Achieving our vision

Our whole-school vision shows where we are now and where we want to stay. It is the touchstone that informs our strategic decision-making. It reflects our values, our track record as a Grade 2 school, and our hunger to improve. It is the “internal” force, by which we are guided in any decision, alongside the “external” forces we experience in the fast-changing world of education.

Here are the main tools and approaches we use to ensure that we achieve our vision:

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| **Approach:** | **Examples:** | **Outcomes:** | **Evidence:** |
| **Setting a clear school ethos, which reflects our ambition for all pupils and groups** | - Governors lead on our whole-school vision and ethos- Governors challenge progress of all groups of learners- Governors engage effectively with stakeholders - Governors use a wide range of evidence to monitor performance (see below): | - Clear framework for strategic planning- Strategic focus on diversity - Strategic focus on pupil progress- Strategic focus on enrichment- Strategic focus on engagement with the wider community | School vision: <http://www.st-andrews-pri.oxon.sch.uk/visions-and-values/> |
| **Examining information from a variety of different sources** | Every year, governors look at:- OCC provisional data- OCC RAG rated position statement- RAISE online- OFSTED Data Dashboard- In-school attainment data- In-school progress data- LAC data (subject to confidentiality)- Benchmarking against other comparable schools- LA risk analysis (chair and deputy chair only) | - Understanding pupil progress and achievement- Monitoring performance of specific groups - Challenge where figures raise concerns- Monitoring which resources we spend our money on- Cost-effectiveness- School improvement | FGB minutes (9/12/15, 24/3/15)FGB Schedule of Work:https://st-andrews-church-of-england-oxford.secure-primarysite.net/fgb/ TLIS Schedule of Work:https://st-andrews-church-of-england-oxford.secure-primarysite.net/tlis/ Benchmarking: https://www.education.gov.uk /sfb/login.aspxUsername: 7fzpJqFDPassword: mRkW7me4 |
| **Regular governor visits**  | Governors conduct focussed visits, linked to SDP targets, in line with the school’s governor visits policy.  | - Hands-on familiarity with school - Hearing other perspectives than just the Head’s- Effective monitoring of qualitative aspects- School improvement | Governor visit reports (on file) |
| **Diverse governing body, fully engaged with the wider community** | - In recruiting governors, high priority is placed on plurality of viewpoints.- Governors carry out detailed annual questionnaires with pupils and parents. - Commitment to diversity of the governing body in the school’s equality objectives.- Governor surgeries twice a year at parent consultations. | - Participative leadership style- Right people round the table- Evaluation of new measures (eg: new school dinners provider) by those they affect most- Stakeholder involvement in decision-making- Parental engagement with school and children’s learning | Current governor list: https://st-andrews-church-of-england-oxford.secure-primarysite.net/meet-the-governors/Parent questionnaire results:https://st-andrews-church-of-england-oxford.secure-primarysite.net/parent-view/ |
| **Holding the Head Teacher to account**  | - SDP and SEF open to review by all governors at FGB and subcommittee level.- Monthly SDP meetings between Head, chair and deputy chair of governors.- Challenges recorded in blue in minutes.- Cyclical HT performance management, advised by an independent consultant. - Monitoring of staff performance monitoring (anonymised) | - Regular review of SDP and SEF - Culture of openness and accountability- Effective HT appraisal - Independent professional guidance at strategic level- Effective objective-setting to high professional standards | FGB MinutesConfidential HT appraisal documents (on file) |
| **Rigorous self-assessment** | - Financial management (SFVS)- Safeguarding audit- Regular 10-minute self-assessment at FGB, covering one theme at a time (eg: strategic planning, school improvement, performance management etc)- SWAT analaysis or other self-evaluation tool used at FGB once a year.- Self-assessment challenges minuted in green (TBC) | - Financial health, probity and value for money- Protecting vulnerable children- Ensuring quality of governance | SFVS (on file)Safeguarding audit (on file)FGB minutes (tbc) |
| **Robust systems for compliance and policy review** | - Annual website review- Safeguarding governor carries out regular checks on SCR (Safeguarding Central Register)- Health and Safety governor liaises with SBM- Well-organised systems of policy review | - Compliance - Up-to-date policies | FPP Schedule of Work: https://st-andrews-church-of-england-oxford.secure-primarysite.net/fpp/TLIS Schedule of Work: https://st-andrews-church-of-england-oxford.secure-primarysite.net/tlis/  |
| **Governor induction, training and skills** | - New governors receive face-to-face induction.- All governors access training from a variety of providers.- Presentations are given at FGB on topical issues.- Professional clerk of governors.- Skills audits every 2-3 years.- Joint training and networking with other Partnership schools.  | - Governors’ professional development- Skills focussed governing body- Opportunities to share practice with other Partnership schools | - Governors’ training record  |