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.aspx  Username: 7fzpJqFD  Password: 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 Minutes  Confidential 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 |