

St. James

C. of E. PRIMARY SCHOOL

Governor Strategic Plan 2024-2026

Our Strategic plan is intended to give direction to the school as a whole in implementing its vision and aims. It will set out the school's Strategic Plan over the next five years and provide a monitoring and self-evaluation mechanism for Governors and the Leadership Team. It should be read in conjunction with the Governing Body Monitoring Plan. In accordance with the responsibilities placed on Governors, it will:

1. ensure clarity of vision, ethos and strategic direction of the school;
2. ensure the Governing body is holding executive leaders to account for the educational performance of the organisation and its pupils and the performance management of staff;
3. ensure the Governing body is overseeing the financial performance of the organisation and making sure its money is well spent.

The School Development Plan (SDP) provides the details of how the strategic plan will be achieved and is a shorter-term operational plan extending over a period of 1 year. The SDP is developed by the Headteacher and staff team and sets out in operational terms how the long-term strategy of the school is to be achieved.

The plan will be reviewed annually at the first Full Governing Body meeting of the school year and will be revised every 5 years, maintaining a long-term strategic perspective.

The Full Governing Body meets at least termly. There are 3 established committees: Learning and Welfare, Personnel and Finance & Accommodation. Each committee meets at least termly and are delegated specific roles and responsibilities, reporting to Full Governing Body meetings. Each Governor is also allocated specific curricular and statutory responsibilities, reporting to the Full Governing Body.

The role and commitment of governors

As governors we will commit ourselves fully to achieving the vision for the school and meeting our priorities. We will make full efforts to attend all meetings, get to know the school well, respond to opportunities to involve ourselves in school activities and undertake the training that we require in order to be effective in the role. We will strive to work as a team in which constructive working relationships are actively promoted. We will leave the management of the school to the Headteacher and focus on our core functions of setting vision and strategic direction, holding the Headteacher to account for educational performance and effective management of financial resources.

Our Vision

At St James we are a welcoming inclusive church school community. Collectively, we spark a love of life-long learning and ignite enquiring minds to explore life in all its fullness. All are inspired to recognise, develop and appreciate our talents and use them to illuminate the path for ourselves and one another. We kindle courage to share our light in the world.

Our vision is inspired by Jesus' words in Matthew 5:16.

We live out our vision through our values of Love, Unity, Respect and Courage.

Our Values

We are guided by our key Christian values of Love, Unity, Respect and Courage.

We live out these values in every aspect of our daily lives ensuring every child in our school is happy, cared for and nurtured. From the eldest to the youngest, our children learn to show respect for themselves, their surroundings and others. Adults are treated with dignity. It is our aim for all our children to approach their learning with joy and determination ensuring they are well prepared for their lifelong learning journey.

Our Expectations

Through our values, we embed high expectations on ourselves and each other. Children are proud of their work and individual achievements are celebrated. Our caring and inclusive Christian environment aims to provide children with the best possible start in life so that they grow into confident, responsible, high achieving citizens of the future.

Strategic Priorities

Underpinning our strategic priorities are the two pillars of:

- Safeguarding - an absolute foundation for the school where the emphasis has been and continues to be delivering a safe, supportive, and secure learning environment for staff, pupils, parents and visitors to the school. A place where all staff are vigilant and confident in dealing with all safeguarding issues.
- Finance – continue to manage a sustainable financial position through prudent management of the school’s resources and finance and by planning for the long term.

<p>Priority 1 – Leadership & Management</p> <p>Strong and effective governance, with a reflective governing body providing support and challenge to the senior leadership team to drive improvement.</p>
<p>Priority 2 – Quality of education</p> <p>Ensure all teaching is consistently of a high standard and ensure that children make good progress from their starting points To ensure an equitable education for all groups, including our disadvantaged learners and children with SEND.</p>
<p>Priority 3 – Behaviour, attitudes, and well-being</p> <p>Provide a nurturing environment that allows pupils and staff to develop and work in a supportive and collaborative environment.</p>
<p>Priority 4 – Engagement & partnership</p> <p>Strengthen engagement between school, parents, and the community as we strive to be the number one primary school of choice in the area.</p>
<p>Priority 5 - Site Sustainability</p> <p>To work alongside the LA, Surrey County Council, to ensure that the St James school building and grounds are maintained to a high standard</p>

St James C of E Primary School Governor Strategic Plan 2024-2026		
Priority	Actions	Milestones and successes
<p>Priority 1 – Leadership & Management</p> <p>Strong and effective governance, with a reflective governing body providing support and challenge to the senior leadership team to drive improvement.</p>	<p>1.1 Provide effective and committed leadership, governance and financial control</p> <p>1.2 Continue to ensure funding streams are effectively used for high impact</p> <p> a) Work with school leaders to reflect on the impact of spend of the pupil premium and Sports Premium grant</p> <p>1.3 Upskill all governors on the Governing Board</p> <p> a) Ensure the whole Governing board attends relevant course regularly and records are kept up to date</p> <p> b) Plan whole governing body Local Authority training</p> <p> c) Plan Diocese training for the full board.</p> <p>1.4 Develop the impact of Governor Visits by embedding regular governor involvement through targeted visits linked to the school development priorities.</p>	
<p>Priority 2 – Quality of education</p> <p>Ensure all teaching is consistently to a high standard and ensure that children make good progress from their starting points</p>	<p>2.1 Monitor and assess the impact of the new tracking system.</p> <p>2.2 To rigorously monitor pupil progress and attainment across the school</p> <p>2.3 Evaluate the role of performance management with the aim to reflect on the impact of performance related pay in 2025</p>	

<p>To ensure an equitable education for all groups, including our disadvantaged learners and children with SEND.</p>		
<p>Priority 3 – Behaviour, attitudes, and well-being</p> <p>Provide a nurturing environment that allows pupils and staff to develop and work in a supportive and collaborative environment.</p>	<p>3.1 Embed rigorous monitoring of attendance, comparing with national and Surrey data to ensure high standard for all pupil groups</p> <p>3.2 Supportively challenge leaders to ensure that all staff have high expectations of pupil attendance in school</p> <p>3.3 Rigorously monitor the impact of the behaviour policy</p> <p>3.2 Continue to Implement of mental health and wellbeing support for both children and staff</p>	
<p>Priority 4 – Engagement & partnership</p> <p>Strengthen engagement between school, parents, and the community as we strive to be the number 1 primary school of choice in the area.</p>	<p>4.1 Continue to regularly consult with parents on school improvements and challenge school on the actions taken as a result.</p> <p>4.2 Develop a regular communication with parents from Governors, ensuring the key roles of the governors are clear to the parent body.</p> <p>4.3 Monitor the impact of school marketing strategies</p>	
<p>Priority 5 - Site Sustainability</p> <p>To work alongside the LA to ensure that the St James school building and grounds are maintained to a high standard</p>	<p>5.1 Monitor the actions taken by school to ensure school is well maintained by Surrey County Council</p> <p>5.2 Provide supportive challenge to School leaders, and Surrey CC to ensure that the site is maintained to a high standard.</p>	