

East Somerset Federation – 5 Year Strategic Plan

Introduction -

The 5 Year Strategic Plan, written by the Governing Body of the East Somerset Federation, aims to provide clarity of vision and strategic direction for the Governing Body as well as for Upton Noble and Bruton Primary Schools. The Plan dated September 2018 will be reviewed annually and will remain in-date until July 2023. It provides a foundation for the annual school improvement plan, which is formulated by the Executive Headteacher and School staff.

Federation Vision Statement –

We strive to provide the highest possible standard of education for our children, ensuring that everyone gets the opportunity and support they need. Children will leave us well prepared for life's journey, mindful of their academic potential and equipped to be successful in the next stage of their school career.

Federation Values –

- We strive to ensure each child is treated as an individual and is supported in achieving their potential
- We are passionate about enabling children to become resilient, confident, resourceful and well-rounded members of society.
- Our children will be encouraged to develop and demonstrate high levels of emotional intelligence, empathy and tolerance.
- We promote high expectations, and endeavour to help each pupil find a valued voice.
- We develop and nurture a school community spirit in which children are encouraged to respect and care for others and their surroundings.
- We ensure that our teachers have the support they need to be able to fulfil their roles at the highest possible levels.
- ****Upton Noble Primary School **** We serve our community by providing an education of the highest quality within the context of Christian belief and practice. We encourage an understanding of the meaning and significance of faith and promote Christian values in all that we do.

Federation Strategic Direction -

The Governing Body has set a list of strategic targets for itself and for the Staff Leadership to work towards over the next 5 years. The targets are directly linked to the Federation Values and Vision. They have been agreed following a consultation period where all Federation parents, staff and governors were surveyed to examine the strengths and areas for improvement across both schools. The Federation received 204 responses to the survey.

The targets are grouped into 5 main themes that feed into the overall aim that children are happy, safe, able to achieve and able to develop as well-rounded individuals, as shown in

Figure 1 below. They will be reviewed annually to determine the progress towards meeting each target.

The list of targets can be found at Annex A.



The remainder of this document is divided into a series of Annexes as follows:

Annex A: Strategic Targets for East Somerset Federation

Annex B: Governing Body Structure

Annex C: List of Governor Responsibilities

Annex D: Distinguishing Features for Upton Noble Primary School

Annex E: Distinguishing Features for Bruton Primary School

Annex F: Statutory Policy List

Annex A: Strategic Targets for East Somerset Federation

Strategic Targets

Safeguarding

- 1 The children feel safe and secure. The elimination of bullying is a key focus.
- 2 All national safeguarding requirements are met as a minimum.

Academic Excellence

- 3 The uniqueness of each child is nurtured and appropriate responses are made to their needs, including the most able and the most vulnerable learners.
- 4 The children either make the progress that is expected of them, or are involved in meaningful interventions to help them make progress.
- 5 There is a focus on developing inquisitive young people with an outward looking focus.
- 6 High quality teaching is delivered consistently across all age groups.
- 7 Assessment is effective and consistent throughout the Federation. The targets set for each pupil are inspirational, yet realistic so they can make the best possible progress.
- 8 Social and academic links are made, for the pupils, between the two schools in the Federation.

Developing the Well-Rounded Individual

- 9 Fitness and healthy nutrition is a key part of school life, including mental health and well-being.
- 10 The schools, and the community that they are part of, are celebrated. Parents/carers are recognised and valued and are actively encouraged to feel involved.
 - Communication with parents/carers is outstanding.
 - Parents/carers are given age appropriate guidance on how they can help their child academically.
- 11 Outdoor learning is a key part of school life.
- 12 Where safeguarding permits, schools develop links with the wider community to broaden the horizons of our children including raising awareness of what different aspects and people make up a community.

Leadership

- 13 The Leadership is strong, leads by example, enables, motivates, and constantly strives to ensure excellence in all we do. The Leadership nurtures relationships that are based on trust and respect, and value everyone's contribution.
- 14 The Leadership actively seeks to work in partnership with parents, carers, the wider community and & all those responsible for the children's' welfare & education.
- 15 The Leadership actively supports and learns from other schools.
- 16 Staff are provided with relevant training & development opportunities.
- 17 Governors contribute to the strategic direction of the Federation, ensuring clarity of vision and ethos. They develop efficient and effective processes for the governing body and support, monitor and challenge the Senior Management Team.

Physical Environment

- 18 All school buildings are in the best possible state, both outside and inside, and the learning environment is exciting, safe, well maintained and enables everyone to participate and feel proud.

Annex B: Governing Body Structure

The Governing Body's core strategic function is to:

- Ensure clarity of vision and ethos
- Hold the Executive Head and Heads of School to account for educational performance
- Oversee financial performance
- Monitor progress towards achieving the Federation targets.

The structure at Figure 2, below, outlines how the Governing Body organises itself to effectively fulfil its core strategic functions.

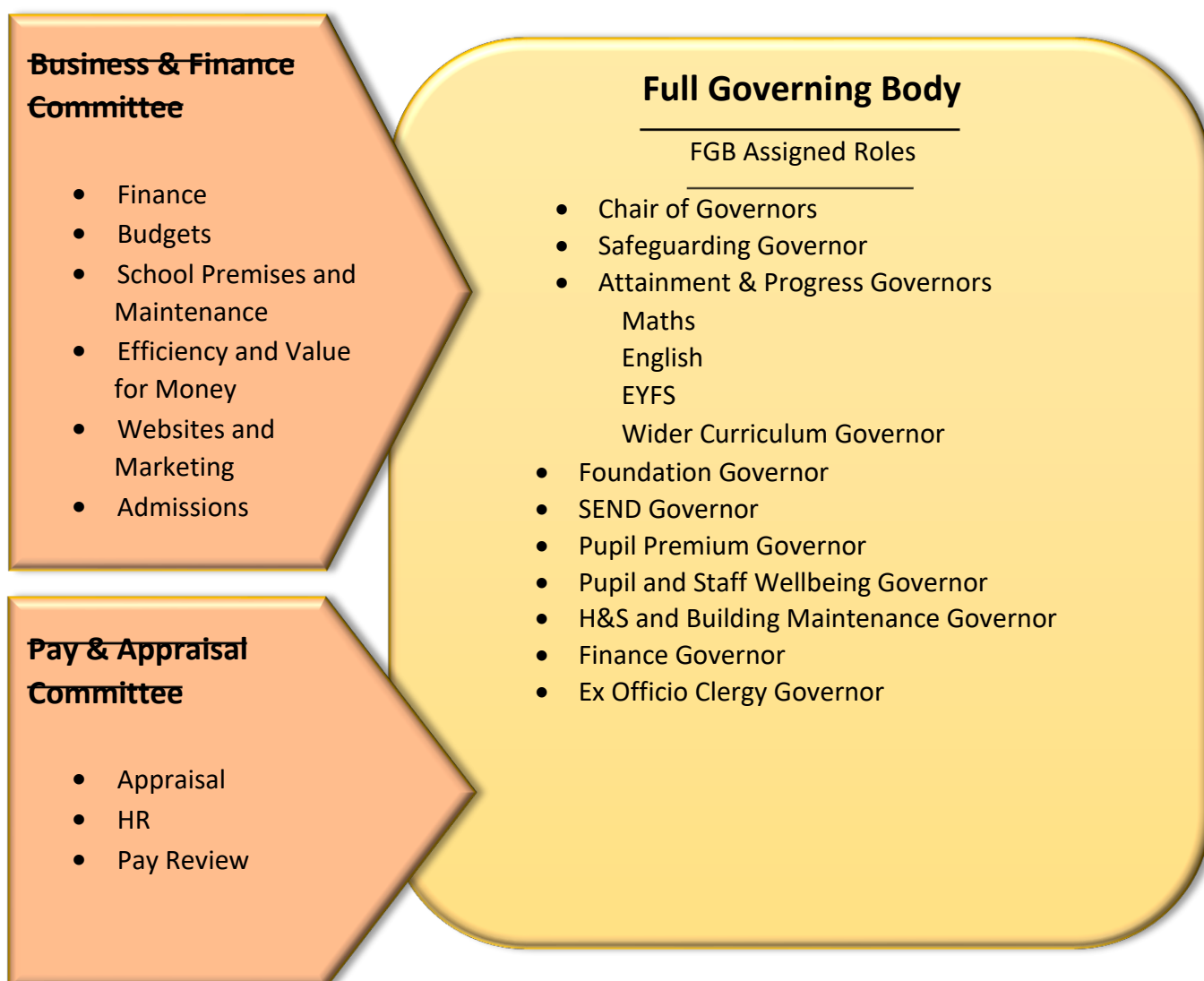


Figure 2

Annex C: List of Governor Responsibilities

The table below outlines the different responsibilities within the Governing Body and who is responsible for each area:

	Area of Responsibility	Outputs	Assigned Governor	Staff Li
1	➤ Chair		Ms S Simpson	Executive Head
Full Governing Body				
3	➤ Safeguarding and Safer Recruitment Governor	Termly visit and follow-on report SCR spot checks Safeguarding audit and safer recruitment audits Safeguarding brief at every FGB meeting	Victoria Christophers	School Designated Safeguarding Leads Heads of School Federation Business Manager Executive Head
4	➤ Attainment and Progress (Maths) Governor • Slow Movers • Long Term Progression Through Key Stages • Equality • Consistency • Initiatives & Collaboration • Groups Causing Concern/Celebration	Analysis of termly groups data Termly visit to Staff Lead and follow-on report Maths brief to Governors at the last FGB of each term.	Will Tuke	Staff Federation Maths Leads: • Luke Oakes

5	➤ Attainment and Progress (English) Governor • Slow Movers • Long Term Progression Through Key Stages • Equality • Consistency • Initiatives & Collaboration • Groups Causing Concern/Celebration	Analysis of termly groups data Termly visit to Staff Lead and follow-on report English brief to Governors at the last FGB of each term.	Christopher Collier	Staff Federation English Leads: • Anna Baker (Upton Noble) • Lauren Edwards (Bruton)
6	➤ Attainment and Progress (EYFS) Governor • Slow Movers • Equality • Consistency • Initiatives & Collaboration • Groups Causing Concern/Celebration	Analysis of termly groups data Termly visit to Staff Lead and follow-on report EYFS brief to Governors at the last FGB of each term.	Jemima Newman	Staff Federation EYFS Lead: • Sally Curtis (Federation)
7	➤ Wider Curriculum Governor • Science • Sports and Outdoor Learning • Impact of Sports Grant Spend • Art • Languages • Humanities • Personal Social Health and Citizenship Education	Analysis of termly groups data Termly visit to Staff Lead and follow-on report Wider Curriculum brief to Governors at the last FGB of each term.	Susan Simpson	Staff Federation Curriculum Lead: • Sapphire Giles (Federation)

8	➤ Foundation Governor • Christian Character and Ethos • R.E.	Termly visit to Staff Lead and follow-on report Wider Curriculum brief to Governors at the last FGB of each term. Analysis of termly groups data	Victoria Christophers	Heads of Schools
9	➤ SEN Governor • Slow Movers • Long Term Progression Through Key Stages • Equality • Consistency • Initiatives • Federation Collaboration	Termly visit to Staff Lead and follow-on report SEN brief to Governors at the last FGB of each term. SEN Audit	Brian Lippitt	SENCO • Bev Partridge
10	➤ Pupil Premium Governor • Progress and Attainment • PPG Spend and Impact of Spend	Analysis of termly groups data Termly visit to Staff Lead and follow-on report Pupil Premium brief to Governors at the last FGB of each term.	Brian Lippitt	Executive Head School Vulnerable Children Champions: • Sapphire Giles (Bruton) • Emma-Louise James (Upton Noble)
11	➤ Pupil and Staff Wellbeing Governor • Pupil Voice • Staff Voice • General Welfare	Termly visit to Staff Lead and follow-on report Pupil and staff wellbeing brief to Governors at the last FGB of each term.	Victoria Christophers	Executive Head Heads of Schools

- Mental Health
- Fitness and Nutrition (pupils only)

12	➤ H&S and Building Maintenance Governor	Termly visit to Staff Lead and follow-on report Brief to Governors at the last FGB of each term. Input into the Federation Financial Plan	Karen Cook	Business Manager, Executive Head and Heads of Schools
13	➤ Finance Governor	Termly visit to each school Findings to be presented to the B&F Committee Monitoring of the Single Budget	Sue Simpson	Executive Head and Business Manager
14	➤ Ex Officio Clergy Governor	Bi-Annually Visits & Report	Rev Helen Drever	Heads of Schools
Business and Finance Committee				
	• School Budgets • Capital Investment • Health and Safety • Community Use of Premises • Provision of wrap-around-care • All Contracts - Value for Money	Susan Simpson Karen Cook Brian Lippitt Will Tuke		

	• Sports Grant Spend and Effectiveness of that Spend • Data Protection • Freedom of Information • Websites and Marketing • Admissions	Susan Simpson Executive Head Federation Business Manager
	Pay and Head Teachers Performance Review Committee Responsibilities to Include: • Executive Head's Appraisal • Pay and Conditions of Service • Authorise salary increases linked to staff appraisals • Monitoring Coaching and Staff Performance • Ensuring correct HR procedures • Clerk to Governors Appraisal	Brian Lippitt Sue Simpson Brian Lippitt Victoria Christophers Executive Head

Annex D: Distinguishing Features for Upton Noble Primary School

- Christian distinctiveness
- Pre-School provision (The Tree-House)
- On-site wrap-around care
- Rural Community
- School Buses Available
- Forest School Provision
- Swimming Pool
- Single year groups and classes

Annex E: Distinguishing Features for Bruton Primary School

- Global Links – Linked with Mufulira Mine Primary School in Zambia since 2004.
- Town Community
- Pupils are diverse in many aspects
- Wrap-around care available in linked neighbouring establishment
- The only Primary State School in the town
- Split year groups and classes
- Swimming Pool

Annex F: Statutory Policies

The Governing Body is also responsible for producing and maintaining the following statutory policies, which are listed below along with other key documents:

Policy
Capability of Staff
Charging & Remissions
School Behaviour
Sex & Relationships Education
Special Educational Needs
Teacher Appraisal
Teachers Pay
Data Protection Health &
Safety Admission
Arrangements
Accessibility Plan
Single Central Record
Complaints Procedure Statement
Freedom of Information
Governors' Allowances
Home-school agreement
Instrument of Government
Minutes & papers for Governing body
Premises Management Documents
Equality information & objectives statement
Website statutory information
Register of Business Interests
Register of pupils' admissions
Register of pupils' attendance
Staff discipline, conduct and grievance policy
Child Protection Policy and procedures
Early Years Foundation Stage
Procedure for Dealing with Allegations of Abuse against staff
Supporting pupils with medical conditions