



Barncroft Primary School Governor Strategy 2024- 2027

Our vision for Barncroft Primary School is to be a hive of learning where everybody challenges themselves and is nurtured to become confident and respectful members of the community with the skills they need to achieve their dreams.

1. Commitment to Excellence in Teaching and Learning
 - High Standards: We set ambitious expectations for both academic outcomes and the holistic development of every child.
 - Continuous Improvement: We emphasise regular self-evaluation, professional development for staff, and the adoption of innovative teaching methods.
2. Inclusive and Supportive Environment
 - Equity and Diversity: We ensure that the school environment is welcoming and responsive to the diverse needs of all pupils, fostering equality and celebrating differences.
 - Whole Child Approach: We promote not only academic success but also social, emotional, and physical well-being throughout the whole school.
3. Effective Governance and Strategic Leadership
 - Visionary yet pragmatic: We craft a clear strategic direction that is forward-thinking but rooted in the practicalities of day-to-day school management.
 - Resource Stewardship: We ensure the efficient and responsible use of resources, aligning financial planning with the school's long-term goals.
4. A Safe and Nurturing Environment
 - Safeguarding: We prioritise the physical and emotional safety of pupils and all school staff ensuring robust safeguarding practices are in place.
 - Well-being: We support initiatives that promote mental health and a positive school culture.
5. Sustainable and Inclusive Growth
 - Adaptability: We embrace change by preparing the school to meet future educational challenges and opportunities, including technological advancements and evolving societal needs.
 - Sustainability: We focus on long-term sustainability in both resource management and educational outcomes.
6. Strong Community Engagement
 - Partnerships: We develop and nurture strong links with parents, local organisations, and other community stakeholders to enrich the school experience and build a sense of shared purpose.





Our 5 Bees...

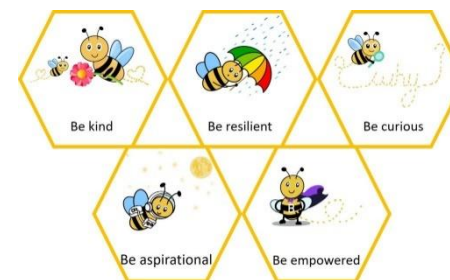
Be kind

Be empowered

Be curious

Be resilient

Be aspirational



Establishing a positive culture

<i>Our Governing Board sets high expectations for the school community including:</i> <i>The expected behaviours, progress and attainment of all pupils.</i> <i>The conduct and professionalism of its staff and the governing board.</i>	<i>Our Governing Board supports a whole school approach to safeguarding and child protection, ensuring all systems, processes and policies operate with the best interests of the child at its centre.</i>	<i>Our Governing Board ensures that the school's culture promotes the pupils' spiritual, moral, social and cultural development.</i>	<i>Our Governing Board ensures that the school actively promotes the fundamental British Values of democracy, rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.</i>
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Equality, diversity and inclusion

<i>Our Governing Board champions equality, diversity and inclusion and ensures that these are embedded throughout the school.</i>	<i>Our Governing Board understands its responsibilities under the Equality Act 2010.</i>	<i>Our Governing Board does not discriminate against a person based on a protected characteristic which is covered within the Equality Act 2010.</i>
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Setting strategic direction

<i>Our Governing Board ensures that the school delivers an excellent education for current and future pupils.</i>	<i>Our Governing Board ensures that the school is connected and responsive to its pupils, parents and carers and the local community.</i>	<i>Our Governing Board supports a working environment where workload is managed, wellbeing is prioritised and action is taken to support all staff.</i>
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Engaging with parents and the community

<i>Our Governing Board build relationships with parents and the local community to create a sense of trust and shared ownership of the school strategy and its vision.</i>	<i>Our Governing Board ensures that the school helps parents to understand the structure of the school, how the school operates, how they can support their child's education and how they can put forward their views.</i>	<i>Our Governing Board ensures that the school seeks the views of parents and carers, considers these and provides feedback. It also ensures that decisions are communicated clearly to all skate holders.</i>
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Establishing a positive culture

Impact	Implementation	Who?	Deadline	Evidence	Impact
Governors are aware of quality of teaching and learning across the school and know what is being done to address any weaknesses	Expand reporting of staff performance	HT	termly	Anonymised report of lesson observations/ learning walks/ book looks	
School staff and governors aware of what is expected of them through clear, agreed code of conducts	Both code of conducts available and approved and updated on an annual basis	HT/ COG	Annually (by Dec 24)	Code of conducts- staff and governors aware of what these contain	
New staff and governors feel well supported upon joining the school	Induction programme requires improvement. Structured induction including timeline and training required. Be clear what actions are essential versus those that are desirable. Introduction to IT services and navigation of the governor portal is essential to facilitate early access to training – it was acknowledged that most courses are booked up very quickly	Induction governor- Michelle	July 2025	Induction protocol created	
	Include in induction process the need to improve knowledge and experience	Michelle			
	Introduce a Governor role responsible for recruiting new governors	Michelle		Full governing board	

	Need a repository for useful governor documents that includes governor roles and responsibilities	Michelle		Would this be on the normal gov website?	
	Further exploit training opportunities to ensure governor skills and maintain currency	Michelle	ongoing	Governor training records	
Governors ensure that safeguarding is effective at the school	Monitor safeguarding at every link governor visit to ensure it is effective	All	ongoing	Gov visit reports	
	Safeguarding governor to visit at least termly check that safeguarding is effective	Claire G	ongoing	Gov visit reports	
	FGB to receive safeguarding updates at least termly	HT	ongoing	Gov minutes	
Governors ensure that the school promotes SMSC	Termly curriculum visits with a focus on SMSC	Michelle	termly	Learning walks, planning and books looks, pupil voice	
Governors ensure that the school promotes British Values	HT to brief governors on what these are. Governors to monitor termly to ensure that pupils know what they mean and the relevance of them within our society.	Michelle as part of curriculum visits	March 2025 and then termly	Learning walks, pupil voice	

Equality, diversity and inclusion

Impact	Implementation	Who?	Deadline	Evidence	Impact
Governors have a clear plan to ensure future success for the board	Active succession planning takes place. Introduce a year end evaluation in terms of how governors have viewed the process- what works, what	COG	July 2025	Year- end evaluation forms	

	needs improving. Governor plans and commitment for the future should be encouraged to allow for succession planning to work.				
Governors ensure that equality, diversity and inclusion are embedded throughout the school	HT to have a named member of staff responsible for this (Steph Jones). Governors to meet with them termly and conduct monitoring activities.	Claire G	Ongoing	Learning walks, planning and books looks, pupil voice	
Governors do not discriminate against people with protected characteristics	A variety of enquiry and perspectives should be encouraged and welcomed and all governors encouraged to provide their views – questions ahead of FGB emailed to HT in advance.	All	ongoing	Gov minutes	
Governors ensure that the school does not discriminate against people with protected characteristics	Regular checks to ensure that safer recruitment processes are followed.	COG as part of HR and safeguarding checks	ongoing	Gov visit reports	
Setting strategic direction					
Impact	Implementation	Who?	Deadline	Evidence	Impact
Governors work with school leaders to set the strategic vision	Review the structure of FGB meetings to ensure the agenda takes account of the strategic plan/priorities.	COG/ HT	April 2025	Gov meeting agendas and minutes	
	School Improvement Plan- Identify the responsible governor against actions	HT	Dec 2024	SIP	
	Questions in advance of meetings to the HT to allow	All	Ongoing	Gov minutes	

	more discussion and challenge in FGB.				
Governors are aware of the financial position of the school and have a clear strategy to mitigate risk	Improve and expand the narrative covering finances, financial health and plans	Karen	Dec 2025	Ongoing	
	Risk/issues/opportunities to strategy- Raise a Risk Register to capture and include information including mitigations- Micro and macro help	COG	Dec 2025	Completed Risk Register	
	FGB scrutiny of Pupil Premium activities and spend – value for money- biannual visit to subject leader and to go through action plan.	Paul S	Ongoing	Gov visit report	
	FGB scrutiny of PE activities and spend – value for money- biannual visit to subject leader and to go through action plan.	Paul S	Ongoing	Gov visit report	
The pre-school sets strong foundations for education and helps to secure future pupil numbers.	Apply for Nurseries Capital Grant. Building works to knock through pre-school- Year R and Year R- Year 1. Plan to increase numbers from Sept 2025.	HT	Dec 2024	Successful bid	
Governors ensure that the school delivers an excellent education for its pupils	Range of monitoring activities each term including book looks, learning walks, pupil voice	All	Ongoing	Governor visit reports	
Governors support a working environment where workload is managed, wellbeing is prioritised and action is taken to support all staff.	Annual staff surveys. Opportunities for staff to meet with governors confidentially.	COG/ HT	Ongoing	Survey results and subsequent actions	

Engaging with parents and the community

Impact	Implementation	Who?	Deadline	Evidence	Impact
Governors build relationships with parents and the local community to create a sense of trust and shared ownership of the school strategy and its vision	Parent Forums'- chaired by a Parent Governor to ensure continuous engagement with parents and their feedback themed 'You said we did'?	Dom	Dec 2025	You said, we did report	
Governors ensure that the school works effectively as part of a cluster of schools in the local area	Improve links with Crookhorn to branch out to beyond just Park Community School	HT	ongoing	HT cluster meetings, termly curriculum meet ups at Park for subject leads, cluster moderations	
Governors ensure that the school helps parents to understand the structure of the school, how the school operates, how they can support their child's education and how they can put forward their views.	Regular communication with parents- website, social media, TV in reception, letters emailed, fortnightly newsletters, parent workshops, half-termly curriculum showcase events, half-termly topic overviews sent to parents	HT/ COG	ongoing	Parental communication e.g. website, social media	
Governors ensure that the school seeks the views of parents and carers, considers these and provides feedback.	Annual parent survey which is analysed and results fed back to parents. Parents evenings, annual report	HT	ongoing	Survey results and subsequent actions	
Governors ensure that decisions are communicated clearly to all skate holders.	SEF and SIP shared with parents. Data and outcomes shared with parents.	HT	Ongoing		

Spend Plan

We have a total income of £2,915,461

We spend 71% of our budget on staffing

An average teacher costs £60,799

An average teaching assistant costs £22,264

We have £25,600 in our capital budget

We have a carry forward of £327, 662 at the end of this year, £61,580 at the end of next year and a deficit of £360,306 at the end of 2027

Spend priority	Reasons for this	Approx costing	Planned for
Building work to increase pre-school places	Secure future pupils numbers	Waiting for quote	2025-26
New laminate flooring throughout school	Durability, hygiene, aesthetics	Waiting for quote	
Investment in IT across the school- better Wifi, go into the cloud, more ipads/ laptops, programme to replace old devices, upgrade sound system in hall, update interactive whiteboards	So that IT is fit for purpose and supports teaching and learning and the delivery of the curriculum	Meeting booked with Rocket	Ongoing