

Swinderby All Saints Church of England Primary School

Governor Impact 2025-26



As a church school, we work to ensure **each child can flourish to achieve their God given potential.**

We do this by building a **safe and inclusive community that fosters teamwork and promotes excellence in learning.** We encourage all to **follow their dreams, value their own self-worth and contribute to their community and the wider world.**

‘Jesus I have come that they may have life and have it to the full’- John v10, B

We work for this vision by living out our values of: **Truthfulness, Compassion, Forgiveness, Respect**

Core Roles / Elements of Effective Governance	Features of Effective Governance	Impact
Ensuring clarity of vision, ethos and strategic direction	Strategic Leadership that sets and champions vision, ethos and strategy	• Approval of priorities for the governor body for 2024-25 • Approval of SDP priorities and assurance that there is new priorities have evolved from the previous SDP, showing that the school is progressing. • Knowledge of where, when and who supported by analysis of data • Agreement to new preschool provision, meeting the needs of the local community and providing greater long term financial viability of the school. • New focus on equality, diversity and inclusion with need for new objectives with governing body leading on this area. • SDP provides logical plan in lights of recent inspections and sets out standards and milestones that the school will achieve. • Agreement to use appropriate monitoring forms to ensure linking more overtly this work by governors and staff with the school's theologically rooted vision and values. • Agreement that strategic decision on MAT/federations should be driven by the risk to the school and the level of support provided to school staff. • Agreed to a working party and its remit to look at MAT option in more depth. • Discussed the SDP and discussed progress and impact made. • Connection of SDP with Sports Premium Plan ad recent Gold Sports Award and how the school is enabling all to flourish. • Focus on continual improvement

Truthfulness



Compassion



Forgiveness



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	Accountability that drives up educational standards and financial performance	• Ofsted report provide external validation that there has been strong progress in educational standards and teaching provision. • Evolution of SDP priorities showing progress towards and impact of previous targets • Sought assurance over how pupil progress is enabled, interventions are effective and how pupil progress is maintained. Agreement that there is a need for specific focus for governor monitoring. • Scrutiny of pupil data in particular yeas 3 and 6 which face particular challenges. • Scrutiny of financial reports, including recognition that the school has reduced carry forward deficit through an in year surplus. • Discussion on 3 years old provision but in context of what was financially viable for the school given birth rate projections and level of interest. • Report on attendance • Headteacher's reports demonstrate that there is a new internal moderation approach for pupil data and progress. This was in response to a previous challenge from governors and will result in more robust teacher assessment and better pupil learning outcomes. • Recognised positive feedback from LCC Locality Lead, DBE representative and Head of LEAD Teaching Hub. • Deep dive into Spring pupil data, moderation and triangulation which will assist pupils to reach their potential and encourage greater staff teamwork. • Scrutiny of five-year plan and recognition that close budget control has managed to improve the school's financial position. • Agreement to use the Hub to continue improvements in writing standards. • Considered comprehensive SEND report. • Sought and gained assurance that children had been challenged but also supported in external testing • Confirmation that tailored and sufficient intervention and pupil monitoring is in place. • Agreement on communications with parents over new attendance requirements to prevent need to apply fines.
Holding executive leaders to account for the	People with the right skills, experience, qualities and capacity	• Ofsted report recognised the strong skillset of the school team • Questioning, seeking assurance in number of areas of school business. • Link with nearby school and work in partnership over EDI work. • Appointment of experienced co-opted governor.

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educational performance of the organisation and its pupils, and the effective and efficient performance management of staff		• Review of audit outcomes including self-evaluation and updated training matrix – with actions defined in order to meet any needs to improve. • Agreed role of governors in monitoring financial procedures including cash handling. • Governors, having undertaken a self-evaluation exercise, agreed to undertake further evaluation and seek continual improvement to enable best practice in governance and provide leadership so the whole school can flourish. • Discussed how staff training will make teacher assessment more robust. • Agreed way forward with Chair evaluation, adopting a model more suitable for the size of the school • Agreed skills and expertise need from new parent governor. • Agreement to safeguarding training for all governors. • Agreement to the roles of individuals governors over next year, ensuring that those roles are based on expertise and knowledge in those areas. • Challenging questions and comments throughout meeting.
	Structures that reinforce clearly defined roles and responsibilities	• Assurance sought and received that Headteacher is being proactive in upskilling staff so they can back fill the role of TA and that intervention will continue. Notably, bespoke training has been given to existing members of staff. • Agreement to constitution, showing that current structure is deemed effective. • Look at workload of Headteacher agreed. • Agreement that governors complete tasks within timescales in future. • SDP highlighted planning and subject leadership during period of transition for some staff. • Through agreement on finances, being able to provide reassurance and certainty to staff on future job roles. • Agreement to current staffing structure. • Discussion over level of staffing to support pupils with EHCPs and need to increase staffing for September 2025 onwards.
Overseeing the financial performance of the organisation and making sure its	Compliance with statutory and contractual requirements	• Discussion about the forthcoming LCC audit and recognition that, although it will be challenging, it will provide assurance as to the compliance and effectiveness of systems and procedures. • Agreement that assurance is needed swiftly over health and safety compliance. • Assurance gained that the school is on track to complete safeguarding audit on time. • Approval of SFVS • Annual health and safety report • Discussion on Prevent programme and work in ensuring understanding of extremism amongst pupils. • Approval of school funds audited accounts

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money is well spent		• Consideration of outcomes of LCC audit and agree future monitoring of actions arising. • Identified and agreed pre-emptive actions to ensure that delays caused by LCC budget submissions do not impact on compliance for the submission of safeguarding audit. • Approval of safeguarding audit in time for submission • Scrutiny and approval of budget in time for submission. • Close monitoring of budget and discussion of impact on budget of transfer to new LCC financial programme • Agreement to process for approval of sports premium plan for submission within necessary timescale
	Evaluation to monitor and improve and quality and impact of governance	• Linking of past and new SDP priorities. • Following evaluation of recent complaints panel business, agreement that parents need to be reminded of their obligations and need for respect when dealing with school staff. • Agreement that better recording of governors' challenges over finance is needed to demonstrate effective governance. • Agreement to conduct self-evaluated exercise against NGA 20 questions and SIAMs IQs to help identify priorities and actions for the governing body. • Agreements on focus and contents of two sets of questionnaires for staff and parents • Discussion on budgetary scenario planning to evaluate different routes and options available for the school over the longer term. • In view of outcomes of self-evaluation, agreed to move meetings to ensure that ex-officio foundation governors had greater input into discussions. • Agreement in light of self-evaluation and tightening up of some monitoring areas to ensure evidence is available for future inspections. • Evaluation from disciplinary panel training and agreed way forward. • Review of past decision on the number of classrooms and staffing and its impact on the school's short- and longer-term viability, as seen by the significantly improved financial position at the end of the financial year. • Evaluated feedback from parents. • Evaluated impact of Sport premium spending. • Reflection that previous decision on staffing levels was correct given future needs of TAs associated with EHCPs,

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