

# Howitt Primary Community School

## Governing Board Strategic Plan 2022 – 2025



The four core strategic functions of the governing body are:

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff;
3. Overseeing the financial performance of the organisation and making sure its money is well spent; and
4. Ensuring the voices of stakeholders are heard.

One of the key functions of the governing board is to set the agreed strategic direction for Howitt Primary Community School, within the Embark Trust, and to undertake long term development planning for the future.

This Strategic Plan sets out the actions for Howitt governors to deliver in their key role of setting that strategic direction and monitoring achievements against the overall objective of continuous improvement. It provides a foundation for our school's annual Improvement Plan, which is formulated by the headteacher, SLT and school staff in consultation with governors, following rigorous self-evaluation. The School Improvement Plan outlines detailed actions to achieve specific priorities and is a shorter term operational plan that drives improvement. In this way, there is a clear link between the priorities identified in the School Improvement Plan and the governors' strategic objectives.

The annual governors' improvement plan is incorporated into the School Improvement Plan and outlines how governors will achieve their strategic objectives.

### **Our School's Vision**

*Howitt Primary children are **ACE!***

***A**chieve their best*

***C**are for others*

***E**njoy learning*

At Howitt Primary Community School, we make learning fun and purposeful for all our children. As a staff committed to creating a love of learning, we provide the best possible opportunities and experiences as we help to prepare children for their future lives.

Our aim is to lead the children into developing as confident, independent learners with enquiring minds. Central to our vision is helping children to be positive members of our school and the wider community. Our pupils know that they are valued for who they are.

In a friendly, secure and safe environment, all pupils are given an equal opportunity to reach their full potential. We develop the whole child in terms of their academic, personal and social education, encouraging co-operation and tolerance. We work together to create a school where positive behaviour is expected and everyone is treated with respect and sensitivity.

## **Our School's Values and Aims**

At Howitt Primary Community School we aim to:

- aim high, developing successful, enthusiastic learners through inspiring teaching
- have care and consideration for others, respecting truth and fairness;
- develop enjoyment of learning through an exciting, creative curriculum.

## **Governors' Strategic Objectives**

Governors have identified **3 main strategic objectives** for the next three years, to be reviewed at least annually:

1. To ensure that the school provides a high quality education for all, providing a rich and ambitious curriculum that meets the needs of all our children.
2. To ensure that our school fulfils its statutory duties, for example, under the Equality Act 2010, and other duties, for example, in relation to the Prevent Duty and safeguarding.
3. To provide effective governance as a driver for school improvement, including succession planning.

## Summary of objectives and proposed actions

<p><b>1. To ensure that the school provides a high quality education for all, providing a rich and ambitious curriculum that meets the needs of all our children.</b></p>	<p><b>2. To ensure that our school fulfils its statutory duties, for example, under the Equality Act 2010, and other duties, for example, in relation to the Prevent Duty and safeguarding.</b></p>	<p><b>3. To provide effective governance as a driver for school improvement, including succession planning.</b></p>
<ul style="list-style-type: none"> <li>• to ensure the school provides high levels of support for the wellbeing of all staff and children;</li> <li>• to recruit, retain and develop all staff to become excellent practitioners;</li> <li>• to ensure children’s outcomes are at or above National Averages;</li> <li>• to ensure <b>all</b> pupils achieve their fullest potential;</li> <li>• to ensure school provides a rich and ambitious curriculum for all children by holding school leaders and subject leaders to account.</li> </ul>	<ul style="list-style-type: none"> <li>• to ensure the Equality Objectives and Accessibility Plan are in place, robust and effective;</li> <li>• to ensure the annual safeguarding audit is completed and presented to governors alongside the ensuing action plan;</li> <li>• to complete the identified safeguarding and training (via Flick);</li> <li>• to ensure the school continues to prioritise its excellent culture of safeguarding through its robust and rigorous safeguarding procedures.</li> </ul>	<ul style="list-style-type: none"> <li>• to seek the views of a range of stakeholders and act upon the outcomes;</li> <li>• to ensure governors undertake succession planning;</li> <li>• to implement governor training based on Sir David Carter’s 10 Guiding Principles of effective Local Governing Boards in a Trust;</li> <li>• to regularly monitor the budget to ensure the effective use of finance and funding streams;</li> <li>• to take the opportunities to share good practice and engage in governor training across the Embark Trust.</li> </ul>

## Strategic Plan 2022 – 2025

Objectives		2022/25	Outcomes of review; how well are we doing?		
			2022/23	2023/24	2024/25
<p><b>1. To ensure that the school provides a high quality education for all, providing a rich and ambitious curriculum that meets the needs of all our children.</b></p>	<p><b>Actions</b></p>	<ul style="list-style-type: none"> <li>• to ensure the school provides high levels of support for the wellbeing of all staff and children;</li> <li>• to recruit, retain and develop all staff to become excellent practitioners;</li> <li>• to ensure children’s outcomes are at or above National Averages;</li> <li>• to ensure <b>all</b> pupils achieve their fullest potential;</li> <li>• to ensure school provides a rich and ambitious curriculum for all children by holding school leaders and subject leaders to account</li> </ul>	<ul style="list-style-type: none"> <li>• PSHE curriculum. DHT verbal reports. Informal chats with pupils. Visits into school and speaking with staff. Leaving PPA early, non-contact time, time for family events. Behaviour is positive. Counselling through ins. Support for menopause. Nurture and FLW. Mental health lead 5 ways to well-being DW to liaise with CR.</li> <li>• PS monitoring Quality of Ed. Embark training and forums CPD with Embark for subject leaders– NPQSL. Strategy groups with Embark. Internal promotions to retain staff. Paired coaching.</li> <li>• Pupil progress meetings. Interventions at point of need. SLT/expanded SLT focused meetings</li> <li>• Senco support for staff/Sub Leaders. Monitoring SEND/PP SL own monitoring.</li> <li>• Reports from curriculum lead. HT report to governors. SES from subject leaders Subject leaders end of year reports. Verbal SL reports at Children and Learning focus meetings. Children contributions to the curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>• Embark has provided a wellbeing package for all staff offering a variety of support. Eg discount on glasses, bikes and access to physio. Embark BeneFITS was launched at the Embark conference. Low turnover of staff. Staff returning. Staff support each other. Staff who struggle with mental health are not judged. DHT is part of a mental health and wellbeing group with Embark. This signposts staff to support which follows DfE’s charter for wellbeing. Embark is developing its own charter.</li> <li>• Focused interventions, live marking, small groups of targeted children. LI are clear and precise and match targets.</li> <li>• Staff meetings where subject leaders monitor subjects.</li> <li>• New curriculum lead. Changes to the curriculum. Changes to how we check remembered knowledge with end of topic assessment. Working with Embark in the curriculum strategy group.</li> </ul>	

		Outcomes of review; how well are we doing?			
Objectives		2022/25	2022/23	2023/24	2024/25
2. To ensure that our school fulfils its statutory duties, for example, under the Equality Act 2010, and other duties, for example, in relation to the Prevent Duty and safeguarding.	Actions	<ul style="list-style-type: none"> <li>to ensure the Equality Objectives and Accessibility Plan are in place, robust and effective;</li> </ul>	<ul style="list-style-type: none"> <li>Governor Hub. Enacted in school. Seen on visits. Prevent. Risk assessments Martin's Law</li> </ul>	<ul style="list-style-type: none"> <li>Equality objectives are on the school website and governor hub. These have been updated.</li> </ul>	
		<ul style="list-style-type: none"> <li>to ensure the annual safeguarding audit is completed and presented to governors alongside the ensuing action plan;</li> <li>to complete the identified safeguarding and training (via Flick);</li> <li>to ensure the school continues to prioritise its excellent culture of safeguarding through its robust and rigorous safeguarding procedures.</li> </ul>	<ul style="list-style-type: none"> <li>September meeting. Termly safeguarding reports on new format. Safeguarding audit/action plans delivered by EE</li> <li>Completed</li> <li>Item on every agenda Embark safeguarding report. Safeguarding governance</li> </ul>	<ul style="list-style-type: none"> <li>Safeguarding update and action plan is always on September's agenda. There is new termly governors' safe guarding report format. JB and CW replaced LL as safeguarding governors. Safeguarding is on every agenda for every meeting. Safeguarding review was carried out by the SG lead at Embark (Helen Jefferson).</li> <li>Completed.</li> <li>SCR checked and reviewed. Looking at Lock down procedures.</li> </ul>	

		Outcomes of review; how well are we doing?			
Objectives		2022/25	2022/23	2023/24	2024/25
3. To provide effective governance as a driver for school improvement, including succession planning.		<ul style="list-style-type: none"> <li>to seek the views of a range of stakeholders and act upon the outcomes;</li> <li>to ensure governors undertake succession planning;</li> <li>to implement governor training based on Sir David Carter's 10 Guiding Principles of effective Local Governing Boards in a Trust;</li> <li>to regularly monitor the budget to ensure the effective use of finance and funding streams</li> <li>to take the opportunities to share good practice and engage in governor training across the Embark Trust.</li> </ul>	<ul style="list-style-type: none"> <li>Parent and staff questionnaire. Govs talk with parents at events. Parents coming to the school/main office.</li> <li>Raise awareness procedure in place for others to take the chair. Guest chairing. Review meetings.</li> <li>Embark training on 10 guiding principles. March 13<sup>th</sup> Govs' networking meeting/forums</li> <li>Regular reports from business manager. Danni at Embark monitors the budget - monthly reviews. JH attends finance forums and gives reports. 26.6.23 JH finance forum</li> <li>18<sup>th</sup> May at Aldercar High sharing good practice. Attending governors' meetings at other schools. Other governors attending our governors' meetings.</li> </ul>	<ul style="list-style-type: none"> <li>Parent govs sign posting parents to HT and Co-chair. Embark staff survey led to TLA training on INSET day. Parent survey.</li> <li>Guest chairing at governors' meetings.</li> <li>Embark LGT forums.</li> <li>Finance forums ceased. Reporting side slipped. There have been some Embark finance monitoring.</li> <li>Shared gov monitoring form with Laura Baddiley. LGT forum at Anthony Gel school. Support other schools with exclusion panels/complaints.</li> </ul>	
	<b>Actions</b>				