



SAINT NORBERT'S CATHOLIC PRIMARY VOLUNTARY ACADEMY

ANNUAL STRATEGIC GOVERNANCE STATEMENT

“To Live, Love and Learn in the Footprints of Jesus.”

Governors' Strategic Vision

Governors embrace the school's vision to 'Live, Love and Learn in the Footprints of Jesus' and they shall demonstrate this through continued commitment to achieving excellence and creating a sustainable school for future generations.

Ambitions for current and future pupils:

Our vision for children at Saint Norbert's:

- that all will recognize the value of effort and continue to hold education in high esteem;
- that each individual will continue to live according to Christian principles embracing Catholic ethos;
- that the fundamental British values of respect, consideration, inclusion and participation will be promoted.

Governors' Key Strategic Functions

In accordance with guidance published in the Governance Handbook (March 2019), we acknowledge the following strategic responsibilities:

- **Promoting Catholic Life** by strengthening visible links with the parish community and liturgical life of the academy, its ethos and its positive impact on pupils and staff.
- **Communicating the vision of the Multi-Academy Trust** with stakeholders within the community.
- **To monitor the school improvement plan focus in standards** though defining a plan with the Headteacher and identifying link governors for each critical area.
- **To support and challenge the Headteacher**

Governors' Objectives for 2019 - 2020

Catholic Life:

1. To engage with the Catholic Trust to ensure the Governors have tools and training to promote Catholic life
2. Work with the Parish Priest have greater evangelization and engagement with the children, parents, the parish and local community.
3. To support the children's liturgy group to develop and engage with parish community events attending Sunday mass.

Monitoring School Improvement Plan:

1. Monitor school development plan aligned to the Multi-academy Trust policies.
2. Review of governance to highlight development areas and procure in-house training where necessary.

Support and Challenge the Head Teacher:

1. To provide evidence of scrutiny, challenge and support during monitoring visits to the school.
2. Governors to meet each term with Subject Leaders and report to full governing body.
3. The Headteacher's Performance Management (HTPM) to be formally reviewed each term, with brief minutes to evidence this.

Promote Vision of the Academy Trust:

1. Governors to continue to evaluate the impact of the Multi-Academy Trust (MAT) changes and monitor potential impact on pupil outcomes.
2. Governors to continue to develop greater understanding of the Academy's Governing Principles and Financial Handbook and evaluate the impact of funding on pupil outcomes.

Assessment of Impact:

- Ensure that the assessment of impact in relation to governors' responsibilities is completed.
- Monitor outcomes and make recommendations to the MAT regarding the impact of policies/procedures on the performance of the school.

Communication and Contact Details:

- This document is to be published on the school website.
- The governing body welcomes suggestions, feedback and ideas from the parents and carers.
- Please contact the Chair of Governors/ or school office.
- Details of the full governing body are on the school website.

Role and Responsibilities of the Local Governing Body (LGB)

The LGB has a key role to play in the governance and accountability framework in place in each of the CMATs. The LGB is a committee of the CMAT Board of Directors; it will understand how the school is being led and managed and is the 'eyes and ears' of the CMAT Board, monitoring how the school is progressing.

The LGB has responsibility for and a duty to the Bishop of Nottingham to ensure that the Catholic character of the school is preserved and developed and be a link between the local/parish community and the CMAT Board of Directors.

The LGB is crucial to driving up standards by challenging and holding the leadership team in the school to account and as such, it has a key role in influencing the development of the school and ensuring that it meets the needs of the children. The LGB will oversee behaviour and attendance matters at the school and will also oversee the management of pupil disciplinary matters and admissions.

The LGB will be engaged with the management of complaints from parents and a range of staffing matters such as sickness absence, capability, disciplinary and grievance. It will also support the CMAT on succession planning for leaders and on the appointment of key staff in the school.

Not only does the LGB have an important role in influencing decision making in the school, it will also help shape the future direction and progress of the CMAT by engaging with the CEO, Directors of Performance and Standards and other members of the CMAT executive team on the development of CMAT functions and services.

Alongside the Scheme of Delegation will sit the school development plan for our school which will also be subject to an annual review. This will involve the CEO and the CMAT Director(s) of Performance and Standards and the headteacher in determining what the improvement priorities are for the school for the next year and what actions will be taken to achieve the desired outcomes and how they will be monitored.

Local governors will take ownership of ensuring that the actions set out in the school development plan are delivered. (It should be noted, that the Directors remain accountable and responsible for any functions delegated through the Scheme of Delegation).

The LGB therefore has the following responsibilities:

- Ensuring that the school is conducted as a Catholic school meeting the expectations set out for his schools by the Bishop of Nottingham including on the development of the Catholic Life of the school, the appointment of leaders and other staff and facilitating diocesan canonical inspection
- Supporting effective governance at all levels of the CMAT
- Safeguarding and promoting the Catholic values of the school
- Supporting the leadership team at the school and acting as a critical friend
- Supporting the CMAT in the development of succession planning of leadership within the school and the CMAT
- Maintaining a detailed understanding of the strengths and areas for development of the school
- Regularly monitoring the school development plan and in year performance and progress data
- Monitoring performance management in the school and supporting the performance management of the headteacher
- Monitoring the management of behaviour, attendance, exclusions and admissions
- Monitoring the effectiveness of the deployment of resources at the school
- Developing the engagement with the local school and parish community

How to contact the Governing Body

We always welcome suggestions, feedback and ideas from parents, carers and the wider school/academy community – please contact the Chair of Governors, Freda Robinson, via our school office.

This governance statement is approved by order of the members of the Governing Body in November 2019 and was signed on its behalf by:

Signed



Governor