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| **Annual Governance Statement** **for the Board of Governors of** **Fordham All Saints Church of England** **Primary School** **2019** |
| In accordance with the Government’s requirement for all governing bodies, the 3 core strategic functions of Fordham All Saints Primary School Board of Governors are:1. **Ensuring clarity of vision, ethos, values and strategic direction**;
2. **Holding the Headteacher to account for the educational performance of the school and its pupils**;
3. **Overseeing the financial performance of the school and making sure its money is well spent**.
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| **Governance arrangements**  | The Board of Governors of Fordham All Saints Church of England VC Primary School is made up of The Headteacher, 2 Staff Governors including the Head Teacher, 4 elected Parent Governors, 1 Local Authority Governor, 3 Co-opted Governors and 3 Foundation Governors. Of the three foundation governors 1 is ex officio, (the Priest in Charge of All Saints Fordham and EAG Church) one is nominated by All Saints Fordham and EAG PCC and the other is nominated by the Chelmsford Diocese. Our foundation Governor appointed by the Diocese – Mrs Irene Bale - completed her term of office in the summer term and has chosen not to continue in role. We therefore currently have a foundation governor vacancy which we are actively trying to fill in collaboration with the diocese. The Governors would all like to extend their thanks to Mrs Bale for her contributions and commitment to our school during her four years as a member of the Governing Body. An election was held during the academic year 2018/19 to fill a parent governor vacancy. We were pleased to see a good level of interest in the role with two candidates putting themselves forward for nomination. Mrs Louise Smith was the successful candidate and we welcome her to our Governing Body. Mrs Smith has three children at the school currently and has contributed to school both as a parent and as part of the Friends of Fordham previously so we look forward to her working with us to make a positive contribution to school in her new role.Mrs Jakki Sibley was on maternity leave at the beginning of this school year and during this period was replaced on the Governing Board by Mrs Emily Macmillan in her role as acting headteacher. We welcomed Mrs Sibley back to school in February 2019.The Full Board of Governors meets at least twice each term; once with a focus on Resources - finance, premises and personnel matters; and once with a focus on Curriculum and pupil related matters. We also have a statutory Pay and Performance Committee chaired by Mrs Jo Askew. A list of Governors and their roles can be found on the school website. |
| **Attendance record of governors**  | The vast majority of Governors have good attendance at all meetings. At one meeting during the Autumn term attendance was such that we were not quorate but this was down to genuine unavoidable reasons for non-attendance and was not repeated during the rest of the year. |
| **The work that we have done on our committees and in the governing body** | As ever, the Board of Governors have been focusing on whole school improvement and the school continues to work under a system of peer review with schools within our consortium and with the Local Authority in order to maintain our ‘outstanding’ OFSTED status. Recent changes to the inspection process mean that “outstanding” school are no longer exempt from inspection and we therefore expect an inspection at some point in the near future. The Governing body are pleased to congratulate school on success in both KS1 and KS2 SATS – a result of much hard work from the pupils and the team at Fordham.Following the “Good” rating from the Statutory Inspection of Anglican and Methodist Schools in 2018 we continue to work to implement the areas for development outlined in their report in order to work towards the outstanding grade on our next inspection. Governors regularly discuss key data about school targets, pupils’ attainment and progress; so that we can be sure that the school is on track to fulfil its targets for all pupils. We also look at the broader offering of school to ensure that the education and experience for our children here is a well rounded one and not narrowly focussed on meeting government targets. Governors warmly welcomed the introduction of “Forest Schools” to Fordham School and governor monitoring of this in 2018/19 shows a clear positive impact of these sessions on children of all ages.We monitor how the Pupil Premium Grant & Sports Funding is being spent by the school and what impact this has on the pupil outcomes. The results of which are published on the school web site <http://www.allsaints-fordham.essex.sch.uk/>Governor’s priority is Safeguarding our children; our “Nominated Governor” for Safeguarding, Mrs Ray and Headteacher, Mrs Sibley meet regularly and report termly to the governors about any significant safeguarding matters and what action has been taken. Training is always kept up to date and changes to national or Essex policies are immediately reflected in school practice.The Board of Governors is responsible for the renewal of our policies & procedures. We have approved various updated policies in accordance with new legislation during the year so that we are fully compliant and up to date. Policies can be seen on the school website.  |
| **Finance** | In the first part of the spring term 2019, early forecasts indicated that we would be looking at a deficit budget for 2019/20. This was a direct result of legislative changes to the living wage, pensions and teachers’ salaries which resulted in an increase in costs in one year of around £60k which was not funded in our budget allocation. School budgets have been tight for many years, so all efficiency savings have already been made. This meant that our only option was a restructuring programme. As a result of this we have lost our midday team, two part time HLTA’s and several TA posts across school. These were not changes that the school wanted to make but rather the only option available to balance our budget. Our school is very much a family of sorts and unavoidably these changes were personal for our staff and for Mrs Sibley having to make them. As Governors we have been understanding of that during the process and tried to offer support to the leadership team and to staff throughout the process. Governors will monitor the impact of the staffing changes in the coming year and continue to investigate ways to make school more sustainable and provide effective support for the leadership of school.The way in which school needs to be run has inevitably changed and Governors support Mrs Sibley and her team in doing the very best they can with much reduced resources and we call upon parents to also support the school and its staff during this difficult period. Governor’s have actively participated in a local funding campaign to raise awareness of the funding crisis in schools and welcomed our local MP to school during the year to discuss this with him. We will continue to engage with this campaign and remain hopeful that recent promises of increased funding for schools translate into actual increases to our budget for the next school year.Capital funding (Ringfenced from the main budget) has allowed Governors to approve the redevelopment of the front of the school hall foyer area during the year to provide a useful space which is utilised by Care4Kids club and also by school during the school day. |
| **Church links to the school** | Recognising its historic foundation, the foundation governors are particularly responsible, along with other governors, to “preserve and develop the school’s religious character in accordance with the principles of the Church of England and in partnership with the church at parish and diocesan level” as well as to “encourage an understanding of the meaning and significance of faith, and promote Christian values through the experience it offers to its pupils”. The school has worked with the Minister, Children’s worker and Board of Governors to decide upon and implement Christian Values throughout the community and curriculum of the school. There have been many opportunities for the church and school to come together over the course of the year including the special services at Fordham All Saints Church such as the Carol service, the Christingle, Harvest Festival and our annual Easter service. We also appreciate the church’s continued commitment to delivering a church assembly in school every week and the lunchtime JAS club run for the children. |
| **Future plans for the governors**  | The Board of Governors is looking forward to the new academic year with the school improvement plan being carefully considered. Careful consideration will be given to the future of our school and how to ensure it remains sustainable in terms of finances and manageability in the ever-changing climate of education provision.We plan to continue to work with our families, the community and the church so that every individual in our school thrives.  |
| **How you can contact the governing body** | We always welcome suggestions, feedback and ideas from parents – please contact our Chair of Governors via the school office. A full list of governors and more information about the school can be found at <http://www.allsaints-fordham.essex.sch.uk/> |