Upton-upon-Severn CE (VC) Primary School

Upton-upon-Severn CE Primary School Governors' Three Year Strategic Plan and Vision 2024-2027

School details

Unique reference number: 116853

Local authority: Worcestershire

Inspection number: 10082163

Type of school: Primary

School category: Voluntary controlled

Age range of pupils: 4 to 11

Gender of pupils: Mixed

Number of pupils on the school roll: 190

Appropriate authority: The governing body

Chair of governing body: Andrew Walker

Headteacher: Julie Wills

Website: www.uptonprimaryschool.education

Date of most recent Ofsted inspection: 23 October 2019

Ofsted outcome: Good.

Date of most recent SIAMS inspection: 21 May 2024

Diocese: Worcester

Current inspection grade: Good

"Anything is possible, we can all succeed"

At Upton-upon-Severn CE Primary School we seek to prepare today's young learners for an exciting, sustainable, outward-looking future, and we ensure our children develop in a happy and secure environment that is responsive to their changing needs. We believe that meeting the needs of the whole child is important and the school aims to meet the social, emotional, physical, intellectual and moral needs of each individual. Our school embraces Christian beliefs with an openness, respect and tolerance for other faiths.

Our school is an inclusive community. It is a place where everyone is valued and all achievements are praised, celebrated and encouraged. All children are inspired to develop their unique talents in a safe, happy and caring context.

The three core strategic functions of the governing body are:

a) Ensuring clarity of vision, ethos and strategic direction.

b) Holding the headteacher to account for the educational performance of the school and its pupils, and the performance management of staff; and

c) Overseeing the financial performance of the school and making sure its money is well spent.

This Governors' Strategic Plan sets out the actions for the Governors to deliver in their key role of setting the strategic direction of Upton CE Primary School and monitoring achievements against the objective of continuous improvement.

It provides a foundation for, and is developed alongside, the annual School Development Plan, which is formulated by the Head Teacher; senior management team and school staff and approved by the Full Governing Body. This covers detailed improvements. The School Development Plan is informed by the Governors' Strategic Plan.

This plan sets out our strategies for the next three academic years, to ensure our children continue to achieve in all areas of their development and aims for our school to attain the highest possible standards. Towards the end of this period, our continuous review/monitoring processes will enable us to develop a subsequent plan; building on its success.

It is important to recognise that the school already has significant strengths to build on; as well as areas where we will continue to focus our efforts and continue to develop. One of our strategic aims, which is the most important, is to improve outcomes for all children. This can be supported through collaboration with other schools through a variety of both informal and structured styles, where we can benefit from each other's strengths and experiences, thereby building strong and mutually beneficial collaborations.

Governor Strategic Plan

OUR VISION

To offer inspiration to young lives.

‘Anything is possible, we can all succeed’

‘I can do all things in Christ who strengthens me – Philippians 4:13

OUR VALUES

As a Church of England school our vision underpins everything that we do and is the thread that binds us all together. We take pride in our Christian distinctiveness and work with the six following key values:

Responsibility

Community

Respect

Trust

Perseverance

Courage

Goose ethos:

Geese fly 71% further when they fly as part of a team.

Safeguarding

Underpinning our strategic priorities is a strong commitment to safeguarding which is an absolute foundation for the school where the emphasis has been and continues to be delivering a safe, supportive and secure learning environment for pupils, staff, parents and visitors to the school. The school is a place where all staff are vigilant and confident in dealing with all safeguarding issues.

Strategic Plan: Key areas of development

This plan will form the basis of the work of the governing body and will be regularly referred to at meetings.

Key area	Aims	Priorities	KPIs	Monitor and review
Learning	To ensure that learning is consistently good and often outstanding. To obtain outcomes for all groups of pupils which are often better, than national averages.	Recruiting and retaining well-qualified, motivated staff. Providing staff with relevant pedagogic-related CPD opportunities.	Staff voice. Pupils' voice. Community voice. Reporting of CPD undertaken. Internal and external assessment data.	Scrutinising implementation by school management and staff of the plans put in place to enhance pupils' academic achievement.
Quality of education	To ensure implementation of a curriculum that is exciting, engaging, accessible and inspires learning. To engage with external audit of quality of education at least on an annual basis.	Embedding curriculum changes in 2023-24 and monitoring implementation progress and their impact in subsequent years.	Reports to School Improvement committee (SIC) by school leaders on curriculum development; governor visit reports.	Closely monitoring the senior management's action planning and staff implementation of the wider curriculum.
Leadership	To ensure effective leadership at all levels, sharing best practice.	Ensuring leadership effectively implements and monitors curriculum development.	See above.	Development and implementation of

	To ensure that all previous Ofsted priorities have been met. Strong performance management systems are in place committed to high quality CPD. A strategic, reflective and confident Governing Body. To consider preparing school for entry into an appropriate multi-academy trust.	Ensuring leadership responds to external review findings where appropriate and that Governing Body holds leadership to account regarding these. Self-critical review of work of Governing Body is regularly undertaken, informed by external governance review in 2023. To obtain information regarding MATS, arranging presentations for governors.	To receive action planning and reports of action taken arising from such reviews. Production of self-evaluative reviews of governor performance at least on annual basis. Holding of MATS presentations.	strategic planning at governance level. Reports to be received by FGB. Reports to be reviewed by FGB. Report to FGB.
Wellbeing	To ensure both pupil and staff wellbeing is supported and rooted in Christian values.	Ensure the regular surveys are conducted to gauge well-being and monitor development and implementation of resulting action plans as necessary.	Above national attendance rates for all groups of pupils.	Reports to be received by FGB.

Community	To ensure that the school engages constructively and successfully with a wide and diverse community.	Ensure that school continues outward facing activities – through use of social media and other means of engaging with external stakeholders. Ensure that school continues to participate in the town's significant events in its cultural calendar. Ensure that school engages with a diverse range of visitors and stakeholders.	Regular social media postings; production of regular newsletter; engagement with local media. Pupils' presence at various Upton events – including music festivals, and church services. Engagement with diverse groups and individuals – e.g. through visitors to school; and school visits.	Headteacher to report on activities to FGB.
Finance and pupil numbers	To increase the number of children on the roll by making Upton the school of choice for parents and their children in Upton and the surrounding area.	Raising profile of the school in the locality – through marketing, signage. Making Upton CE Primary the 'school of choice' within the locality – paying attention to extra-curricular offer and	Possibly update school prospectus. Ensure regular updating of content on new school website. Ensure wide range of extra-curricular activity on offer.	Overseeing the development and implementation of a plan in co-operation with the local authority, so as to address the School's financial position.

	To implement where appropriate School Resource Management Advisors' (SRMA's) recommendations in order to address the school's long-term budget deficit.	wrap around care provision. Business Committee, on behalf of FGB, must hold school management to account with regard to implementation of recommendations in SRMA report.	Regular review of wrap around school provision. Business Committee, on behalf of FGB, to ensure actions recommended in SMRA are appropriately implemented.	Business Committee to report to FGB.

Progression through the three years of the plan.

- Year 1 – In line with national averages.
- Year 2 – Regularly achieving above national averages.
- Year 3 – The majority are achieving above the national average.

Date approved by Board of Governors	11 July 2024
Date of next review	March 2025