



Wallands

School Strategy

2015 - 2020

This School Strategy and Code of Conduct for the Governing Body were formally adopted by the FGB of Wallands Community Primary School on 9th September 2015

Document Date	Version Number	Owner	Suitable for Publication Scheme
10th September 2015	Version 1.03	FGB	Yes



Wallands

Our Vision

To provide a safe, healthy and stimulating environment in which we provide the foundations for lifelong learning, valuing the difference in every child and supporting and nurturing them to be the best that they can be, by celebrating progress as well as attainment in the pursuit of excellence.

Our Values

We are a UNICEF Rights Respecting School

Our values are shared both individually and collectively by everyone within our school community and influence everything we do;

Respect

for each other
for others opinions and beliefs
for the difference and diversity of the people we meet

Courage

to take risks and overcome the challenges we face
to be honest with ourselves and others
to stand up for what is right and what we believe

Achievement

creating a culture of learning, where mistakes are allowed and are seen as opportunities for improvement
encouraging, enabling and empowering individuals to excel in everything they do
recognising and celebrating attainment and progress both academically and beyond

Care

by providing a safe place to teach, learn and play
by showing kindness, tolerance, and understanding
by putting the needs of others before our own

July 2015

Our Strategic Priorities

The Effectiveness of Leadership and Management

our leadership, management and governance will be outstanding.

we will provide a progressive environment which encourages innovation, creativity and responsibility at every level and where children are listened to and heard both informally and through the School Council

we will provide an inclusive environment where difference is celebrated.

we will provide a stimulating learning environment that celebrates excellence academically and equally in sports and the arts.

The Quality of Teaching, Learning and Assessment

our teaching, learning and assessment will be outstanding.

we will enhance our outdoor space to provide outstanding formal and informal learning opportunities for all our children.

we will deliver lifelong learning through our mastery curriculum.

we will support our staff ensuring that they have the necessary skills to perform and progress in their role.

Personal Development, Behaviour and Welfare

as a Rights Respecting School and through our School Charter we will promote equality of opportunity for every child and reinforce our Values in everything we do

our school will be recognised for the outstanding behaviour of our children

our school will be a safe place to learn and play, with the protection of our children at the forefront of everything we do

we will encourage and support our children to be the best that they can be in terms of academic achievement, sports and the arts through extra-curricular activities and partnerships with other schools and community organisations.

Outcomes for Children and Learners

we will use a variety of data to evidence the progress of our children, applying appropriate interventions and support where necessary to enable success and achievement.

our teaching will reflect British values ensuring that our children are well equipped socially, morally, spiritually and culturally for life in a diverse 21st Century

every child will recognise learning as a lifelong process enriching their understanding of the world and the impact their actions have on the natural environment.

every child will be the best that they can be whether that be academically, in sport or the arts.

July 2015

Wallands School Strategy 2015- 2020

1. Introduction

A Governing Body has three core functions for its school as set out in the 2014 Department of Education's Governors' Handbook:

- setting the strategic direction
- holding the headteacher to account for the educational performance of the school
- ensuring financial health, probity and value for money

Wallands School Strategy has been drafted and agreed by the Full Governing Body (FGB) following consultation with pupils, staff and parents. This plan sets the strategic direction for the school.

This is a long term high level plan extending over five years setting out the school's Vision and Values and long term strategic priorities required to realise that Vision. Delivering on our strategic priorities is a shared responsibility between the FGB, Headteacher and senior leadership team.

The FGB are responsible for ensuring the School Strategy and the Strategic Priorities are reviewed every five years in consultation with the headteacher, senior leadership team, staff, pupils and parents.

This School Strategy has been developed in accordance with the NGA 'Framework for Governance' (Jan 2015).

2. Our Vision and Values

Our ethos as a school is reflected in our Vision and Values Statement set out at the start of this plan.

Our Vision and Values Statement was drafted in consultation with pupils who identified respect, courage, achievement and care as the core values underpinning the ethos of Wallands School. These values are reflected in the School Charter which ensures that they are embedded in day to day school life and learning.

The FGB is responsible for ensuring our Vision and Values are reviewed every five years in consultation with pupils, staff, parents and Governors.

3. Our Strategic Priorities

Our four Strategic Priorities identify what we need to achieve in order to realise our Vision and they mirror the four priorities outlined in the Evaluation Schedule in OFSTED's School Inspection Handbook (Jan 2015).

Achieving our strategic priorities is the key focus of the FGB and progress will be continually assessed through self evaluation (through the SEF) and an annual Governor's Self Audit. Additionally there will be regular formal assessment by our

External Advisor and through the OFSTED inspection framework. These will be supplemented by ongoing informal assessment through stakeholder engagement with pupils through the School Council and pupil surveys, parents through the Friends of Wallands and parent surveys, and the wider community by developing strategic and operational partnerships.

This process of continual assessment alongside the FGB holding the headteacher to account will identify whether there are any key issues that affect the realisation of our strategic priorities. Any key issues will be managed through the School Development Plan (SDP). This is the school's operational plan outlining the actions required to address these key issues including key performance indicators, time scales, resources required, success criteria, milestones, and those responsible for delivery, monitoring and evaluation. The SDP will also, where appropriate, contain the necessary data to evidence success.

The SDP will be the key reference document for the FGB in ensuring that progress on achieving the strategic priorities is met. It is the key issues within the SDP on which Governors will hold the headteacher to account.

The headteacher is responsible for ensuring the SDP is updated for each FGB meeting. The exception is if a key issue and subsequent actions relate specifically to the FGB, in which case the FGB or nominated Governor will be responsible for updating the SDP through the headteacher.

The SDP is reviewed annually by the headteacher in consultation with the FGB, but as it is a working document it can be amended to take account of emerging issues at any time.

4. Code of Conduct

Appended to this School Strategy is a 'Code of Conduct for the Full Governing Body' based on the National Governor's Association document of the same name (2014). The code sets out the expectations of and commitment required from school governors in order for the governing body to properly carry out its work within the school and the community.

The FGB will formally adopt the Code of Conduct every five years at the same time this School Strategy is reviewed by the FGB.

**Wallands Community Primary School
Code of Conduct for the Full Governing Body**

As individuals on the Full Governing Body we agree to the following:

Roles and Responsibilities

- We understand the purpose of the Full Governing Body and the role of the headteacher.
- We accept that we have no legal authority to act individually, except when the FGB has given us delegated responsibility to do so, and therefore we will only speak on behalf of the FGB when we have been specifically authorised to do so.
- We accept collective responsibility for all the decisions made by the FGB or its delegated agents, either a nominated Governor or nominated Committee. This means we will not speak against majority decisions outside the FGB meeting.
- We have a duty to act fairly and without prejudice, and in so far as we have responsibility for staff, we will fulfil all that is expected of a good employer.
- We will encourage open government and will act appropriately.
- We will consider how our decisions may affect the community and other schools.
- We will always be mindful of our responsibility to maintain and develop the ethos and reputation of our school. Our actions within the school and the local community will reflect this.
- In making or responding to criticism or complaints affecting the school we will follow the procedures established by the FGB.
- We will actively support and challenge the headteacher in accordance with our statutory responsibility and within the scope outlined in this School Strategy.
- We recognise that other decision making authorities including, but not exclusively, East Sussex County Council and the Department for Education can impact on our ability to achieve our Vision and Strategic Priorities. We will therefore actively support and challenge those authorities where appropriate.

Commitment

- We acknowledge that accepting office as a Governor involves the commitment of significant amounts of time and energy.
- We will each involve ourselves actively in the work of the FGB, and accept our fair share of responsibilities, including service on Committees, nominated Governor roles or working groups.
- We will make full efforts to attend all meetings and where we cannot attend explain in advance why we are unable to.
- We will get to know the school well and respond to opportunities to involve ourselves in school activities.
- We will visit the school, with all visits to school arranged in advance with the staff and undertaken within the framework established by the FGB and agreed with the headteacher.
- We will consider seriously our individual and collective needs for training and development, and will undertake relevant training.
- We accept that in the interests of open government, our names, terms of office, roles on the governing body, category of governor and the body responsible for appointing us will be published on the school's website.
- Collectively we recognise that the role of Governor is a voluntary one, and that there will be occasions when work and private commitments and obligations impinge on our ability to perform the role effectively. On those occasions the FGB will provide additional support by granting a temporary leave of absence, reduced responsibilities or other measures where appropriate.
- Where a Governor resigns from the FGB, the Chair will ensure that the individual concerned is thanked on behalf of the FGB and, if the individual is willing to disclose, the reason for their resignation.
- Mindful of the voluntary nature of the role, the FGB will always be conscious of the workload placed upon Governor's both collectively and individually by; focusing on the statutory responsibilities of Governors, the need to be effective in achieving our strategic aims, challenging and reducing excessive bureaucracy or duplicity and communicating clearly and effectively.

Relationships

- We will strive to work as a team in which constructive working relationships are actively promoted.
- We will express views openly, courteously and respectfully in all our communications with other Governors, headteacher, staff and any other person with whom we engage on behalf of the FGB.
- We will support the chair in their role by ensuring appropriate conduct both at meetings and at all times.
- We are prepared to answer queries from other Governors in relation to delegated functions and take into account any concerns expressed, and we will acknowledge the time, effort and skills that have been committed to the delegated function by those involved.

- We will seek to develop effective working relationships with the headteacher, staff, parents, our School Council, local schools in our locality or EIP, East Sussex County Council and other relevant agencies and the community.
- We recognise the vital role performed by the Clerk to the Governors and their contribution to our success as a Governing Body. We will support the Clerk in their role by responding promptly to requests for information as and when required ,and by tendering any necessary apologies for absence to the Clerk in a timely manner.

Confidentiality

- We will observe complete confidentiality when matters are deemed confidential or where they concern specific members of staff or pupils, both inside and outside school.
- We will exercise the greatest prudence at all times when discussions regarding school business arise outside a governing board meeting.
- We will not reveal the details of any governing body vote.

Conflicts of Interest

- We will record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the FGB's business in the Register of Business Interests, and if any such conflicted matter arises in a meeting we will offer to leave the meeting for the appropriate length of time. We accept that the register of business interests will be published on the school's website.
- We will also declare any conflict of interest or loyalty at the start of any Committee or FGB meeting should the situation arise.
- We will act in the best interests of the school as a whole and not as a representative of any group, even if elected to the FGB.

Breach of this Code of Conduct

- If we believe this code has been breached, we will raise this issue with the chair and the chair will investigate; the FGB will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- Should it be the chair that we believe has breached this code, another Governor, in our case the vice chair will investigate.

The Seven Principles of Public Life

(Originally published by the Nolan Committee: The Committee on Standards in Public Life was established by the then Prime Minister in 1994, under the Chairmanship of Lord Nolan, to consider standards of conduct in various areas of public life and to make recommendations).

Selflessness - Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity - Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

Objectivity - In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability - Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness - Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty - Holders of public office have a duty to declare any private interests relating to their public duties and take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership - Holders of public office should promote and support these principles by leadership and example.

Based on the National Governor's Association Code of Conduct, items in green additionally agreed by the FGB.