

Caversham Primary Governing Board Strategic Plan 2023-2026



Action : Attendance and Behaviour	Responsibility	Milestones	Monitoring
To ensure that attendance is in the top national quartile	Headteacher	Overall attendance 96%+ 2022-23 Overall attendance 98%+ 2023/24 Increasing trend attendance for all vulnerable groups Reduction year on year in number of pupils persistently absent	Attendance by group reported in Headteacher report to governors Persistent absence trends for individuals tracked and discussed at attendance meeting with governor
By the end of 2022/23, All DfE guidance around improving attendance and punctuality are reflected in policy and practice to maintain overall attendance and to further reduce the proportion of children who are persistently absent	Governors Headteacher	Policy updated each September by Headteacher and approved by governors	FGB ratification of policy
Action: Quality of Education	Responsibility	Milestones	Monitoring
To ensure attainment is in the top 20% nationally in all Key Stages in 2023- 2024	Headteacher	Attainment on all subjects in all key stages is in the top 20% nationally in each year Summary data reporting for foundation subjects developed by the end of 2023/24 Outcomes for children requiring SEND support improve year on year Equalities monitoring show reduction in any gaps between pupil groups year on year Progress for children with EHCPs reflects the intended outcomes of their EHCP in each year Interventions to support children falling behind represent good value and are impactful each year	Inspection Data Summary report Head teacher report reflects standards in each year group in core subjects (including science) Governor meetings and reports from subject leads Annual SEND report and SEND governor monitoring meetings Equalities monitoring HT report data and annual review report

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<p>To develop subject leadership across all curriculum areas to ensure intent and implementation of the curriculum delivers impact across all pupil groups</p>	<p>Headteacher</p>	<p>Subject leaders training and monitoring plan in place by September 23/24</p> <p>Subject leader reports to governors in annual planner 2024/25</p>	<p>CPD plan</p> <p>Monitoring plan and reports to governors</p> <p>external verification curriculum subject focus</p> <p>staff survey outcomes</p> <p>governor subject monitoring visits</p>
<p>to ensure staff consistently implement research informed approaches to teaching so that outcomes for children with SEND and other vulnerabilities are improved</p>	<p>Headteacher</p>	<p>CPD programme established by 2022/23</p> <p>CPD programme implemented and embedded in 2023/24</p>	<p>Headteachers report</p> <p>CPD plan</p> <p>Monitoring plan and reports to governors</p> <p>external verification curriculum implementation focus</p> <p>staff survey outcomes</p> <p>governor teaching and learning monitoring visits</p>
<p>Provision for SEND support children to benefit from a consistently implemented curriculum and that expectation of pupils with SEND are consistently high</p>	<p>Headteacher</p>	<p>Recommendations from Ofsted and the LA review actioned by end of year 2023- 2024</p> <p>Send support outcomes above national averages in each year</p> <p>CPD needs analysis complete by end of Autumn Term 2023 and training plan in place</p> <p>SEND action plan in place for each year</p>	<p>SENDCO action plan governor monitoring and reporting in annual planner</p> <p>Governor SEND monitoring Visits</p> <p>SEND parent and children surveys</p> <p>SEND annual report</p>
<p>Action: Finance</p>	<p>Responsibility</p>	<p>Milestones</p>	<p>Monitoring</p>
<p>To appoint a substantive leadership team and maintain an affordable and sustainable staffing structure through targeted recruitment when gaps arise</p>	<p>Finance & Personnel Committee</p>	<p>Structure reviewed 2023/24</p>	<p>Finance and Personnel committee report on progress to FGB</p>

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		Substantive SLT posts in place by September 2024/25	
Ensure that pupil intake numbers are maintained in each year group is full	FBG Headteacher	Reception places filled in each year	Finance and Personnel committee annual report from SBM pupil numbers in each year group reported in Headteachers report Parent views captured bi-annually in parent survey
Action: leadership and management	Responsibility	Milestones	Monitoring
To have a well organised Governing board - an effective meeting structure, schedule of governance activities and distribution of responsibilities.	Chair of Governors FBG Clerk to governors	Strategic plan and annual planner reviewed and in place by September 2023 Governing body Self-evaluation completed in each year Governor records show impact of actions identified in strategic plans and the annual planner in each year All compliance activities undertaken in each year There are no governor vacancies and succession planning are in place by December 2023	FGB minutes show evidence of activities undertaken and their impact Roles and responsibilities clear on website Individual governors impact recorded on governor hub Annual governing body self-evaluation completed
Governors attend training to maintain and enhance their knowledge and address areas for development identified in the annual self-evaluation	Chair of Governors Clerk	Identification of training needs in September each year based on Self-evaluation FBG representatives attend and feedback form Local Education Directors briefings each year All governors attend statutory safeguarding training and training related to areas identified in the strategic plan and or their responsibility areas each year	Governor training records show training undertaken by all FGB members Governors' self-evaluation shows progress in meeting the recommendations in the twenty-three reviews of governance

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<p>School leaders to provide all evidence to governors as per the annual calendar so that governors can inform, challenge, and support the Senior Leadership Team</p>	<p>Headteachers</p>	<p>The content of the Headteacher report reflects the strategic plan, School development plan and areas of compliance for governors in each year</p> <p>All external reports including the IDSR, and School Effectiveness meeting minutes will be shared with governors each year</p> <p>Annual stakeholder surveys will be undertaken bi-annually, and analysis reported to governors</p> <p>All statutory and compliance reports outlined in the annual planner will be provided by school leaders as scheduled</p>	<p>All reports provided no later than a working week before meetings</p> <p>FGB minutes show appropriate and impactful challenge and support</p>
<p>Maintain effective safeguarding systems and processes in each year</p>	<p>FBG Headteacher</p>	<p>Annual audit shows no areas of omission</p> <p>External verification reports safeguarding is effective</p>	<p>Maintain effective safeguarding systems and processes in each year</p>