

Governor Strategic Plan 2025-6

Executive Summary

Birtley East Community Primary School serves a diverse community with significant SEND and pupil premium populations, emphasising wellbeing, inclusivity, and outdoor learning. The recent Ofsted inspection affirms the school's warm, welcoming environment, strong academic and personal development outcomes, and well-supported SEND provision. However, it identified a need to further refine the curriculum to ensure pupils develop essential knowledge and vocabulary in some subjects. This strategic plan outlines the governors' role in guiding the school's vision, supporting improvement priorities such as the introduction of Voice 21, enhancement of outdoor learning, implementation of Kagan cooperative learning, and addressing curriculum refinement. The plan focuses on strategic oversight, holding leadership to account, and ensuring financial and policy frameworks support sustainable improvement aligned with the new ARMS base and the school's inclusive ethos.

Vision and Mission Statement

At Birtley East Community Primary School, we are committed to developing every learner to their full potential academically, socially, physically, and emotionally within a supportive, caring, and disciplined environment. We champion wellbeing, outdoor learning, and inclusivity, ensuring all learners, including those with SEND and speech, language, and communication needs, thrive as confident, resilient, and responsible citizens. Our vision is to nurture a lifelong love of learning, empowering learners to succeed in their next steps and contribute positively to their communities.

Strategic Objective 1: Strengthen Curriculum Leadership and Oversight to Ensure Secure Subject Knowledge Development

Governors will strategically oversee the refinement of subject curriculums to guarantee that teachers emphasise essential vocabulary and key concepts, ensuring learners build a firm foundation of knowledge for future learning stages.

| Action | Person(s) Responsible | Resources Needed | Success Criteria |
|---|--|--|---|
| Monitor progress of curriculum refinement through termly reports from senior leaders and curriculum leads | Chair of Curriculum Committee and Full Governing Board | Scheduled governor meetings, time allocated for review, access to curriculum documentation | <ul style="list-style-type: none"> - Governors receive clear, timely updates on curriculum refinement progress - Evidence of impact on pupil knowledge retention presented to governors - Curriculum refinement aligned with latest Ofsted framework |
| Hold strategic discussions with school leadership regarding priority subjects requiring development | Curriculum Committee Governors | Time for focused strategic meetings | <ul style="list-style-type: none"> - Strategic queries and recommendations recorded in minutes - Leadership demonstrates responsive actions to governor feedback |
| Approve policies and frameworks that support curriculum development and knowledge progression | Full Governing Board | Policy documents, legal and educational guidance | <ul style="list-style-type: none"> - Governing Board formally approves up-to-date curriculum-related policies - Policies reflect best practice and statutory requirements |

Strategic Objective 2: Support and Monitor the Implementation of Innovative Teaching Initiatives to Enhance Learner Outcomes

Governors will ensure oversight of the strategic introduction of Voice 21 in Early Years and Year 6, and the school-wide adoption of Kagan cooperative group work, to enrich communication skills and collaborative learning.

| Action | Person(s) Responsible | Resources Needed | Success Criteria |
|---|---|--|---|
| Review and monitor the strategic rollout plans for Voice 21 and Kagan cooperative learning | Link Governors for Teaching & Learning and Curriculum Committee | Implementation plans, progress reports from leadership | <ul style="list-style-type: none"> - Clear timelines and milestones for implementation - Regular progress updates received and challenged by governors - Evidence of alignment with school vision and improvement priorities |
| Ensure appropriate funding and resources are allocated to support these initiatives | Chair of Finance Committee and Full Governing Board | Budget reports, funding proposals | <ul style="list-style-type: none"> - Budget allocated and monitored to support initiatives - Financial reports demonstrate sustainable investment |
| Hold leadership accountable for evaluating the impact of these initiatives on learner engagement and outcomes | Full Governing Board | Evaluation summaries from leadership | <ul style="list-style-type: none"> - Strategic evaluation evidence presented to governors - Governors challenge and support leadership to address any barriers |

Strategic Objective 3: Champion Wellbeing and Inclusion Through Strategic Oversight of the New ARMS Base and Outdoor Learning Development

Governors will provide strategic oversight and ensure resources support the ARMS base for learners with speech, language, communication needs and autism, alongside the continued development of outdoor learning including the Forest School.

| Action | Person(s) Responsible | Resources Needed | Success Criteria |
|---|---|--|---|
| Monitor strategic progress and impact of the ARMS base on inclusion and learner outcomes | SEN Link Governor and Full Governing Board | Reports from SENCo and leadership, visit summaries with leadership | <ul style="list-style-type: none"> - Regular strategic reports received and discussed - Evidence of ARMS base meeting intended inclusion and wellbeing goals - Positive stakeholder feedback considered at strategic level |
| Oversee funding and resource allocation for the ARMS base and outdoor learning enhancements | Chair of Finance Committee and Full Governing Board | Budget monitoring reports, funding requests | <ul style="list-style-type: none"> - Sufficient and sustainable funding allocated - Financial oversight ensures best value and impact |
| Support strategic development of outdoor learning initiatives building on Forest School | Governors with remit for Curriculum and Wellbeing | Development plans, progress reports from leadership | <ul style="list-style-type: none"> - Strategic alignment of outdoor learning with school vision - Reports demonstrate expanded opportunities and learner wellbeing benefits |

Strategic Objective 4: Uphold High Standards of Governance to Drive School Improvement and Accountability

Governors will maintain effective governance structures and processes to hold the headteacher and leadership team accountable for school performance, ensure sound financial stewardship, and promote the school's vision and values.

| Action | Person(s) Responsible | Resources Needed | Success Criteria |
|---|---|--|--|
| Regularly review and update governance policies to reflect best practice and statutory requirements | Governance Committee and Full Governing Board | Policy documents, legal updates, training | <ul style="list-style-type: none"> - Up-to-date governance policies ratified annually - Compliance with statutory and Ofsted requirements |
| Provide robust performance management and support for headteacher | Full Governing Board and Chair of Governors | Headteacher appraisal framework, external advisors | <ul style="list-style-type: none"> - Clear objectives set and reviewed for headteacher - Evidence of effective leadership aligned with school priorities |
| Ensure financial oversight and budget approval supports strategic priorities | Finance Committee and Full Governing Board | Budget plans, financial reports | <ul style="list-style-type: none"> - Balanced budgets approved timely - Resources aligned with strategic objectives and school needs |
| Embed governor training and development to maintain strong strategic leadership | Chair of Governors and Governance Committee | Training programmes, external providers | <ul style="list-style-type: none"> - Governors demonstrate awareness of strategic role - Training impact evidenced through improved governance practice |

Communication Plan

Governors will ensure clear, transparent communication of their strategic role, decisions, and impact to all stakeholders including school leadership, learners, families, and the wider community. This will include regular updates at governing board meetings, summary reports shared via the school website and newsletters, and engagement events where governors can explain their strategic oversight and listen to community views. Governors will also collaborate closely with school leaders to ensure alignment of messages and foster mutual understanding of roles and responsibilities.

Potential Impact

Successful implementation of this strategic plan will enable governors to provide strong, focused oversight that drives continuous school improvement. This will ensure that learners at Birtley East Community Primary School benefit from a curriculum that builds solid foundational knowledge, innovative teaching approaches that enhance engagement and communication, and well-resourced inclusive provision that supports all learners, especially those with additional needs. Ultimately, the plan will strengthen governance effectiveness, ensuring the school's vision is realised and outcomes are improved sustainably, securing a vibrant, inclusive, and high-achieving learning community.