



## ST VINCENT'S CATHOLIC PRIMARY SCHOOL

### DEVELOPMENT PLAN FOR GOVERNING BODY 2020-2021

AREA OF DEVELOPMENT	KEY ACTIONS	BY WHEN	BY WHOM	SUCCESS CRITERIA
<b>Ensure that the strategic direction and Catholic ethos of the school is clear and at the centre of discussions</b>	<ul style="list-style-type: none"> <li>• Committees will use a range of self-evaluation information and external evaluation to gain a clear view of the school.</li> <li>• Governor visits to school will ensure all focus areas are monitored.(Schedule to be published on website.)</li> </ul>	Termly	All governors	<ul style="list-style-type: none"> <li>• Governors have a good understanding of the strengths, weaknesses, opportunities and threats facing the school and will be well placed to fulfil their role in setting the strategic direction of the school.</li> </ul>
<b>Monitor the schools plan for Recovery curriculum as school offers wider opening to pupils following lockdown.</b>	<ul style="list-style-type: none"> <li>• Committee meeting agendas to provide opportunities to question and challenge school leaders.</li> <li>• Monitoring schedule to include opportunities to talk to staff and children about curriculum plans</li> <li>• Monitor use and impact of 'catch up' funding.</li> </ul>	Termly	Committees and assigned governors	<ul style="list-style-type: none"> <li>• Standards and rates of pupil progress improve.</li> <li>• Gaps in children's learning are identified and designed curriculum meets their needs.</li> <li>• Pupils individual needs met</li> </ul>
<b>Review Staffing Structure of school</b>	<ul style="list-style-type: none"> <li>• Carry out a consultation process with all staff and unions on proposed staffing changes. (see consultation document)</li> </ul>	Consultation Feb 21 – May 21 Implementation Sept '21	All governors	<ul style="list-style-type: none"> <li>• A staffing structure that is affordable and meets the needs of the school..</li> </ul>

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<p><b>Ensure the governing body has the right skills, experience, qualities and capacity.</b></p>	<ul style="list-style-type: none"> <li>• Skills audit and governor review meetings with Chair.</li> <li>• Governors to produce pen portraits to be put on school website.</li> <li>• Match skills and experience to roles and responsibilities</li> </ul>	<p>As new governors join.</p>	<p>New governors</p>	<ul style="list-style-type: none"> <li>• A governing body with a good range of skills and expertise to support all areas of school improvement.</li> <li>• Parents and the community will have a better understanding of who the governors are and what skills and expertise they bring to the governing body.</li> </ul>
<p><b>Ensure committees drive improvements and reinforce the clearly defined roles and responsibilities</b></p>	<ul style="list-style-type: none"> <li>• Governor handbook produced and will contain, clear terms of reference, committee membership, roles and responsibilities</li> </ul>	<p>March '21 Reviewed annually</p>	<p>Chair of governors</p>	<ul style="list-style-type: none"> <li>• All governors will have a point of reference.</li> <li>• Information in handbook will support new governor induction.</li> <li>• Clear protocol for visits and code of conduct.</li> <li>• Notes of visits will monitor and inform school improvement.</li> </ul>
<p><b>Monitor and improve the quality and impact of governance.</b></p>	<ul style="list-style-type: none"> <li>• Governor review meetings. One to one discussions between Chair and individual governors</li> <li>• 360 degree review of Chair of Governors.</li> </ul>	<p>Annually Summer term</p>	<p>Chair of governors</p>	<ul style="list-style-type: none"> <li>• Work of individual governors is recognised and celebrated.</li> <li>• Governors have the opportunity to comment on the effectiveness of the Chair in leading the governing body.</li> </ul>

<b>AREA OF DEVELOPMENT</b>	<b>KEY ACTIONS</b>	<b>BY WHEN</b>	<b>BY WHOM</b>	<b>SUCCESS CRITERIA</b>
<b>Monitor the well being of Headteacher and all staff.</b>	<ul style="list-style-type: none"> <li>• Set up a well being committee to look at staff surveys and be available to meet 1 to 1 or in small groups if necessary</li> <li>• Questionnaires to all staff asking about well being</li> <li>• Ensure HT and staff well being is an agenda item at meetings</li> </ul>	Termly	Nominated governors and Cof G	<ul style="list-style-type: none"> <li>• Staff feel valued and cared for</li> <li>• Staff absences are low</li> <li>• Staff are happy to come to work at St Vincent's and feel they are listened to (evidenced in surveys.)</li> </ul>
<b>Comply with statutory and contractual responsibilities</b>	<ul style="list-style-type: none"> <li>• Ensure governor information on the school website is fully compliant with statutory guidance.</li> <li>• Ensure policies are regularly reviewed and implemented.</li> <li>• Ensure all statutory and contractual responsibilities are completed.</li> </ul>	Ongoing	HT /admin. and govs	<ul style="list-style-type: none"> <li>• Website is compliant and a useful tool for parents and governors.</li> <li>• Rolling programme of when policies need reviewing and updating.</li> <li>• Well prepared for any external evaluations and audits.</li> <li>• Legally compliant.</li> </ul>