, the *Governors' Strategy* refers to the mechanisms by which standards in the provision can be improved.

2 Aims and Objectives

The **First Objective** of the Governors is to provide the support and organisation required to the Head Teacher and Staff to deliver all the elements of the Lings Primary School Mission Statement.

The **Second Objective** is to provide the infrastructure to allow the Head Teacher and Staff to deliver the provisions of the curriculum in ways by which standards of attainment and achievement by the pupils of Lings Primary School are constantly driven upwards. Those standards refer not only to the core academic subjects of the curriculum which are tested by external agencies, but also to the social, sporting and pastoral aspects of the pupil experience.

The **Third Objective** is for Lings Primary School to achieve '**outstanding**' rating by Ofsted criteria and inspections and thereafter to maintain that status.

The Governors aim to reach the stated Objectives in the following ways:

- by actively participating in all the aspects of life of Lings Primary School, attending classes and assemblies and other features of the learning experience, such as 'learning walks', to support the efforts of the Head Teacher and the Staff.
- by bringing to Lings Primary School a variety of life experiences which can contribute to enhancing the pupils' learning experience.
- by adopting a prudent but creative approach to the budget and application of the available funding, to maximise and optimise the facilities and opportunities open to the pupils, both in the classroom and outside.
- by acting as the 'critical friend' to the Head Teacher - in this way, the collective experience of the Governing Board is brought to bear on the successful functioning of the School.

- by supporting the Head Teacher in delivering the best possible provision to the pupils: in part this will be achieved through the annual appraisal process, which always results in the setting of challenging but achievable objectives, which impact on the progression of improvement in learning and teaching. At the same time, the Governors are acutely aware of their 'duty of care' to the Head Teacher: they acknowledge the necessity for the Head Teacher to maintain a realistic 'work-life' balance and thereby to work efficiently and effectively.
- by supporting all the Staff in their careers, being aware of the need for 'continuing professional development', which will have benefits for the pupils of Lings Primary School in terms of driving up standards of learning and teaching and consequent outcomes in all aspects of the provision.
- by identifying ways in which the smooth and effective running of the School can be maintained, through discussions with the Head and Senior Leadership Team and discussions within the Finance and Personnel Committee and the Attainment and Achievement Committee, then reaching decisions in the Full Governing Board.
- by creating the Policies and Procedures which define the agreed ways in which the School is run and governed in all its aspects. See also Section 3.
- by contributing to the School Development Plan, the detailed programme through which the School will improve standards of Attainment and Achievement and all other aspects of the School's provision. In particular, the Governors are aware of the need to monitor the academic performance of the various groups within the pupil population, so that no group is disadvantaged and that struggling groups are helped wherever and whenever possible to 'close the gap'.
- by supporting the ethos of inclusion within the School, whereby the pupils experience an enhanced feeling of belonging to the School community.

- by supporting the widening participation of all pupils in internal and external activities: the availability of after school clubs and sports, both individual and team based, the use of visits to places of educational value and enjoyment, especially those which contribute to the core curriculum subjects.
- by supporting and contributing to the reward of pupils' achievement and attainment of potential or excellence.
- by actively participating in the Multi Academy Trust, see Section 3.

3 The Multi Academy Trust

The creation of the MAT with four other Primary schools (Weston Favell, Headlands, Abington Vale, Ecton Brook) provides an additional feature to the strategic roles of the *Governors of Lings Primary School*.

It is the intention of the *Lings Governors* to support the MAT in the following ways, which are all consistent with the prime responsibility and duty of care owed by the *Governors* to *Lings Primary School*.

- Contribute to the governance of the MAT, to ensure it operates successfully for the benefit of *Lings Primary School* and all the other pupils within the Trust.
- Support the Head Teachers, Staffs and *Governors* of the other schools wherever and whenever possible, consistent with safeguarding the interests of *Lings Primary School*.
- Participate in discussions and decisions regarding the mutual benefits which can be gained from the larger grouping of schools - particularly the economies of scale, co-operative use of resources for mutual benefit, pooling of resources, exchanging experiences of best practice to achieve excellence across the whole of the MAT etc.

- Support the creative use of the resources within the MAT to gain commercial benefits eg by providing consultancy to other schools seeking advice on conversion to academy.
- Contribute to the creation of agreed Policies and Procedures within the MAT, for consistency of governance and optimum benefit to Staff, pupils and parents/carers.
- Adopt a creative approach to the use and development of pooled resources for the benefit of all the pupils of the MAT.
- Whilst it is recognised that each school in the MAT will independently control and disburse its budget for the benefit of its own pupils (as was the case before the MAT was formed), the pooling of some part of the budget for wider mutual benefit will be viewed positively, but always prudently.

Confirmatory Signatures

Signed.....Head Teacher

Signed.....Governor

Approved on.....

To be reviewed on.....

Appendix Annual Reflection on Progress

2011/12

- (i) A new full time Head Teacher was appointed.
- (ii) The Deputy Head Teacher was confirmed.
- (iii) A new full time Bursar was appointed.
- (iv) Deficiencies in teaching were addressed and rectified: the staff and teaching were strengthened by the appointment of additional teachers, particularly to prepare pupils for SATS.
- (v) Following a visit by HM Inspectors of Ofsted, Lings Primary came out of 'Special Measures' and the standard of the provision was judged 'good'.
- (vi) The Inclusion Quality Mark was confirmed, conferred with a glowing report on the school.
- (vii) Classroom facilities were improved by some rationalisation of space eg the moving of the library into the former entrance hall.
- (viii) Reception was improved by creating a separate area, together with a video display of school activities.
- (ix) Facilities in the playground were improved by new marking.
- (x) Facilities in the assembly hall were improved by the purchase of new lighting and staging equipment.
- (xi) A school minibus was acquired: this markedly improved the opportunity for Lings pupils to participate in inter-school activities and make visits to places and events of educational interest.
- (xii) A wide range of new sporting opportunities were made available to boys and girls alike, together with participation in many competitions in the Northampton area.
- (xiii) Because the change of status to an Academy was inevitable and, following consultation and discussion on the type of Academy Lings Primary School might turn

into, it was agreed that the best option was a multi Academy Trust with Weston Favell Primary School, Headlands Primary School, Abington Vale Primary School and Ecton Brook Primary School.