

**Annual Governance Statement for the Governing Body of Theale C of E Primary School**  
September 2020

In accordance with the Government’s requirement for all governing bodies, the 3 core strategic functions of the Theale C of E Primary School Governing Body are:

- 1. Ensuring clarity of vision, ethos and strategic direction;**
- 2. Holding the Headteacher to account for the educational performance of the school and its pupils;**
- 3. Overseeing the financial performance of the school and making sure its money is well spent.**

**Governance arrangements**

The Governing Body of Theale C of E Primary School was re-constituted in August 2015 and is now made up of 1 staff governor and the Headteacher, 2 elected Parent Governors, 1 Local Authority Governor, 2 Foundation Governors and 3 Co-opted governors.

We currently have a vacancy for a Local Authority Governor as Alan Macro has stepped down from this role after many years of valuable service. We are reviewing our governing body’s skills to ensure that we are able to fill this vacancy appropriately.

Co-opted governors are appointed by the Governing Body and are people who, in the opinion of the governing body, have the skills required to contribute to the effective governance and success of the school: on our Governing Body, 1 of the Co-opted governors is a parent with valuable Health & Safety experience, 1 has vast experience in improving education provision and 1 is a member of the local community with finance and governing body experience and expertise.

The full Governing Body (FGB) meets six times a year, and also have a number of subgroups to consider different aspects of the school in detail. At Theale C of E Primary, we have a Finance Committee to review the financial performance of the school and make sure its money is well spent; a Curriculum and Ethos Committee; a Premises and Health & Safety Committee; we also have committees that meet when required including a Staffing Committee; a Pay Committee and an Admissions Committee. We also have First and Second Committees in place to deal with any complaints or disciplinary matters that may arise.

	A full list of Governors and their responsibilities is available on the school website.
<b>Attendance record of governors</b>	Governors have excellent attendance at meetings and we have never cancelled a meeting because it was not “quorate” (the number of governors needed to ensure that legal decisions can be made). Details of individual governors’ attendance at meetings will be reported in each annual statement and can be seen at the end of this document.
<b>The work that we have done on our committees and in the governing body</b>	<p><b>Vision, ethos and strategic direction</b></p> <p>During 2019-2020, the FGB began the year supporting the Headteacher on the continued journey along our 3 year <b>School Development Plan</b>, ensuring it is in keeping with our ethos and priorities. It is important to maintain our ‘outstanding status’ (Ofsted report, 2012) and the many strategic initiatives in place in the current school development plan will move the school forward as well as continue to ensure the excellent teaching and learning our pupils receive. We endeavour to maintain the exceptional opportunities for our pupils.</p> <p>The Global Pandemic created many challenges for everybody, and the FGB worked with the school to support all of the school community during this unprecedented time.</p> <p>The Primary School remained open throughout for keyworker and vulnerable children, with this increasing to include Nursery, Reception, Year 1 and Year 6. By the end of the Summer term we had nearly 150 children in school.</p> <p>All of the staff at the school worked extremely hard and adapted to teaching via Google Classrooms, whilst supporting the children in school and incorporating the health and safety requirements. Many of our annual events were cancelled, so we missed the Hexagon Show, London Trip, PTA Summer fayre and many other events. Year 6 were lucky to be able to go on their residential trip to Osmington Bay just before lock-down.</p> <p>Although delayed, this time due to COVID restrictions, we were finally able to move into our new school in July. There is a very long list of people to thank in getting us to this point, and we hope to celebrate the new school once we can safely do so. This is a high point for many of us and we are very excited to start the new school year in the new build, and thank the staff for the extra time they put in to ensure the school was ready to open.</p> <p>Exams and statutory tests were not held, but based on the work done in classrooms, we are confident that our pupils’ progress is reaching our high standards.</p>

### **Educational performance**

We continue to monitor pupil performance, and are proud of the pupils' continued positive attitudes and eagerness to embrace our broad curriculum. We continue to monitor how “**vulnerable groups**” of children will be supported and how the Pupil Premium Grant is being spent by the school and what impact this has on the outcomes.

Governors are also responsible for **safeguarding** children and staff in school and we have a Nominated Governor for Safeguarding (Francoise Woolley) who gives regular updates to the governors about any safeguarding matters.

Michael Carpenter is our **Health and Safety** Governor and he carries out regular checks of the premises with the school's caretaker. This is a big task for the upcoming year, as the new school and COVID19 have necessitated many changes in policies and procedures. We work closely with the School Business Manager, Caretaker and Senior Leadership on this.

### **Financial performance**

In May, the Finance Committee approved the 2020/21 budget plan for the school.

This, as always, was a very difficult budget to set and required us to scrutinise every item of cost. It is incredibly important to all staff and governors that we continue to provide the children of Theale Primary with the broadest experiences we can, whilst ensuring that all requirements of our diverse and creative curriculum are met and the children achieve as highly as possible. We are pleased to report that, due to the school's **excellent management of finances**, our children will continue to benefit from a diverse and creative curriculum in line with the school's vision, but adapted for the current requirements. We recognise the huge effort from all staff that is required to enable this. We also recognise that these financial challenges along with changing government guidance will impact how we are able to deliver the curriculum.

### **Collaboration with Enborne C of E Primary School**

We continue our successful collaboration with Enborne School which, benefits pupils, staff and governors of both schools, through the sharing of resources and knowledge.

	<p>One of the roles for the governors is reviewing and agreeing <b>school policies</b>, and this year we have considered a number of key policies, including PPG Policy, Financial Management Policy, Charging and Remissions Policy, Pay Policy and Safeguarding Policy. Minutes of Governing Body and Committee meetings are public documents and you can ask at the school office if you would like to see any of the minutes of our meetings.</p>
<p><b>Future plans for the governors</b></p>	<p>The Governing Body is committed to upholding our three core strategic functions in this very exciting period for Theale C of E Primary school. In partnership with school staff, our focus in 2020-21 will be to:</p> <ul style="list-style-type: none"> <li>• Ensure we support our children and staff as they return to school in September 2020, some of them for the first time in more than five months. We remain focussed on the pursuit of excellence for all our pupils and the sustainability of our school as the school manages the requirements of The Primary Curriculum, balanced with the need to ensure everyone in the school community feels safe and supported.</li> <li>• Support wherever we can the process of ensuring the present and future children of Theale have the best education</li> <li>• Investigate our role in system leadership as an outstanding school and lead school in The Berkshire Teaching Alliance, particularly as we prepare to lead an additional new academy in Newbury, Highwood Copse Primary School and embrace our partnership with Enborne C of E Primary School.</li> <li>• Ensure we recruit and retain outstanding staff at every level in the face of a national and local recruitment crisis in teaching.</li> </ul>
<p><b>How you can contact the governing body</b></p>	<p>We aim to be visible in school, observing lessons, listening to the children and talking to parents. We always welcome suggestions, feedback and ideas. You can also contact the Chair of Governors, Mrs Clifford, via the school office. The full list of governors, and more information about what we do, is available on the Governors' pages of the school website.</p>

## Theale C of E Primary School Governors' Attendance Record for 2019-2020

Governor	Full Governing Body Meetings						Finance Meetings		
	09.10.19	20.11.19	22.01.20	12.03.20	18.05.20	01.07.20	11.11.19	02.03.20	11.05.20
Rebecca Clifford (C)	Y	Y	Y	Y	Y	Y	Y	Y	Y
Jon Houghton	Y	Y	Y	Y	Y	Y	N/A	N/A	N/A
Catherine Morley	Y	Y	N	Y	Y	Y	Y	Y	Y
Michael Carpenter	Y	Y	Y	Y	Y	Y	N	Y	Y
Alan Macro	Y	N	Y	N	N	N/A	N/A	N/A	N/A
Marjorie Burrington	Y	Y	Y	N	Y	Y	Y	Y	Y
Sue Kedar	Y	Y	Y	Y	Y	Y	N/A	N/A	N/A
Francoise Woolley	Y	Y	Y	Y	Y	Y	N/A	N/A	N/A
Martin Davy	Y	Y	Y	Y	Y	Y	N/A	N/A	N/A
Sanjiv Anand	Y	N	Y	Y	Y	Y	N/A	N/A	N/A