



ST BARTHOLOMEW'S CE PRIMARY SCHOOL

Our Motto: Let your light shine

Values: Community Hope Wisdom Dignity

Community - everyone is treated with dignity through an ethos of respect for all. Care is given to our environments. This spirit permeates our daily lives as we walk side by side together following in God's footsteps.

Hope - every person is guided to fulfil their hopes and aspirations, enabling them to reach their full potential. We place no ceiling on expectations. Our growth mind-set helps us to accept where we are, understand barriers and with hope and faith overcome and succeed.

Wisdom - we give our children exceptional experiences, everlasting knowledge and equip them with the skills needed to make good judgements for the greater good, guided by God's patience and love.

Dignity - we radiate belief which generates self-worth in all who come through our doors. Everyone is reminded daily of their worth and significance in our community.

Vision: At St Bartholomew's we provide a gate way of discovery through our diverse curriculum and nurture global disciples who positively impact God's gift to us – the world. Our curriculum enables our learners to recognise their place in Pinchbeck West; the importance and value of where they live. It aims to develop agents of change who are taught to protect the environment, solve problems to ensure society is a better place and take responsibility for their actions to make the future a somewhere far improved from where it is. There is a clear focus on developing a rich vocabulary through a text centred approach and providing learners with the opportunity to independently gain powerful knowledge to ensure their future success. Through boundless forgiveness, compassion and a safe learning environment our children can Let their Light Shine (Matthew 5:16). We learn to love responsibly by developing the skills and knowledge needed under God's spiritual counsel, bringing light to all those around us. We are beacons of hope in our communities guided by God's spirit and love.

Statement of Governance, 2024-5

The Department for Education defines the role of the Governing Body as follows: *to provide confident, strategic leadership and to create robust accountability, oversight, and assurance for educational and financial performance.* In effect this means that the Governing Body has three key functions:

- Ensuring clarity of vision, ethos, and strategic direction
- Holding the Headteacher to account for the educational performance of the school and its pupils, and the performance management of staff
- Overseeing the financial performance of the organisation and making sure its

money is well spent.

Governors are expected to:

- work as a member of the Governing Body for the best interests of the school
- attend the regular meetings of the Governing Body wherever possible
- undertake statutory and appropriate training in order become familiar with general education issues and developments
- promote the school within the local community
- be able to commit time to the duties and responsibilities of a Governor
- visit school to take part in focus visits and meet their link staff
- write up their visits to school and present to other governors
- understand the school's key priorities and be aware of areas for development
- take part and represent the school at school events
- respect confidentiality and the need to act with circumspection.

Effective governance will include these core features:

- Commitment to ongoing development and to getting to know the school well, including effective induction
- Commitment to playing an active part whilst working as part of a team
- Ability to provide robust challenge and hold school leaders to account whilst listening to and respecting the views of others
- Focus on a strategic role rather than involvement in operational matters

Elements of the school vision include:

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Governance Arrangements

The Governing Body is made up of nine members. Two members are coopted governors who are appointed by the Governing Body based on their skills. One is appointed by Lincolnshire County Council. Two are elected by parents, two are Foundation Governors whose appointment is approved by the Diocese, and two (including the Head Teacher) are staff members. There is currently one vacancy for a

coopted governor.

The Full Governing Body has six scheduled meetings each year. The pay committee and headteacher performance management committee also have scheduled meetings, although there are no other currently regularly scheduled committee meetings.

At the start of the academic year 2024/5, Mrs. Andleeb was elected Chair of Governors, with Mr. Willetts was elected Vice Chair. Mr. Callow was thanked for his service as Chair of Governors during the previous year and governors were thanked for putting themselves forward for these roles.

During the year Mrs. Davison was reappointed as a staff governor when her previous terms of office came to an end, Mr. Callow was reappointed as a co-opted governor and Ms. Andleeb was reappointed as a local authority governor when her term as a parent governor came to an end. Ms. Walsh was appointed as parent governors after vacancies advertised among the school community. Ms. Callow retired as a coopted governor and Ms. Dossett retired as a parent governor. Mr. Callow, and Ms. Dossett were thanked for their service to the governing body and school.

During the year the Head of Service for Standards, Matt Spours, and the Education Locality Lead have visited the school on multiple occasions. The school has also received a visit during the year from the local authority auditors.

During a visit on 11 September 2024, the Head of Service for Standards, and the Education Locality Lead met with the headteacher and the chair and vice chair of governors

The Head of Service for Standards, and the Education Locality Lead determined during this visit that:

"Leaders continue to tackle ... areas for improvement identified ... An accurate S[chool] E[valuation] F[orm] and a focused S[chool] D[evelopment] P[lan] are in place. The Head teacher is clear about the actions that need to be taken and is determined to drive the school forward at pace."

A visit of the Education Locality Lead on 11 November 2024 determined:

"The Head teacher is making good use of external support provided by the LA and ...the English hub. Two days of support by an LA Intervention Locality Lead take place this half term focussing on the KS2 reading curriculum, curriculum implementation, and a review of the effectiveness of the revised class structure."

Subsequent meetings have led to an improvement in the school's RAG rating by the local authority. The visit from the auditors also commended the school leadership, recording strong findings and determined school procedures to be adequate. The draft audit report stated: "Since the previous audit, the school had undertaken positive change which included restructuring the office team and the purchase of finance, HR and payroll services from LCC. ... The school and staff demonstrated resilience and adaptability in navigating this period of change."

Governing Body meetings take place in school where possible. The Chair of Governors and Head Teacher continue to hold regular meetings. Governor focus visits and subject visits have taken place, and these are detailed in the minutes of meetings. Recent focuses of governor monitoring visits have included the school School Development Plan, safeguarding, school finance, the wellbeing of school staff, the school vision, Church School distinctiveness, writing, Phonics, health and safety, the curriculum and whole school events.

Governor Attendance Record and Terms of Office

Name	Appointed by	End of current term	Committee membership	Attendance at meetings, 2024/5
Mrs Sajda Andleeb	Local authority	2 October 2028	HTPM	86%
Mr Phil Callow	Governing Body	Retired 21 July 2025	Pay, HTPM	100%
Mrs Karen Davison	Staff	12 May 2029		83%
Mrs Samanthe Dossett	Parents	Retired 3 October 2024		100%
Dr Emma Ellis	Diocese	27 November 2026		100%
Miss Sophie Ingle	Governing Body	Ex Officio		100%
Mrs Philippa Peach	Diocese	Ex Officio		83%
Mr Martin Wallis	Governing Body	10 May 2027	Pay, HTPM	63%
Ms Caroline Walsh	Parents	20 November 2028		80%
Mr. Oliver Willetts	Parents	27 May 2028	Pay	75%
G.K. Peatling Clerk to Governrs	Governing Body			100%