



# SAINT NORBERT'S CATHOLIC VOLUNTARY ACADEMY

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Mission Statement: To live, love and learn in the footprints of Jesus.

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## ANNUAL STRATEGIC GOVERNANCE STATEMENT

### UN Convention on the Rights of the Child

As a Rights Respecting School, adults acknowledge their role as 'duty bearers' in promoting and protecting children's rights.



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 the school's 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 DfE Governance Handbook, 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 Catholic Multi-Academy Trust** with stakeholders within the community.
- **To monitor the school improvement plan and 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 2023-2024**

### **Catholic Life:**

1. To engage with the Catholic Multi-Academy Trust to ensure that Governors have tools and training to promote Catholic life.
2. To work with the Parish Priest to further develop greater evangelisation 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. To monitor the school development plan, aligned to school and CMAT policies.
2. To initiate a 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 and during meetings.
2. To ensure that Governors meet with subject leaders to support the school's annual assessment and monitoring timetable and report to the full governing body.

### **Promote Vision of the Academy Trust:**

1. Governors to continue to promote and uphold both the Trust's mission statement and strategic vision.

### **Assessment of Impact:**

- Ensure that the assessment of impact in relation to governors' responsibilities is completed.
- Monitor outcomes and make recommendations to the CMAT 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 – Dr Chris O'Mara – via the 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 also has an important role to play in the management of exclusions. LGBs statutorily have the responsibility for arranging panels of governors to review decisions to permanently exclude and

must make arrangements for Independent Review Panels (IRP) if required. LGBs must therefore also ensure that governors have attended the training on exclusions and the functions of the IRP arranged by the CMAT. In addition, as exclusion review and IRP panels must be arranged within tight timeframes it is expected that governors will be prepared to sit on panels for other schools within the CMAT.

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 ensure 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 is engaged with the management of complaints from parents and it is important therefore that the LGB ensures that governors have read the guidance on management of complaints and are familiar with the complaints procedure. The LGB also supports the CMAT on succession planning for leaders and on the appointment of key staff in the school. 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 including facilitating diocesan canonical inspection
- Safeguarding and promoting the Catholic values of the school
- Developing the engagement with the local school and parish community(ies)
- 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 (where appropriate)
- Monitoring the management of pupil behaviour, attendance, exclusions and admissions
- Monitoring the effectiveness of the deployment of resources at the school
- Monitoring performance management in the school and supporting the CMAT in the performance management of the headteacher
- Supporting the CMAT with the appointment of senior leaders and other reserved posts
- Supporting the headteacher with the appointment of other staff
- Supporting effective governance at all levels of the CMAT
- 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

This governance statement is approved by order of the members of the Governing Body in September 2023 and was agreed on its behalf by:

**Dr Chris O'Mara (Chair)**

**Mr Alex Dawson (Headteacher)**