

Dear Emma,

23rd January 2024

It was lovely to work with you and your governing board last night. I hope you found Shaping Governance© useful in assessing how your board operates and where it may improve. As promised, I have written up the product of the conversations in the table below, and made some recommendations for you.

All that remains now, is for your governing board to consider the table and the necessary actions, inform any Governors that were not able to attend, and create a plan to implement your ideas for improvement

As you know, at the end of the session, Governors 'Diamond-ranked' their confidence in the nine areas that you had worked through. This was tricky for you, however you identified Pupil and Parent Voice, workload and wellbeing, strategic vision and direction in the bottom of your collective confidence, reflecting the improvements that you wish to make. However it is clear that governors know the school well.

I have been keeping statistics on the Diamond Prioritisation Activity across the many schools that I have supported to date, and all of these areas regularly feature within the bottom three; indicating a trend and a difficulty for many governing boards in these areas.



Our recommendations

Pupil Voice

It was clear that governors do speak with pupils, however it was felt that this could be better coordinated. I would therefore recommend identifying a basket of questions that governors can ask during their link visits or annually of the school council. I have attached a briefing, but I also know that other schools are looking at this, and this may well be an area for development support by the MAC.

Reviewing Link Roles

I heard that you have several link roles, and that some governors have more than one. Whilst you appeared happy with this, I wonder whether further refinement would benefit the board, particularly as you strengthen working with another school. I suggest the roles below.

- Quality of Education
- Behaviour and Attitudes (inc Attendance)
- Personal Development , SEND and Pupil Premium
- Catholic life
- Safeguarding

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St Wulstan's Catholic Primary School 22.1.24

Membership of the board may facilitate two governors being aligned to each. The idea of these like is not to restructure for Ofsted, but to ensure that governors monitor the SDP and look across the school as opposed to subject based. There will be areas of the school that are not covered by this monitoring and it will be important for governors to have oversight of these. Leadership and Management would also need to be a whole board focus. Therefore ensure that aspects not focused on the SDP are spread across the year in your board meetings.

Summary and next steps

It was a great pleasure working with you and I wish your Governors every success going forward. Please let me know if you have any comments on the report. Shaping Governance[®] is the property of Insight to Impact Consulting Ltd, and used only with our permission. I will check in, in six months time to discuss how you are getting on.

Kind regards

Su Turner, CEO

	What Governors / school do	Areas for improvement
Providing strategic vision and direction	<ul style="list-style-type: none"> • Governors explained that there is a vision for the school and that children will be secondary school ready • Children are encouraged to be children - catholic ethos • Skills audit undertaken and links deployed on skills • School improvement plan discussed at board meetings • Regular chair and HT meetings • Close links with St Ambrose - looking to further develop • Link governors in school and give airtime to all subjects and themes 	<p>Ensure governors can articulate the vision - add to top of agenda</p> <p>Link Governors - review?</p> <p>Consider asking the trust for trust-wide opportunities for governors to meet and network</p>
Holding the HT to account	<ul style="list-style-type: none"> • Was identified as an area for improvement from Ofsted • Governors use a variety of means to hold to account including: <ul style="list-style-type: none"> • Triangulating what they are told in meetings, when in school - seeing in action • Looking for evidence when in school • Link Visits • SDP monitoring • Performance management oversight • reviewing data • challenging in meetings - ow being recorded differently • Subject leaders come to board meetings • EHT, HOS and 2 assistant heads - meaning different people report to governors • No too reliant on one person for information 	<p>No improvement areas identified</p>

	What Governors / school do	Areas for improvement
Financial Probity	<ul style="list-style-type: none"> • Receive a presentation from the SBM on the finances at LGB meetings • Governors aware of the financial challenges and monitor spend and are frugal • Check that there is good value for money • PP is an agenda item and governors review information • Governors receive PP report • SEND link meets with HOS to review support and PP • Scorecard for PP • Governors know what PP is spent on and the difference and that it is building confidence in children • Governors receive sports premium presentation • Governors have some business and finance awareness 	<ul style="list-style-type: none"> • Produce case studies to show how PP is impacting children
Quality of Education	<ul style="list-style-type: none"> • Following 2022 Ofsted - took on board their comments and have redesigned the curriculum building the right one for the school • Subject leaders dynamic and own their curriculum area - trick is to ensure that they own their subject • Subject leaders monitor their own areas • Working with other schools to create the curriculum • Governors have been informed along the way as the curriculum was created • Staff are more efficient as a team as a consequence of the changes • See high quality teaching • Curriculum now provides a fuller diet of education 	<ul style="list-style-type: none"> • Consider refining link roles

	What Governors / school do	Areas for improvement
Behaviour and Attitudes	<ul style="list-style-type: none"> • Strong school mission - children aware • Learner behaviours • Governors are in school can see positive behaviour and the strategies deployed • Can see behaviour for learning • Staff CPD on behaviour • Behaviour reported to governors • Encouraging the MAC to see if MAC wide EWO would be better • Above average attendance - reported in HT report with data • Governors feel a great system for monitoring attendance • Aware of some persistent absence and how this is managed 	No improvement areas identified
Personal Development	<ul style="list-style-type: none"> • Governors are aware of transition - particularly into EYFS and the support to secondary school. • Hagley HT comes to school to meet potential year 7s - parent have information on transition too • Ten Ten resources used • Governors are aware of the adaptive curriculum • Catholic school culture, values, equality and diversity • Mini Vinnies - and fundraising activities building confidence in pupils • Verified volunteers support children with reading etc • Help benches for children • The culture of the school encourages having a go and risks - children are supported • Detailed bulletin provided - life of the school • Governors aware of teaching strategies for the whole child • After school clubs 	<ul style="list-style-type: none"> • Understand extra curricular uptake and ensure equitable

	What Governors / school do	Areas for improvement
Workload and Well-being	<ul style="list-style-type: none"> • Small staff team but supportive • Governors in school regularly and can see staff and observe their wellbeing - and what they don't say • Staff can see that they make a difference • SLT very supportive of staff - staff governor stated • Governors ask about the impact on workload for new pieces of work • MAC are very supportive • CPD focus - quality first teaching and use mastery approach • Always look at workload reduction and use toolkit 	<ul style="list-style-type: none"> • Undertake staff survey and share with governors
Safeguarding	<ul style="list-style-type: none"> • Governors read KCSIE • All governors are trained in Safeguarding and undertake a quiz • Safeguarding link - termly visit and report • Governors review policy and safeguarding procedures • Link governors checks SCR and LAC designated teacher checks 	<p>No improvement areas identified</p>
Pupil and parent voice	<ul style="list-style-type: none"> • Ten Ten resources and consultation pack for parents - guidance from Diocese and reconsulting as no parent feedback • Governors in the playground and speak to parents • Governors attend events and assemblies and seek parent voice • Link governors seek pupil voice e.g. RE link visit - book trawl and checking with pupils what they are learning • School council, school mass • Pupils support each other • The school uses social media to share what's going on • Parish links, PTA equivalent • Section 48 clear framework 	<ul style="list-style-type: none"> • Consider how the board can get more systematic at pupil voice