

St. JOSEPH'S GOVERNORS' ANNUAL REPORT 2020

We would like to thank all the staff who have worked so hard during this very difficult year. The school did not fully shut down and staff have kept working to provide the children with work to do at home whilst also taking care of those in school. The year ahead should be an exciting with the new school building nearing completion.

New School Building Group

We are delighted to report that despite this very difficult period that the progress on our new school building is up to date. We have had monthly update meetings on Team since lockdown with the many parties involved. Our only regret is not being allowed to share photos of the progress with you. In September we are going to need to start our fundraising for the many items that we need inside and outside the building that are not included in the current project.

Premises, Finance, Health & Safety and Critical Incident Committee

The school remains in a financially stable position, reporting a credit balance and one of only a few schools not requiring a financial recovery plan. There is some uncertainty regarding future funding formulas and increasing costs of employment, particularly as we move to a two-form entry. However, prudent three-year forecasts are prepared and reserve levels monitored to ensure future fiscal management. In addition to grant funding, the school has continued to generate other incomes such as parental donations, though the return from school facilities lettings has been affected due to unprecedented times. Throughout the year several policies have been subject to review and approved. This ensures that guidance is current and statutory requirements are complied with. Risk assessments relating to operating around the new school build and a return to classroom activities have been a particular focus, ensuring a safe environment for all and that contingencies are planned for.

Curriculum Committee

Meetings are held once a term. In them, we consider teaching, learning and progress at St Joseph's. Each subject is reviewed biannually. This entails the subject leaders submitting data, plans and policies to us before the meeting and then presenting a report and answering questions at the meeting itself. We also have the opportunity to hear from pupils about their learning and to see work they are proud of. This year, we have reviewed Religious Education, Mathematics and English. In the summer term we were to review Science, Computing and Design & Technology. Due to Covid-19 these reviews are postponed to the Autumn 2020 term. New subject teams have been formed and this enables the reviews to be better focussed. It is a real privilege to see how well the subjects are prepared, taught and assessed, and, particularly, to hear from our enthusiastic and well-motivated pupils.

Admissions Committee

The Committee reviews the School's Admission Policies considering Diocese and Local Authority requirements. We administer the School's admissions criteria for applications for Nursery and for Reception separately because legally this has to be the case. Attendance at our nursery therefore never guarantees a place in our Reception. Whenever we use our oversubscription criteria the process is witnessed by an independent person who is not an employee or a Governor at the school. A paid Local Authority clerk takes minutes. We do not have any discretion to stray from the oversubscription criteria set out in our published Admissions Policy.

Personnel Committee

As a Voluntary Aided Church School, the Governors are the employers of every member of staff (apart from the kitchen staff). We are responsible for the appointment, performance management and pay of all, including our Headteacher. We are also responsible for the annual review of many Policies.

Promotion and Publicity Committee

The committee worked hard during these unusual and challenging times. We are looking forward to the next term and are planning ways to celebrate the completion of the New School Building.

Equality Duty Committee

The Board of Governors take our legal responsibilities to ensure Equality and Accessibility very seriously. An important issue is that of implementing a new policy for Religious and Sex Education. Parents have been consulted and the school will consider the feedback. There will be training for staff with regards to this policy. The new school building plans meet all disability access laws. Uniform changes were implemented and have been successful. Parent surveys will be gathered in the upcoming academic year for our new Equality Duty and Accessibility plan 2021-2025.