



Governors' Impact Statement 2022 -2023

Governing Board

The Governing Board's statutory duties include ensuring all legal duties are carried out and that children, staff and visitors stay safe when in school. As such, this year collectively Governors have met staff and Senior Leaders in person 23 times. There have also been three Full Governing Board meetings as well as 12 committee meetings and meetings with subject leaders. There have been additional health & safety and safeguarding checks.

School Governors are responsible for the strategic direction of their school, for holding the Leadership team to account, for overseeing the financial performance of the school.

We meet as a full Governing Board each term to agree the School Improvement Plan (a detailed plan for one year; in outline for a further 2 years) to monitor its progress and to ensure the budget remains on track. We have 3 committees, which look at different aspects in more detail. Committees meet termly prior to Governing Body meetings so they can report on their discussions and recommendations. There are 3 main committees, each with its own Chair:

- Leadership and Management
- Curriculum and Standards
- Health and Safety

The chairs of these committees meet regularly to challenge and support one another.

We have a highly skilled and committed team of Governors who have a simple mission and that is to work to improve the education of our children. Our Governing Board bring a vast amount of experience and expertise in education, HR and finance.

We are all very proud and honoured to serve as Governors at Oakridge and we all take a strong interest in our school, providing both challenge and support to Mr Fisher, the Senior Leadership Team and staff. We firmly believe that a key reason for the success of Oakridge is the excellent staff and leadership we have, who are all hardworking and dedicated to the excellent education of our children, ensuring they all receive a Disneyland curriculum that challenges them to *Reach for the Stars* every day.

As a Governing Board we always ask the question 'How are we better today than we were at our last inspection in 2014 and how can we continue to improve?'

- The investment in professional development for all staff ensures that staff continue to grow and develop. The collective efficacy of the whole staff team ensures that they are continually challenging and developing both themselves and colleagues.

We are delighted that the school continues to build upon its success, with standards across the school remaining very high and the quality of teaching and learning continuing to improve.

- The quality of teaching and learning is at the heart of any successful school. The quality of teaching continues to be consistently good and outstanding across the school and this is reflected in the standards of attainment. Observations, book and planning scrutinies and assessment data supports this.
- There is a clear curriculum statement which is ambitious and reflects the vision for the school. The curriculum is balanced and well-planned and the knowledge we wish our children to acquire in each subject in each year group is clearly set out. This takes into account not only the National Curriculum expectations but also local, national and international knowledge that supports our curriculum intent. The curriculum also promotes links between subjects so that children can make connections. Enrichment activities are extensive and help promote deeper knowledge and engagement.
- Analysis at the end of the FS, KS1 and KS2 shows that attainment over time against NE and GDS / HS continues to be outstanding and in many areas is sig above National. This includes the % of children who attain both NE and GDS/HS in RWM . The Y1 Phonics check is consistently sig above NE.
- Behaviour continues to be excellent. 'The Oakridge Way' supports the delivery of a positive ethos and together with consistently high expectations ensure that behaviour at Oakridge is exemplary. Visitors to school often comment upon this and documentary evidence from school visits and from visitors to school comment on the impeccable manners and outstanding behaviour of the children. During lessons, children concentrate well and demonstrate positive learning behaviours.
- The promotion of pupils' spiritual, moral, social and cultural development is interwoven into children's learning and their experiences at school. This is evidenced by: children demonstrating The Oakridge Way; the range of enrichment activities and curriculum opportunities representing a wide range of cultures; children's preparedness for their next stage of education; the high levels of enjoyment seen in lessons and the positive relationships between all parts of the school community.
- The school has significant capacity to sustain what has been achieved and to further develop the range and quality of the provision. Senior leaders are relentlessly ambitious and consistently aim for outstanding outcomes in all aspects of the school's work. The school has a clearly defined and shared vision and mission statement which ensures all staff know and understand their roles and responsibilities and how their role will help the school achieve its goals. Middle Leadership is outstanding with leaders taking ownership of their subject areas. School Governance supported by a professional clerk, who is an NLG, is highly effective as a result of the positive relationships between governors and school leaders based on trust, openness and transparency.
- Safeguarding is paramount within school. Staff are regularly updated and receive training during induction and as a result there is an ethos of vigilance with an

understanding that safeguarding is everyone's responsibility. 'Many thanks for the audit and I saw some excellent practice. Children are kept safe at Oakridge and from the conversation that I had with children the thread runs through their conversation and school experience.' – LA Safeguarding audit May 2023

- Middle leaders have a very good knowledge of their subject and ensure that their expertise is disseminated across the school providing staff with support and development.
- Enrichment activities continue to be well thought out and engage and enrich the children's educational experience.
- We were delighted that after six consecutive years of gaining a gold award for our sporting provision, this year we were awarded the Platinum Accolade.

We also have amazing support from parents and the community and the Governing Board would like to thank you for your continued engagement with, and support, for the school.

One of the key functions of the Governing Body is to ensure everybody within the school stays safe and we are delighted that we received a Health & Safety audit which stated that, 'Managers (with the support of key staff) own the health and safety process and proactively seek to identify new legal requirements, policies and processes which might affect the workplace and all local procedures and instructions are reviewed and monitored regularly. Overall this organisation is performing well, with the standard of health and safety management showing good performance results.'

Actions and achievements for the academic year 22-23

Health and Safety

This year we have also managed to secure a further £32,000 grant to replace the KS1 and Reception toilets as well as ensuring that the building is kept to a high standard.

- Replaced piping to ensure hot water supply is consistent throughout the school
- New benches for KS2 playground
- Painted classrooms
- Painted the hall and KS2 corridor
- Painted the foyer
- Replaced carpet tiles in Year 4 and Year 6
- Replaced the PE Shed on the KS2 playground
- LA Safeguarding review highlighted the excellent practice

Policies

- All H and S policies and Risk Assessments have been reviewed and approved.

- Safeguarding SCR check completed on three occasions

Leadership and Management

A further challenge facing us as Governors is the increased financial pressures put upon our school budget. The Leadership and Management Committee which has met on five occasions this year, ensures that the resources that the school receives are used efficiently and effectively. The three-year budgetary plan which has been developed ensures that the school's vision can continue to be delivered effectively with a focus on delivering the best possible outcomes for our children. This ensures that we are able to employ Mrs Holland to deliver high quality art and D and T and Mr Rowell to deliver high quality PE, as well as providing our children with a wide range of sporting opportunities. We also ensure that as a school we invest in the best resources for our children ensuring that they add value to our children's learning. For example, our continued investment in three government approved and proven learning resources:

- *Read, Write, Ink*
- *Accelerated Reader*
- *Maths No Problem*

Being one of the lowest funded schools in one of the lowest funded Local Authorities the schools results and the curriculum provision demonstrate excellent value for money. The best resource that we have at Oakridge is our staff, as they have the biggest influence upon children's learning.

Government figures show that Oakridge receives £456 less per child than the national average for primary schools. Excluding nursery pupils this equates to £99 408 a year less. Therefore the value for money that the school provides is outstanding.

The estimated final outturn for 2022 -2023.

	Estimated Final Position 2022 – 2023
Total income	£1,160,310
Total expenditure	£1,147,430
In year position	£12,880
Carry forward on deposit	£128,126
Cumulative position	£141,006

Priorities going forward

- Unfunded pay rises for both teachers and non teachers
- Increased inflationary pressures

By running our own School Direct program to develop new teachers, as well as delivering a range of well-respected teacher training courses (NPQH, NPQML), we have generated £30 000 additional income this year from the courses that we have delivered. With budgets being significantly cut, this externally generated income ensures that we can maintain staffing levels and provide our children with an outstanding education.

- The school continues to partner the Alliance of Leading Learning in delivering the NPQML and NPQH qualifications
- The continuing successful implementation of the Schools Direct programme.
- Continued support for the development of staff which has seen the school invest in the Visible Learning Program which has enhanced all staff's knowledge of learning.
- All Policies reviewed and approved.
- Revised teaching structure, with associated cost impact finalised
- Budget reviewed and approved, ensuring viability for next 3 years.

Curriculum and Standards

Some of the school's achievements over the last year include:

- The school continues to be categorised as outstanding by the Local Authority
- Standards overtime at the end of the Foundation Stage, KS1 and KS2 are outstanding and significantly above the National
- Standards in the the Y1 phonics check and Y4 MTC are outstanding
- All policies have been reviewed and approved
- Highest percentage take up of PE clubs in schools history with school achieving the platinum award for the sporting provision on offer
- The school has not stood still and subject leaders have all developed their subjects still further.
- The school vision of a 'Disneyland Curriculum' is continuing to being lived as can be seen by the number of enrichment activities that are provided to enhance the school curriculum

The Governing Board is not there to run the School on a day to day basis; that is the job of the staff and the Headteacher. However, the Governing Board welcome any comments or questions you may have regarding the strategic direction and the vision of the school, which we have set. If you would like to contact the Governors, please telephone the school and leave a message, or email us at governors@oakridge.staffs.sch.uk.

Sue Wilson - Chair of Governors