



Annual Report 2016/17

Last year, as a Governing Body, we completed a full agenda in support of our oversight of the wellbeing of children, their academic success, and the effective management of the school's resources. We are proud to be part of the St Stephens community and during the year governors have been delighted to celebrate the accomplishments of the children at wonderful events such as the Christmas and Easter services at St Stephens Church, as well as during visits to the classrooms.

In common with other schools we face increasing challenges from the funding crisis which faces all schools. Managing resources responsibly while being uncompromising in the standards we seek to achieve underpins the approach of the Governing Body. We are an inclusive school and remain committed to offering the best for all our children regardless of their individual needs and backgrounds. We have been proud of the voice that the local community has had in the national funding debate.

The Governing Body has received updates during the year on the fundraising activities of the Friends of St Stephens (FOSS). It has been wonderful to hear of their achievements - a reflection of the talents and generosity of the St Stephens community - and to also take part in some of the FOSS events. We would like to take this opportunity to recognise the roles that so many play in making the St Stephens community warm, vibrant and inspiring - we thank our great teachers, parents, FOSS and, most of all, the children.

Safeguarding

In our changing world, keeping our children safe becomes ever more important and complex and we have stepped up our practice and vigilance. As part of this, we are now taking a more holistic view of committee business to ensure a joined up approach to school issues, many of which have a safeguarding aspect. Towards this, we now have a standing item on each committee agenda *Forthcoming matters from other committees having a bearing on our remit*. The Department for Education's document *Keeping Children Safe in Education* is a key focus. Governors (together with staff) have successfully completed a quiz on this document.

The Safeguarding Governor performed a review of safeguarding practice in June 2016, which included sample testing of the school's Single Central Record. To help inform how staff training might best be focused, the Safeguarding Governor also interviewed a sample of staff members on a range of safeguarding matters, including how they identify and deal with concerns on a day to day basis.

Curriculum and Community Committee

The school rose to the challenge of the new assessment reforms. We invested in a new assessment package which clearly identifies children *beginning*, *proficient* and at *greater depth*.

The Curriculum and Committee Committee held two special meetings in the summer term for Governors to scrutinise the data.

We updated the Supporting Children with Medical Conditions Policy in July

The London Diocesan Board for Schools



In response to the assessment reforms, we introduced a new assessment package
Music

To combat the national rise in mental health issues amongst children, we introduced
mindfulness sessions and yoga

Finance and Premises Committee

The Chair of the Premises Committee completed a premises walkaround in October 2016.
The objective was to inspect the general condition of the premises and identify any
substantial items needing repair/renewal

Generally the premises were found to be in a good condition and are subject to an ongoing
programme of redecoration, clearing and better utilisation of storage. In addition to this,
Richard O'Neil, a Parent Governor, was instrumental in providing monitoring of the heating
and air quality in the new building. Remedial measures for temperature control and air
quality monitoring in the Library and reception were taken.

The playground continues to impress with its good use of space and range of activities. The
planting and gardening areas are well maintained by FOSS and they have provided a table
tennis table and a sociable bench. The poles to the climbing frames have been painted with
white strips to minimise collisions.

Two matters were outstanding from the Health and Safety Review Action Plan.

1. Electrical testing: This was completed during the year and the new fuse boards,
lightning protection, etc. were installed.
2. Fire training: This was completed for all staff but will be renewed as new staff join.

During the year it was decided that the cleaning contract should go out to tender because of
ongoing concerns about the quality of the cleaning. The new contract will start in September
2017. Work to upgrade the toilets was commissioned and carried out in the summer of
2017. Work continued on the Business Continuity and Disaster Recovery Plan.

The Committee kept as a standing item on their Agenda the performance of Fit for Sport
including their response to a safeguarding incident. It was agreed that trips abroad and to
London would be kept under review in the light of recent terror attacks. Two of the
Governors met with parents to discuss air quality and the Committee agreed that green
railings should be installed.

Uncertainty over future changes to school funding has led to closer scrutiny of the school
budget. In allocating financial resources, staff development remains a priority, reflecting the
principle that the sustained success of the school will be underpinned by outstanding
teaching.



To strengthen our ability to complement this with a rich curriculum, specialist teaching and good resources in areas such as sport and IT, we have sought to raise the profile of the School Fund. We recognise that many parents are not in a position to make a financial contribution to the school and we are very grateful to those who give their time, including helping in the classroom and supporting the outstanding fundraising efforts of FOSS. However, where parents and others in our community would like to contribute to the school's financial resources, the School Fund provides a means to do so and in particular to make the regular payments which are very helpful in terms of planning budgets. We would like to take this opportunity to thank those who made contributions during the 2016/17 year.

The school has been effective in managing its financial resources and we highlight a number of reasons for this:

- The School Business Manager works to ensure that value for money is achieved from supplier contracts, liaising with peers at other schools to look for opportunities to make savings without compromising quality of service.
- The School Finance Manager ensures that financial data and processes are well controlled and her work has served to improve the quality and timeliness of the financial data on which budgeting decisions are made. We celebrated the results of a successful Finance Audit in November 2016.
- The Headteacher takes a broad view about how new teaching staff can be secured and how existing staff might best be deployed to ensure the best outcomes are achieved with the budgets we have available to us.

Ethos

We continue to maintain and strengthen links with St Stephen's Church

The whole school enjoyed the RE Day in July, attended and supported by members of the Church team. The children produced some wonderful art work which was displayed in school and then at the Leavers' Service on 18 July 2017

Each year group took a value and produced wonderful art work and writing for this
Kate Riley, RE Lead gave an informative presentation on the new RE syllabus to the Curriculum and Community Committee on 4 July 2017

Pay and Personnel Committee

The school continues to invest in its staff by encouraging training

Maths Consultant, Jennie Pennant, facilitating training for other schools

We have created our own induction pack which will be published

Staff appraisals linked to SDP targets

Phase leaders

Next steps for the school

PP – drop in results

SEN – drop in results; SEN adviser due to visit the school; biggest area of concern

Cross over in the above areas

Boys – granular approach; seen slight positive reversal in data

High expectation of all children particularly in their ability to check their work esp Maths