

## St Mary's CE (Aided) Primary School Pulborough

### Governors three-year Strategic Action Plan 2024 - 2027

#### What is the Governors Strategic Action Plan?

The governing body is engaged with setting and defining the school's strategic direction, including its vision in line with its mission and strategic priorities alongside setting and modelling the school's culture, values and ethos. Governors should be connected and responsive to pupils, staff, parents and carers, and the community through effective engagement.

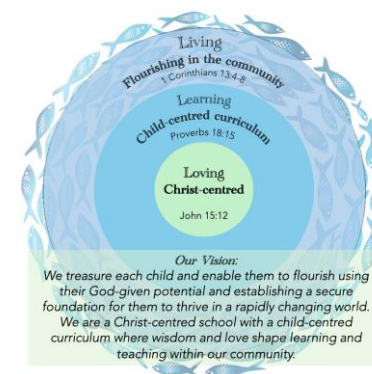
This strategic plan has been produced by the Strategic Plan Task Group (Sept 2024 - Jan 2025) in close consultation with the full governing body and the headteacher, Mrs S Copus. The action plan, which sets out how the school will achieve its strategic objectives, is to be developed at committee level to include initiatives and timescales and approved by the Full Governing Body.

The strategic priorities and outcomes which are linked to the SIP are outlined below. Each of the priorities will be broken down into actions which can be seen reflected on the SIP. The priorities are divided into three categories and broadly come under the three headings: Loving, Living and Learning. These categories are each assigned to a committee of the governing body for oversight and form the basis of their meeting agenda programme and monitoring. The progress of each aspect is monitored by governors and progress reported on by the SLT on a regular basis.

*Loving:*  
*strategic objectives will be owned/discussed by the Ethos & Worship Committee.*

*Living:*  
*strategic objectives will be owned/discussed by the Resources Committee.*

*Learning:*  
*strategic objectives will be owned/discussed by the Children & Learning Committee.*



*These*

*These*

*These*

#### Succession Planning:

In order to deliver its strategic aims, the governing body strives to have a robust and clear understanding of succession planning. A yearly skills matrix is used to identify gaps in skills or knowledge and governors are appointed to ensure a breadth of experience.

## Strategic Priorities

### Loving:

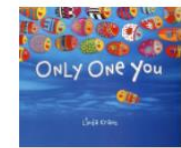
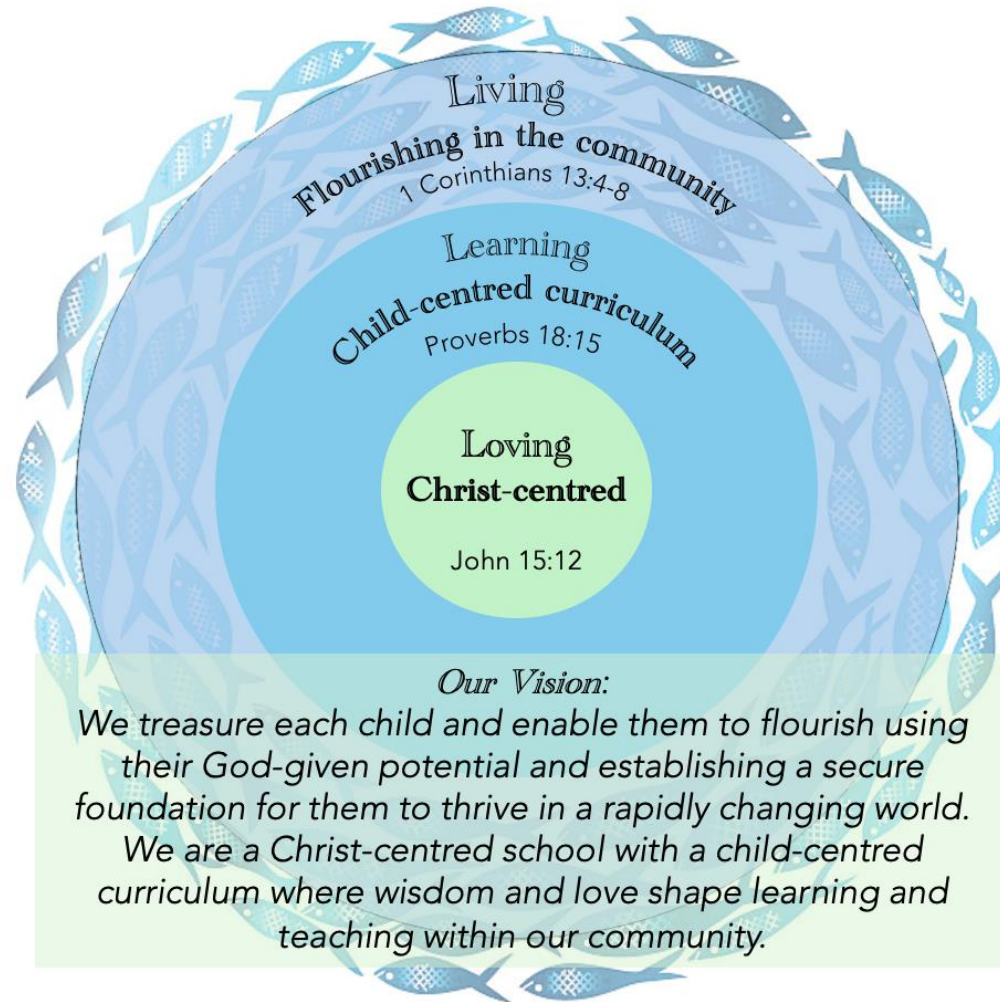
Every Child Feels Safe  
Focus on Emotional Health & Wellbeing for all  
Embracing diverse communities  
Embedding the Vision  
Strong partnership with St Mary's Church

### Living:

School roll increasing to PAN 60  
Increasing financial stability  
New building provides Nursery  
Sustainability measures addressing climate crisis

### Learning:

Every child resilient and flourishing  
Aspirational CPD enhances teaching  
Outstanding curriculum inspires teaching and learning



Our vision is inspired by scripture:

**Loving:** John: 15 v12

Jesus said: "Love one another as I have loved you".

**Learning:** Proverbs: 18 v15

"An intelligent mind acquires knowledge, and the ear of the wise seeks knowledge."

**Living:** 1 Corinthians: 13 v 4-8

"Love is patient; love is kind; love is not envious or boastful or arrogant or rude. It does not insist on its own way; it is not irritable or resentful; it does not rejoice in wrongdoing, but rejoices in the truth."

These principles of loving, learning and living are building a community where the fruits of the spirit (Galatians: 5 v 22-23) are made real (vine leaves).

## Strategic Priorities

### Loving: Ethos & Worship Committee

- Every child feels safe.
- Focus on emotional health & wellbeing for all. Children and adults have the confidence to talk about their emotional health and well-being.
- Embracing diverse communities: St Marys to further develop its visibility within the wider community and for the children to have an awareness of their role as global citizens.
- Embedding the vision: All stakeholders will be prepared for a SIAMS inspection with the school's vision embedded into all areas of school and wider community life.
- Continue to strengthen the school's links with St Mary's Church (Growing Partnerships).

### Living: Resources Committee

- School roll increased to PAN 60. St. Mary's will become the school of choice within the local community.
- The school has financial stability which will allow all children (including SEND) to have access to the best possible resources, facilities and learning environment.
- New school building provides purpose built nursery/pre-school and community spaces.
- St Mary's will move towards meeting the government's requirements within sustainability and climate change supporting children and young people who
  - are passionate about the natural world
  - want to do their best to protect it
  - can influence their wider communities

### Learning: Children & Learning Committee.

- Ensure that all children achieve the best they can and become resilient and independent learners. Children's attainment is "in line" with or "better than" national data.
- Staff will have access to high quality CPD to ensure that teaching throughout the school will be good or better.

- The school has a well-planned, relevant and aspirational curriculum which gives all pupils the opportunity to achieve and develop their creativity.

## **Outcomes**

St Marys' Governors are committed to securing or maintaining the following outcomes for the school by continually revisiting the school's vision, values and ethos and via monitoring progress towards the Key Priorities in the annual School Improvement Plan.

### **Loving**

- Children will build up good mental health and procedures and practice to ensure all children are safe, feel safe and are happy, resilient and confident, displaying good behaviour at all times.
- Children/staff will have strategies to look after their own emotional health and well-being
- Children will develop their understanding of what it is to live in a world of diverse communities, showing respect and love for those who are different to themselves.
- The school will achieve a successful SIAMS inspection. All stakeholders will know the school vision and will be guided by it.
- St Mary's is a happy, vibrant and welcoming school at the heart of its village community, where positive relationships are fostered between all adults and all children. All stakeholders (Children, staff, parents, governors, Church members) are respected and valued. (Fruits of the Spirit)

### **Living**

- The school will move towards being a two-form entry (PAN 60). The total school budget will increase.
- Rigorous monitoring of the school budget, ensuring money is targeted and well spent, which will allow the school to flourish in all areas.
- Completion of the new building to include purpose built space for nursery and pre-school education and spaces for use by the community.
- Pupils will be well informed and therefore lead the way in sustainability and environmental issues. Energy bills and costs will be reduced significantly through the generation of green energy.

### **Learning**

- Staff with effective CPD take on more leadership roles within the school, which in turn will support them in promotion opportunities. Monitoring will show that the quality of teaching and learning is at least good because of the high quality CPD.
- School will recruit, develop, support and retain a dedicated school team providing opportunities for early leadership and development of middle leaders and SLT.
- Children will become more resilient and this in turn will have an impact on the SEND provision.
- Annual attainment data will continue to show an upward trend through good or better teaching.

	Objective	Actions	Timescales/Milestones (Y1, Y2, Y3)	Outcome
	Every child feels safe.	Rigorous monitoring of safeguarding policy, procedures and outcomes.  Undertake annual wellbeing surveys for children and staff.		St Mary's is a happy, vibrant and welcoming school where positive relationships are fostered between all adults and all children. Annual staff and pupil voice safeguarding surveys highlight successes and areas for improvement.
	Children and adults have the confidence to talk about their emotional health and well-being.	Initiatives to support well-being and mental health monitored for impact.  Governor monitoring includes staff voice on workload and culture.		Children will build up good mental health, feel safe and are happy, resilient and confident, displaying good behaviour at all times.
	Children and adults will treat others with respect and tolerance.	Develop links with schools in more diverse communities.		Pupils knowledge and understanding of diversity is broadened and enhanced to combat racism.
	Prepare for a SIAMS inspection with the school's vision embedded into all areas of	Governor committee and task group identify strengths and areas for development using SIAMs framework.		The school will achieve a successful SIAMS inspection. All stakeholders will know the school's vision (Christian distinctiveness) and will be guided by it.

	school and wider community life.			
	Continue to strengthen the school's links with St Mary's Church	Strengthen existing links with PCC, congregation, groups etc. and seek more opportunities for working together. (Growing Partnerships - see Action Plan).		Links with St Mary's Church continue to be strong.
	St. Mary's will become the school of choice within the local community. School roll increases to PAN 60.	Monitor the annual intake number as we move to a 2-form entry.  Raise the profile of St Mary's in the community through positive publicity.		The school will move towards being a two-form entry.
	The school has financial stability.	Rigorously monitor the school budget and ensure money is targeted towards priorities in the SIP and curriculum monitoring plan.		All children have access to the best possible resources, facilities and learning environment.
	New school building supports the community and raises pre-school achievement.	Governors are involved in completion of the planning and build of the new building on the youth club site.		On-site nursery opens, providing all-through primary education for Pulborough. Additional spaces available for use by the community.



St Mary's will move towards meeting the <u>government's requirements</u> within sustainability and climate change	Ensure the new building is designed with sustainable energy issues embedded. Track and monitor how sustainable existing school buildings are.		Energy bills are reduced significantly through the generation of green energy. Pupils will be well informed and therefore lead the way in sustainability and environmental issues.
To ensure that all children flourish and become resilient and independent learners.	Monitor the effectiveness of the SIP in raising standards of attainment.		Children's attainment is "in line" with or "better than" national data. Annual results will continue to show an upward trend through good or better teaching. SIP provides clear direction.
Staff will have access to high quality CPD to ensure that teaching throughout the school is good or better.	Monitor the quality of teaching using a range of approaches.  Use assessment data effectively to identify issues and gaps.		Staff with effective CPD take on more leadership roles within the school, which in turn will support them in promotion opportunities. Monitoring will show that the quality of teaching and learning is at least good because of the effective CPD.
The curriculum is broad, balanced and relevant to the needs of learners and inspires outstanding teaching and learning.	Monitor curriculum using a range of approaches including: learning walks, governor visits, pupil voice, scrutiny of national curriculum coverage.		The school has a well-planned curriculum which gives all pupils the opportunity to achieve and develop their creativity.  Governors have a good understanding of current issues for their linked curriculum area



				and regularly interact with subject leads.
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