

# **St Leonard's School Governing Board Strategy**

**September 2019**

## **School Ethos**

St. Leonard's Church of England Primary School works with the local community for the benefit of all its children and their families. We strive to provide a safe, happy and stimulating learning environment 'Where Everyone Matters', and adults and children alike treat each other with Love, Respect and Responsibility. A caring Christian ethos supports learning in order to realise children's potential, both as learners and as citizens. The school creates a positive moral framework, ensuring diversity is respected and everyone is treated with fairness and tolerance. It broadens children's horizons and expectations, building resilience and self-confidence, and preparing them for their next steps in education as well as to be citizens in British society.

## **School Values**

At St Leonard's we expect all staff, pupils and parents to follow our School Values, which are based upon teachings from the Bible:

- Love – "Love is patient, Love is kind." 1 Corinthians 13 v 4
- Respect – "Show proper respect to everyone." 1 Peter 2 v 17
- Responsibility – "In his grace, God has given us different gifts for doing certain things well." Romans 12 v 6

These values are shared through our assemblies, collective worship and lessons, and are embedded in the whole ethos of our School and the way we behave towards each other.

## **Effective Governance**

We will ensure the Governing Board carries out its responsibilities based on these key measures and actions:

- Having the right people round the table, and a succession plan for future
- Understanding the role and responsibilities of the Governing Board
- Good chairing and concise but effective meetings
- Professional clerking
- Building strong relationships, based on trust, with all stakeholders
- Having knowledge of the school – the data, the staff, the parents, the children, the community
- Showing commitment to asking challenging questions, attending meetings, being proactive, and holding leaders to account
- Having the confidence to hold courageous conversations in the interests of the children at our school
- Seeking continuous improvement in our approach
- Showing commitment to training and self development

## **School Vision/ Mission and next steps**

As a Governing Board our key areas of focus over the next 5 years are as follows, integrating these areas into the School Improvement Plan, and monitoring implementation.

### **1. Leadership and Communication**

We will provide a responsive, considerate and challenging body that supports the Senior Leadership Team of the School in their decision making, while focusing on standards and school improvement. We will ensure a robust and secure financial situation for the School. We will work to improve communication within the School and with parents, ensuring we have measures in place to listen, and to address challenges where they arise.

### **2. Continuous Improvement of Results**

Progress in all areas (EYFS, Key Stages 1 and 2) will be measured against targets set each year by the SLT, and National Standards. This will be implemented by periodic analysis of internal data, using national progress tracking tools to benchmark the School. Pupil progress meetings will enable coordination of data, and identify where learning interventions are needed.

### **3. Citizenship and Social Enrichment of our Pupils**

We aim to produce pupils who have Respect and Responsibility in all aspects of their lives according to our School Ethos. We will work to monitor behaviour, taking early action to prevent escalation where appropriate. We value the importance of a School uniform, looking smart and having respect for yourself.

We will achieve social enrichment through the following tools/programs: School Trips and residentials, outdoor learning, extra-curricular activities and sports. We will consider next steps in education, and workplace knowledge / life skills. We aim that our pupils are proud of who they are and what they have achieved, have aspirations for their future, and have a can-do attitude. We embrace a Growth Mindset.

### **4. Professional Development and Wellbeing of our Staff**

We want all our staff to be proud of our School and to have a positive impact. We will promote teamwork, and be aware of the career aspirations of our staff and their training needs. We will promote work-life balance, and provide opportunities to discuss both positives and concerns. We will provide feedback to staff on actions to improve their professional working environment. We will promote a continuous review of all School facilities.

### **5. School Readiness**

We will monitor Early Years Progress and Attainment, promoting parental involvement from the beginning of education, and creating an aspirational culture from the earliest stage. We will be aware of baseline entry levels, and support Home learning to reinforce teaching.

### **6. Wider Community Engagement**

We will look at the School profile within the Community, identifying Community Projects that we can help with, and Leaders we can work with. We want to ensure we have a welcoming School community that is inclusive and embraces diversity. We will use our monitoring work and School visits, newsletters, the PTFA, Parent Ambassadors, SCIB and the School Council to promote this message.