



Downsway Primary School

Challenging minds, changing futures.

Governance Strategic Development Plan (GSDP)

2024/2025



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Introduction

This Governance Strategic Development Plan (GSDP) provides the means to organise, monitor and communicate the development and progress of the Downsway Primary School governance strategy.

As a governing board, this plan assists in measuring our effectiveness and impact on the wider development programmes in our school.

The plan is structured to set out our overall target areas for development, in line with the governors' strategic goals, capturing more focused objectives that will feed into that progression of the goal.

Our goals have been drawn from our self-evaluation processes, our previous performance and audits of our governors' skills and expertise, including latterly, against the Governors' Competency Framework.

This plan will be evaluated at the end of each academic year, where we reflect again on the previous year's performance to identify the needs of the next. This is a working document, and progress against our priorities will be monitored at each governing board meeting.

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Our vision

*Children have the confidence to aim high and to be curious about their world.
They work successfully with others and have a tolerant and responsible attitude towards them*

Our Values

Aspiration

Dreaming big, aiming high, working hard to achieve goals

Tolerance

Respecting, accepting & embracing others

Self-Belief

Believing in & valuing yourself

Responsibility

Learning to make good choices & understanding the importance of honesty

Curiosity

Showing enthusiasm, asking questions, imagining & exploring

Co-operation

Listening, supporting & sharing

Our Strategic Goals:

Strategic Goal A: To support the school effectively in setting and maintaining its vision and ethos

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Strategic Goal B: To monitor and hold school leaders to account in fulfilling their educational responsibilities

Strategic Goal C : To ensure the sound, proper and effective use of the school's financial resources

Strategic Goal D: To ensure the board is as effective as possible in carrying out its responsibilities

The Strategic Goals aim to satisfy our vision, implement our values, and promote continuous improvement.

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Strategic Goal A: To support the school effectively in setting and maintaining its vision and ethos			
Action	Key participants	Key activities for success	Evidence/Impact
Governors visit and report on whole school activities	All CoG/VoG	Visits schedule Governor-friendly visit pro formas	
Governors have staff well-being as a standing agenda item	All HT Staff governor	Regular updates on staff well being via HT's report, staff surveys etc. Anonymised advice on staff performance management	
Governors are pro-active in fulfilling safeguarding responsibilities	All Safeguarding governor DSL SBM Clerk to governors	Annual review of KCSiE and CP policy Safeguarding/DSL meetings SCR checks ESAT (annual safeguarding audit)	

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Strategic Goal B: To monitor and hold school leaders to account in fulfilling their educational responsibilities			
Action	Key participants	Key activities for success	Evidence/Impact
Governors monitor the implementation of the SDP	All HT CoG/VoG	SDP monitoring plan Good monitoring coverage of all elements of SDP	
Governors monitor provision for Diversity groups including SEND and Pupil Premium	All SEND governor Pupil Premium governor IM (Inclusion Manager)	Governor visits and reports Review of SEND report Review of Pupil Premium Strategy	
Governors receive and review school performance data and compare it with local and national data	All HT	Knowledgeable and effective interrogation of data	

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Strategic Goal C : To ensure the sound, proper and effective use of the school's financial resources			
Action	Key Participants	Key activities for success	Evidence/Impact
Governors carefully review quarterly and annual budget reports	All SBM	Knowledgeable and effective interrogation of data	
Governors ensure special funds (Pupil Premium, Sport) are well managed.	All SBM	Knowledgeable and effective interrogation of data	
Governors ensure they have the financial skills to make informed judgements	All SBM	Governor training Finance governor SFVS audit	

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Strategic Goal D: To ensure the board is as effective as possible in carrying out its responsibilities			
Action	Key participants	Key activities for success	Evidence/Impact
Governors take collective and individual responsibility for being effective in their role	All CoG/VoG Clerk to governors	Board and self-evaluation Governor training In - house GD	
Governors keep stakeholders informed and collect information, as appropriate, from them	All CoG/VoG	Monthly newsletter Pupil voice Governor visits Staff/ parents/pupil surveys	
The board plans for succession	All CoG/VoG Clerk to governors	Work shadowing Governor support Widest possible distribution of governor roles Training Board and self-evaluation	

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Glossary of Terms

CoG Chair of Governors

CP Child protection

DSL Designated Safeguarding Lead

ESAT Education Safeguarding Advisory Team (The school completes their annual safeguarding audit)

GD Governor development

HT: Headteacher

IM Inclusion Manager

KCSiE Keeping Children Safe in Education (Statutory advice document from the Department for Education)

SBM: School Business Manager

SCR Single Central Record (Record of all staff and their safeguarding clearance – for the purposes of safeguarding, staff includes volunteers, governors etc.)

SDP: School Development Plan

SEND: Special Educational Needs and Disabilities

SFVS Schools financial value standard

VoG Vice Chair of Governors