



Annual Governance Statement

September 2022 – August 2023

Core functions of the Governing Board

In accordance with the Government's requirement for all governing bodies, the three core functions of All Angels' Federation's Governing Body are:

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding the Executive Leadership to account for the educational performance of the organisation and its pupils and the performance management of its staff;
and
3. Overseeing the financial performance of the organisation and making sure that money is well spent.

Governance Arrangements

The governing body of All Angels' Federation was re-constituted in April 2017 and is made up of:

- 2 elected parent governors, one from each school
- 1 Local Authority governor
- 1 elected staff governor
- 1 headteacher governor
- 1 co-opted governor
- 8 foundation governors

The Full Governing Board (FGB) meets twice termly, and we also have two committees to consider different aspects of the schools in detail. The Finance and General Purposes Committee focuses on finance, premises and some personnel matters and meets quarterly. There is also the Policy Committee which ensures that all policies are relevant and up-to-date. These two committees feed into the FGB meetings. All areas of school improvement are addressed by all governors through the FGB meetings. When required, other committees are called to address specific issues that arise in the course of the year. We have a team of governors who bring a wide range of experience, expertise and skills to our board.

The list of governors is on the schools' websites:

<http://www.cloverhillschool.co.uk/>

<http://www.stmichaelsjuniorschool.co.uk>

Attendance Records of Governors

Governors have excellent attendance at meetings. Individuals who cannot attend only do so if there is a genuine reason for absence and always offer apologies for absence.

Vision, Mission Statement and Values

Our vision has its foundation in scripture which is the foundation of the Christian theology and tradition of the Church of England. Inspired by this vision we continue to work together to ensure that every child is cared for and that individual needs are met in the context of our diverse school communities. As church schools we value that diversity which honours people of all faiths and none. Our vision guides and supports us to ensure that all our children thrive and that their families are supported to help them to be the very best they can be, whatever their level of need. We value the gifts and talents that individuals bring to our Federation community. We seek to explore these whilst espousing the values that pervade everything we do. The supporting text of our vision describes this:

‘At All Angels’ we believe that developing an outward facing, aspirational culture will encourage children to aim higher and challenge themselves to be the best they can be. We want to encourage children to demonstrate how they can use their personal gifts to contribute to our community, be enterprising, develop positive relationships, support others, challenge injustice and achieve a sense of self-worth and identity.

We believe that it is through hard work and determination that success is achieved, through seizing opportunities that come your way and by developing a growth mindset or sense of resilience, that children can truly start to achieve their potential and create choices in their lives. So, as taught to us through the Parable of the Talents, it is right to take risks, identify opportunity and step out of the comfort zone to see what is possible.’

For further insight into our vision see:

<http://www.cloverhillschool.co.uk/our-school/mission-and-vision-statements/>

<http://www.stmichaelsjuniorschool.co.uk/our-school/vision-values/>

Governor Training

It is important that we are fully informed about developments in education and how they affect our schools. To that end governors have attended courses throughout the year. Examples of the kinds of courses that have been attended are:

Cyber Security

Data Protection

Equalities

Governor Induction

Introduction to Restorative Practice for School Leaders and Governors

Monitoring in Practice
Online Safety Awareness for Parents and Carers
Raising Awareness of Domestic Abuse
Safer Recruitment
Safeguarding

Governor Monitoring

All governors have responsibility for monitoring aspects of the School Improvement and Development Plan (SIDP). They work collaboratively with staff who welcome them into school to see what they are doing. All visits are recorded and fed back to staff and kept on record. This process helps to engender positive working relationships between governors and staff and ensures that governors are familiar with the schools' implementation of the SIDP. It also gives opportunities for discussions and questions related to specific aspects of work in school.

Central to life in our schools are the systems that are in place to ensure that Safeguarding, including Child Protection, is compliant with requirements from the Department for Education (DfE). This is given the high priority it deserves and has been monitored rigorously by a governor with this particular remit. Individual governors have monitored the schools' provision for vulnerable groups which include: Special Education Needs and Disability (SEND), Looked After Children and all aspects of Pastoral Care. Others have responsibility for World Views/Religious Education and Collective Worship, Health and Safety, Cyber Security, Finance, General Data Protection Regulation (GDPR) and Equalities and Inclusion. Pupil Premium and its use and effectiveness are integral to this provision as is funding for School Sports. Any other additional visits to school are reported on and recorded at FGB meetings.

There is a wide range of other ways that governors monitor what is happening in school through the processes that are intrinsic to good governance. These include board meetings, committee meetings, school newsletters (see links below) and Facebook.

Governors also have a responsibility to ensure that they are reviewing their own practice. This is done in different ways, sometimes inviting external facilitators to lead them in their self evaluation. This year an evaluation was carried out using the National Governors' Association's (NGA) Being Strategic document. It has supported the board in its analysis of all aspects of its role and functions and has given rise to many valuable and productive discussions. It ensured that we continue to have a very clear understanding of our strategic role as governors.

<http://www.stmichaelsjuniorschool.co.uk/governors/governors-newsletters/>
<http://www.cloverhillschool.co.uk/category/news/governors-news/governors-newsletters/>

Full Governor Board (FGB) Meetings

The FGB meetings take place six times a year, one every half term. Decisions are made that are critical to the effective running of the two schools following discussions that are informed by current issues in education, the needs of the

children and their families and how best to serve our community. Topics covered during the year include:

Assessment/Data
Attendance
Behaviour for Learning
Children's Health and Wellbeing
Committee Reports and policy ratification
Curriculum Development
Equality, Inclusion and Diversity
Governor monitoring and training
Health and Safety
Our schools' vision as Church Schools
Safeguarding and Child Protection
School Improvement and Development Plan (SIDP)
School Inspections
Special Education Needs and Disability (SEND)
Staff Health and Wellbeing

Finance and General Purposes Committee

This committee meets at least four times a year to set budgets, monitor finances and check legal compliance for health and safety. The schools have a federated budget with a finance team across the two schools who work with the headteacher and governors to ensure that Clover Hill and St Michael's are getting value for money, and any staffing decisions are sustainable and keep the schools within budget. Decisions about finance are driven by what children need to support their learning in a safe and nurturing environment.

There is a financial report for the year on the schools' websites:

<http://www.cloverhillschool.co.uk/all-angels-finance/>
<http://www.stmichaelsjuniorschool.co.uk/all-angels-finance/>

It is the Governors' responsibility to make sure that the Federation's income, the majority of which is public money, is spent to the advantage of the children at the schools and that the Federation endeavours to provide value for money.

2022-23 was a challenging year for schools' finance in general and All Angels' budget was impacted by a number of unexpected but necessary increases in spending. To reduce costs, every service and supplier has been under scrutiny.

Not surprisingly, the Federation's major item of expenditure is on staff. Nearly 80% of our income is spent on staffing. This percentage is a little more than the average for a primary school, but class numbers are lower than most similar schools, and the Federation has a low pupil to adult ratio.

We have taken school meals into our own hands and they are now supplied by our own catering team, allowing us to monitor more closely costs and quality.

During the year we also discussed:

- Cyber Security
- Energy Costs
- Finance Policies
- Future Admissions
- IT refreshment.
- Voluntary Funds
- Lighting
- Pupil Premium
- Roof repairs in Clover Hill.
- Sports Funding

Policy Committee Meetings

These meetings take place three times a year – once every term. There is a schedule for policy renewal which ensures that all school policies are reviewed and kept up to date in accordance with legal requirements. They also need to be in line with the particular needs of our two schools. Members of the committee work closely with the Headteacher and policies that need ratification by the full board are submitted at FGB meetings for approval.

Assessment

There is a framework for in-school assessment that ensures that staff can have a clear picture of each child's learning journey. This enables programmes of work to be in place that ensure the best possible outcomes for individual children throughout the two schools. Governors are kept up to date with full details of the children's progress and attainment based on the in-depth and broad ranging process that is followed across the Federation. This gives the opportunity to question data and follow-up actions that are put in place to ensure that all children have their needs met. The end of year results for 2022 – 2023 are on the schools' websites (see link below)

<http://www.stmichaelsjuniorschool.co.uk/key-info/achievement-tables/>

<http://www.cloverhillschool.co.uk/parents/end-of-key-stage-teacher-assessments/>

Staff Training

Staff have engaged in a wide range of ongoing Continuing Professional Development (CPD). It would not be possible to list all the training courses that have been attended. However, the list below indicates the range of topics covered. Under the following headings there are many separate topics which relate to the title:

Attendance

Educational Visits

Effective Behaviour Management

English as an Additional Language (EAL)

Equity, Inclusion and Organisational Diversity

First Aid

Forest Schools

Food Allergy and Intolerance

Leadership and Management

Maths Mastery
Mental Health
Music
Online Safety
Prevent
Read, Write, Inc (RWI)
Relationship, Sex and Health Education (RSHE)
Restorative Practice
Safeguarding and Child Protection
Safer Recruitment
School Finance
Special Educational Needs and Disability (SEND)
Statutory National Curriculum Tests and Assessment
Writing

Ofsted (Office of Standards in Education) Inspection

In February 2023 St Michael's VA Junior School was inspected by Ofsted. The report (see link below) was a testament to the high quality of the work that is done throughout the school and to the very positive inclusive culture where children are very happy to be in school and are excited about their learning.

<http://www.stmichaelsjuniorschool.co.uk/wp-content/uploads/2023/04/St-M-Ofsted-report-Feb-2023-1.pdf>

Engaging with Parents and Carers

Discussions to ensure that the schools are communicating effectively with families take place at FGB meetings. This has continued to be a key part of our work this year with very positive results. Parents/carers have given very positive feedback through Tapestry, Class Dojo and Facebook.

An annual questionnaire has been completed by parents/carers. Feedback has indicated that the majority of parents are very positive about all aspects of school life in both schools and would recommend the schools to others. Any responses that indicate otherwise are analysed so that appropriate action can be taken to ensure that these voices are heard. You can find the results of these questionnaires on the schools' websites:

<http://www.cloverhillschool.co.uk/our-school/parent-feedback/>

<http://www.stmichaelsjuniorschool.co.uk/parents-carers/parent-feedback/>

We monitor all the approaches that have been put in place to support families so that we are aware of a wide range of ways in which families can access support in the two schools.

A governor newsletter is a regular feature on our schools' websites. It is our intention for this to continue and to have a newsletter twice yearly.

We have continued to analyse in greater detail what research says about parental engagement in education. This work will continue throughout the coming year to

ensure that we have a deeper understanding of how we can continue to relate effectively with our families.

The Wider School Community

As church schools there are strong links with the community through Bowthorpe Church which is represented on our board by a governor who is a member of the Church Council. Rev Mark Elvin leads assemblies in both schools throughout the year and the children benefit from visits to the church at key times in the year. The Bowthorpe News, published by the church, is a key source of communication with the community. The Federation is also linked into Connecting Bowthorpe, an initiative set up to ensure that the community is well served.

We are very closely linked to the Diocese of Norwich and together we support the schools' development through training, strategic planning and rigorous assessment of what we do through inspection. The values that underpin our work as a whole school community are supported through these links with the local church and diocese. We are a diverse community where everyone is valued and where all faiths and none are respected in the context of our Christian ethos. High quality Religious Education (RE)/World Views is a core part of the schools' curriculum and both schools have achieved the RE Gold Quality Mark. This is supported through other areas of the curriculum such as Relationship, Sex and Health Education (RSHE)/Personal Social and Health Education (PSHE) and through the Social, Moral, Spiritual and Cultural (SMSC) thread that runs through everything that is done in both schools, paying attention to the growth of the whole child. As governors we are committed to supporting the school leadership team to prepare the children for life in modern Britain, upholding British Values and preparing children for life in a diverse world.

Norwich is one of the ten cities across England that have access to additional funding through the National Investment Area (NIA) a government initiative supporting schools in areas of high deprivation. Through this our schools benefit from the funding available for additional training and support. Mrs McCarney and her team are conscientious and committed participants in this initiative. The work that is being done is research based and supported by specialists in the areas that require a particular focus. Children's writing has been selected as an area that can benefit from this support.

Future Plans

In the coming year we will continue to work closely with the Headteacher and the Senior Management Team to realise the vision for our Federation. We will all work together to ensure that we understand the needs of our children, their families and the community. We will be ambitious in our aspirations and fully committed to creating a safe, healthy and stimulating environment across the Federation. We warmly welcome new members of staff who will be part of our schools' highly committed teams. We will recruit new governors to fill vacancies if and when they arise. We will be open to new possibilities for engaging with our families and wider community. Over the years, strong foundations have been laid. We will build on these foundations to continue to achieve excellence in all that we do.

Finally, we would like to thank everyone who has been part of the successful developments of the past year and everyone who has actively and positively engaged in this journey. We are fortunate to be school governors in such a thriving and supportive community.

How you can contact the governing board

We welcome suggestions, feedback and ideas from parents/carers. You can contact the Chair of Governors through the school office. Other information about governors can be seen on the governors' section of the schools' websites.

<http://www.cloverhillschool.co.uk/>

<http://www.stmichaelsjuniorschool.co.uk/>

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