



SAINT NORBERT'S CATHOLIC VOLUNTARY ACADEMY

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

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 benefit from a child-centred and co-ordinated approach to safeguarding;
- 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 NRCDES LGB 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 (CMAT)** with stakeholders within the community.
- **To monitor the school development plan and focus on standards** through defining a plan with the Headteacher and appointing link governors for key areas.
- **To support and challenge the Headteacher** through regular monitoring activities and half-termly meetings.

Governors' Objectives for 2024-2025

Catholic Life:

- To engage with the CMAT to ensure that Governors have access to the latest tools and training to maintain the promotion of Catholic life.
- To work with the Parish Priest and other stakeholders to further develop greater evangelisation and engagement with the children, parents, the parish and local community.
- To support the children's liturgy group to develop and engage with parish community events.

Monitoring School Development Plan:

- To offer strategic input to the school development plan during the planning stage.
- To effectively monitor the school development plan, aligned to school and CMAT policies.
- To reflect upon the impact of the school development plan.

Support and Challenge the Head Teacher:

- To support, scrutinise and challenge during monitoring visits to the school and during meetings.
- 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 CMAT:

- 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 is reflected in each LGB meeting.
- Monitor outcomes and make recommendations to the CMAT regarding the impact of policies/procedures on the performance of the school.
- To initiate a review of governance to highlight development areas and identify training needs.

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)

As defined by the NRCDES Local Governing Body Handbook, 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; its role is to understand how the school is being led and managed and to be the 'eyes and ears' of the CMAT Board, monitoring how well the school is progressing.

The LGB is responsible to the Bishop of Nottingham for ensuring that the Catholic character of the school is preserved and that links between the local/parish community and the CMAT Board of Directors are developed.

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 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 local 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 sits a school development plan for each school which is also subject to an annual review. This will involve the CEO, 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, 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 local governors 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 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 and Mission of the school including facilitating Catholic School 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 the Employee Growth and Development Programme in the school and supporting with/advising on this process for 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 October 2024 and was agreed on its behalf by:

Dr Chris O'Mara (Chair)

Mr Steve Antrobus

Miss Jessica Barrass

Mr Alex Dawson (Headteacher)