

Rawdon St Peter's C of E Primary School Annual Governance Statement 2025 - 2026

1. Introduction

At Rawdon St Peter's C of E Primary School, the governing board recognises the importance of identifying the effectiveness and impact of its governance. The Governance Handbook defines the three core functions of governance as:

- Ensuring clarity of vision, ethos and strategic direction;
- 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
- Overseeing the financial performance of the organisation and making sure its money is well spent

The governing board also ensures that the school complies fully with statutory safeguarding procedures and works with the safeguarding lead in school to complete an annual safeguarding self-assessment.

This aim of impact statement is to share the strategic work of the governing board in relation to school improvement and the discharge of statutory duties. The day to day management of the school is the responsibility of the headteacher and senior leadership team.

2. The composition of the governing board

To comply with statutory requirements, our school website has a page with information about our governance arrangements including our structure, responsibilities and committees and attendance of governors at meetings.

This year the governing board has welcomed two new governors, one parent and an elected staff member. There is currently one vacancy for a Local Authority Governor.

3. Meetings of the governing board

The full governing board meets 4 times a year; all meetings are clerked by a trained professional. Our committees (Teaching and Learning, Safeguarding & Wellbeing, Resources and Church Links) meet at least once each term and have delegated authority to make decisions on behalf of the governing board. Committee membership and the committee structure is reviewed at the beginning of each academic year.

Governors have good attendance at meetings overall. Apologies for non-attendance are considered on an individual basis and governors are aware through our code of conduct that repeated non-attendance will result in removal from the board.

4. The focus of our strategic oversight

The senior leadership team completed a self-evaluation of the school taking into account SATs results, the school's internal monitoring of pupil progress and attainment, the school curriculum

and the most recent Ofsted report. The self-evaluation was reviewed by the board and informed our school improvement plan for 2025 – 2026 which prioritised the following three areas:

- Maths
- SEND
- Behaviour

The work of the governing board includes various monitoring activities, the purpose of which is to triangulate information provided to governors. Our monitoring also takes into account external reports and feedback from stakeholders including pupil, staff and parent surveys.

5. The impact of the governing board

- **Staffing:** Ensuring staff are supported and developed, and the staff structure is appropriate to meet the needs of pupils at school.
 - Based on the secondment of the Deputy Headteacher plus a class teacher in support of a struggling local school, Governors asked the Headteacher to confirm revised senior leadership arrangements for the coming year. This was justified by early identification of leadership strengths within the current staffing model.
 - We received evidence from pay committee discussions that staff CPD (continuing professional development) has had an impact, which was further evidenced in the positive responses to the most recent staff survey.
 - Wellbeing – the wellbeing of staff and the Headteacher is a critical factor in the success of our school and governors have ensured this remains a high priority and visible in school. The Chair of Governors meets regularly with the Headteacher to conduct wellbeing check-ins.
- **Performance management:** Governors are holding the Headteacher and teaching staff to account for their performance.
 - Pay progression is directly linked to performance targets. The Pay Committee reviewed Headteacher's recommendations for pay progression for teaching staff and withheld pay progression in the case of one teacher, who it was felt had not sufficiently demonstrated that they had met their targets.
 - We have overseen the operation of the school's appraisal policy considering the results of appraisals carried out by the Headteacher and agreed appropriate salary progression for eligible staff.
 - A panel of governors supported by an expert external advisor, carried out the Headteacher's annual appraisal, which is reviewed at points throughout the year. The appraisal process allowed the board to look closely at the Headteacher's performance, identifying areas of strength and areas for development. New targets have been set, linked to school improvement priorities, on which the Headteacher's performance will be evaluated.
- **Policies:** Governors have approved policies and procedures and publish statutory policies on the school website.
 - The governing board has prepared a written statement of behaviour principles, which is published on the school website, and is the basis for the school behaviour policy.
- **Admissions:** With falling birth rates locally, leaders and governors have worked hard to market the school's unique Christian ethos. Through this work and recognising that the school is a great place to learn, our Reception class will be full in September 2026.
- **Vision, ethos and strategic direction:** Before making any decision we ensure proposals align with our vision for school, its ethos and strategic direction.
 - The governing board continue to support a local school facing difficulties. This has been achieved by allowing the secondment of the school's Deputy Headteacher and well-regarded Year 6 teacher to take key leadership roles.
 - The governing board supported the temporary internal appointment of a new Assistant Headteacher for 2025/26.

- The governing board have regularly reviewed the progress of actions in the School Improvement Plan through visits and discussion in meetings. We have been delighted with the progress made in the key areas of the school improvement plan.
- We continue to support school in gathering and acting on feedback from stakeholders. Governors were present at the recent parent consultation evenings and staff questionnaires on wellbeing and job satisfaction has been shared.
- **Pupil attainment:** Pupil attainment is a continuing focus of the board, being directly linked to the priorities in our School Improvement Plan, and has been robustly monitored by our Teaching and Learning Committee. Reading continues to be a strength of the school and with a key focus on the teaching of maths, SATs results for our year 6 children improved significantly in 2026 and are now above the national average for age related and greater depth.
 - SEND (special educational needs and disabilities): Termly SEND reports have been presented at meetings providing governors with assurance that provision meets regulations. Training has been given to support teachers to identify individual needs and the board have increasingly focussed on transition arrangements (either to high school or from one key stage to another) and have been pleased that pupils have the essential basic skills in readiness.
- **Safeguarding:** Safeguarding covers health and safety in the classroom and physical & emotional wellbeing in school, and at home.
 - We have regularly monitored processes and procedures to ensure all school staff have been safely recruited; made sure that training of staff is up to date and procedures followed to maintain a safe environment for our children including checks to ensure that volunteers and visitors to the school are suitable.

Financial management: We ensure school funding is spent in the best interests of children and financial management procedure are robust.

- We agreed to allocate funding for improvements to school buildings to develop and improve the learning environment and learning provision.
- The Resources committee has worked closely with school to monitor income and costs against the budget which we approved at the start of the year. We have carefully reviewed some areas of spend, particularly staffing, and project that we will have a slight overspend at the end of the 2025/6 financial year. A deficit action plan to support movement toward a positive budget position will be developed and agreed with the local authority.
- The committee have agreed a three-year financial plan recommended by the local authority finance officer, which incorporates the priorities of the School Improvement Plan. The governing board noted the continued strain on finances due to increasing costs and extends its thanks to the Headteacher and School Business Manager for their continued efforts in reviewing contracts and reducing costs wherever possible.
- **Christian distinctiveness:** We have been working with the Headteacher as she continues to lead the school in its core values, embedding these into all aspects of day-to-day school life, and have gathered evidence from our visits to school and attendance at school assemblies of how the Christian ethos is visible, shared and understood by pupils of all ages.

6. The effectiveness of the board

The governing board completed a review of governance in 2025. Analysis showed that with many of Board members having backgrounds in education, the board's overall effectiveness is strong. Areas identified to improve effectiveness included:

- To strengthen strategies to engage with the school community so staff and parents have regular access to school governors and become more familiar with their role and responsibilities.

All members of the board are committed to their own continued development so they have the knowledge to support school and ask appropriate and informed questions. Development undertaken by governors during the last year includes induction training, Safeguarding, Ofsted and SIAMS Inspection preparedness.

7. What we plan to do next

The pupils and staff will remain at the forefront of our decisions as we endeavour to provide the best educational and pastoral environment for them. We will continue to closely monitor the school budget, which is affected by reduced funding and rising costs, to ensure that staffing levels and resources do not suffer and children's learning and development continues to be of the highest standard.