



**WELFORD ON AVON
PRIMARY SCHOOL
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Welford CARES -Creating Achieving Respecting Everyone Safely

Our vision is to inspire a lifelong love of learning within a safe, inclusive and nurturing environment empowering self-belief, respect and resilience to support our school community to reach their full potential.

Created June 2019

Dear Parents and Carers,

Happy New Year and welcome back to a new term at Welford on Avon Primary School. As a new year begins, the Governing Body thought it would be a good opportunity to celebrate the school's achievements and let you know how we, as a Governing Body, operate to ensure that Welford remains an outstanding educational environment.

Being a school Governor is a challenging but hugely rewarding role. We can make a valuable contribution to the education of our community, support and challenge the school so that it continues to improve for pupils and staff and allows us to bring our unique experiences, perspectives and insights to the school community.

We are also part of the largest volunteer force in the country, with over a quarter of a million volunteers governing state funded schools in England.

As we look back over the last academic year there is so much to celebrate, and we wanted to share some of the highlights with you. We hope you enjoy reading it.

Kind regards

Sally Yates
Chair of Governors

Cllr Peter Barnes

Our longest serving governor Cllr Peter Barnes passed away at the start of January. Cllr Peter Barnes served as a Local Authority governor for 27 years, working alongside several headteachers and many staff, parent and co-opted governors. He was a truly dedicated member of the school governing body and worked tirelessly to ensure the school provided the best education opportunities and facilities for its pupils. He played a significant role in negotiating and securing the funding to build our new school hall and nursery and was always available to support the needs of our local families. His enthusiasm 'to get things done' will be missed by the governing body and our thoughts are with his family at this sad and difficult time.

Welford on Avon School Governing Body

All schools need governing boards that have a balance and diversity of knowledge, skills and experience so as to be effective. Ofsted (the national inspection body for schools) has repeatedly noted that the most effective schools demonstrate effective leadership and management which includes the governing board.

The Governing Body has three main core functions:

- Ensuring clarity of vision, ethos and strategic direction
- Holding leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff
- Overseeing the financial performance of the organisation and making sure its money is well spent

(Governance Handbook, DfE, 2017)

Our Governing Body benefits from a range of professional knowledge including education, finance, human resources, legal, marketing and public relations.

Who We Are

- Chair of Governors: Sally Yates
- Vice Chair of Governors: Amanda Warhaftig
- Headteacher: Julie Leeman
- Chair of Resources Committee: Peter Calverley
- Chair of Performance and Standards Committee: Sonia Hockaday
- Staff Governors: Matt Tibbitts, Carolyne Johnston
- Parent Governors: Dave Williams, Sylvain Verstraeten
- Co-opted Governors: Manuela Perteghella, Colin Parrott, Will Ham, Veronica Davies, Antony Ryan, Ros Greenhalgh
- Clerk: Mirren Brodie

Roles and Committees

Our Governors usually meet as a Governing Body once a term. This is the meeting where all major decisions are made.

Roles within the Governing Body

The Chair

The Chair is elected by the Governing Body. The Chair leads the Governor meetings and carries out particular tasks, such as signing off the school budget.

The Vice-Chair

The Vice-Chair supports the Chair and may be delegated specific tasks.

The Clerk

The Governing Body is supported by the Clerk. Although the Clerk is not entitled to vote, they are considered to be an integral part of the Governing Body. They provide advice and updates on the administrative structure and regulations and help the Governors to interpret the latter. The Clerk also prepares and distributes the minutes and agendas and deals with any correspondence.

Committees

Governing Bodies use a committee structure to ensure that their role and responsibilities are carried out efficiently. All Governors belong to at least one committee and sometimes more than one. At Welford on Avon Primary School, we have the following committees:-

Resources Committee

This committee sets the annual budget, monitors costs and authorises any major items of expenditure. It is also concerned with the maintenance and safety of the school buildings and grounds. It usually meets once a term.

Performance and Standards Committee

This committee deals with curriculum matters and policies, the School Improvement Plan, assessment data and curriculum development and monitoring; it also meets once a term.

We also have committees for Headteacher Performance Management, Pay and Performance, Complaints/Appeals and Disciplinary.

Committee meetings are formal meetings and they are required to have defined duties, with minutes taken and decisions recorded. The Terms of Reference set out the duties allocated to each committee, with meetings usually lasting between one and two hours.

Particular committees can be given delegated powers to make decisions which do not then need the approval of the full Governing Body.

Working Groups

Sometimes it may be necessary for Governors to form a working party to investigate a particular initiative or issue. These are likely to be temporary and to run only as long as they are needed for.

Other responsibilities

As well as being members of committees some Governors take on additional responsibility overseeing particular areas.

- Health & Safety: Peter Calverley
- Safeguarding: Sally Yates
- Early Years Foundation Stage (EYFS): Sally Yates
- Special Educational Needs and Disability (SEND): Sonia Hockaday

Individual Governors also have links to all the subject areas, and to the strategic priorities on the School Development Plan.

School Development

Strategic Priorities – School Development Plan

As part of the Governing Body's responsibilities of ensuring clarity of vision, ethos and strategic direction, Governors have a voice in the development and monitoring of the annual School Development Plan.

The school's strategic priorities for 2019-2020 are:

- 1) To redesign the School curriculum as part of a broad and balanced curriculum which reflects Welford's school vision and context in line with the new inspection framework.
- 2) To review the behaviour culture of the school in line with the school vision and mission statement and new Ofsted Inspection Framework.
- 3) To develop the role of the subject leads so as to ensure a clear understanding of their subject's intent, implementation and impact.
- 4) Governors - To develop the role of the Governors' subject responsibilities in line with the new inspection framework.
- 5) EYFS - To ensure Nursery and Reception provide quality provision that is in line with the new inspection framework.

Governor School Visits

Governor visits are very important to the continuing development of the school and are key to building the Governors' understanding of the working school environment, seeing first-hand how the school operates day to day, as well as getting to know the staff and pupils. This term the Governor visits have been around supporting the review of the school's broad and balanced curriculum and developing a better understanding of subject leadership. These visits involve working and talking to the Headteacher and subject leads, as well as talking to pupils about their school experiences. Governors follow up their visit with a report which is distributed to the rest of the Governing Body, Senior Leadership Team and relevant subject leads.

Parent/Carer Survey Results 2018/19

Many thanks to the parents/carers who took the time to respond to the annual parent/carers survey. The responses were very positive indeed and a significant validation of the work we do at Welford on Avon Primary School. All responses have been read by the school's Leadership Team and shared with Governors. We are never complacent and always welcome feedback.

We will be issuing another survey at the February Parents' Evening and would encourage all parents to complete a questionnaire.

Statement	% respondents selecting 'Strongly agree' or 'Agree'
My child feels safe at this school	99%
My child is making good progress at this school	99%
This school meets my child's particular needs	99%
This school ensures my child is well looked after	100%
My child is taught well at this school	99%
This school helps my child to develop skills in communication, reading, writing and mathematics	100%
There is a good standard of behaviour at this school	99%
My child's lessons are not disrupted by bad behaviour	90%
This school deals with any cases of bullying effectively	98%
This school helps me to support my child's learning	94%
This school responds well to my concerns	96%
This school keeps me well informed	99%
I would recommend this school to another parent	99%

As part of the survey there is an opportunity for parents/carers to provide additional feedback. There were a lot of positive comments, which is wonderful. Where suggestions for improvement were made, they have been noted and were discussed at the Full Governors meeting and considered as part of the School Development Plan for 2019/20.

Celebrating Results July 2019

Welford's results for 2018-2019 were excellent and well above local and national averages. Below are the results for Reception. Year 1 phonics, KS1 and KS2.

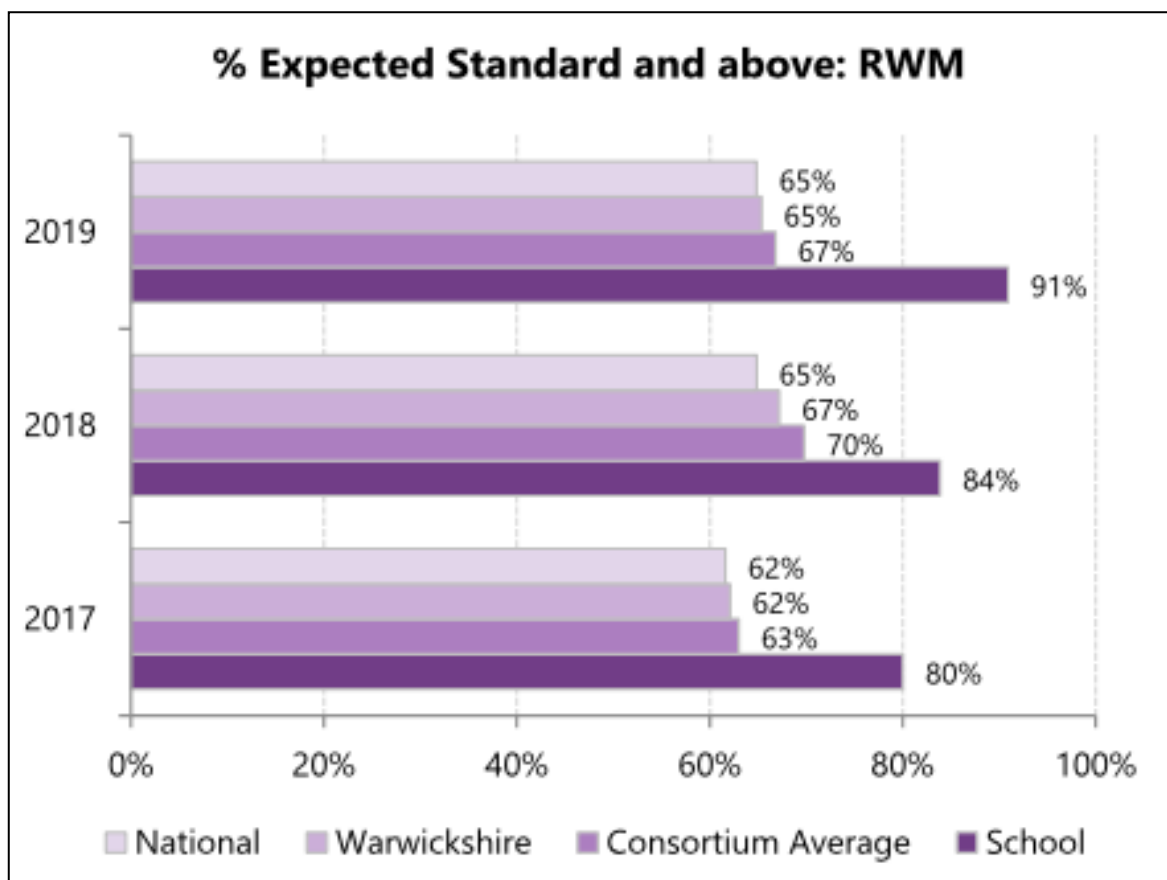
Reception Class July 2019: Good Level of Development:	Local Authority Good level development LD	National Good Level of Development LD
87%	73%	71%

Year 1 Phonic Screening Results July 2019		
School	Warwickshire	National
90%	82%	81%

KS1 Results July 2019	Reading 2019	Maths	Writing
Working towards National expectations	9%	9%	9%
Working above National expectations	38%	41%	44%
Working at or above National expectations	88%	88%	91%

KS1- Reading, Writing and Maths Combined	2019
Working towards National expectations	7%
Working above National expectations	38%
Working at or above National expectations	90%

Key Stage 2 Results 2019



Academic standards at Welford remain high and reflect the high quality teaching and learning that the children receive as they move through the school.

Our Year 6 pupils leave the school well prepared and confident for the next step in their educational journeys.

Leavers' Destinations in 2019

School	Number of pupils
Alcester Academy	3
Alcester Grammar School	6
Chipping Campden School	3
Stratford upon Avon School	8
Stratford Girls' Grammar School	2
King Edward Sixth Grammar School	1
St Benedict's Catholic School	3
King's High School	2
Warwick School	1
Bloxham School	1
Sibford School	1
Trinity School Leamington	1

Friends of Welford

We are so lucky to have an active Friends of Welford on Avon School (FOWS) who put on events throughout the school year, which enhance the social and community spirit of the school as well as providing vital funds. Towards the end of the last school year, FOWS donated over £10,000 to refurbish the computing suite into a school library. This wonderful new resource is having a great impact and helps promote the importance of reading and well as providing an additional break out space.

FOWS work tirelessly to raise funds to enhance the educational resources and facilities at school, as well as providing additional experiences for Welford families such as cake sales, Christmas and Summer Fayres, WOAFest and Movie Nights. A massive thank you to the FOWS Committee for all their hard work and to parents for supporting these events, it is hugely appreciated.

New School Hall, Nursery and Resource Classroom

Ashe Construction started work on the New School Hall, Nursery and SEN Resource Classroom building project in April 2019 and the project is due to be finished in the next few weeks. These fabulous new buildings are being funded by Warwickshire Local Authority, after many years of negotiation and planning. We are so excited about the benefits that these new buildings will offer the school.

Governor Fund - thank you!

After many years in discussion and planning we finally launched the Governor Fund in September and we would like to say a huge thank you to all those who have kindly made donations so far. We are delighted to have received a number of one-off donations as well as many families setting up regular gifts via standing order. Your support really is appreciated and we look forward to updating you on the impact that your gifts will have for the school. These wonderful contributions (an annual total of over £4,500 has been pledged so far) will help ensure that we can achieve our vision for the

school and inspire our children with a lifelong love of learning in a safe, inclusive and nurturing environment.

And a massive thank you to....

A big thanks must go to you, the parents. Reaching and maintaining these excellent results and standards can only be achieved through a partnership between school and home and we would like to thank you all for supporting your children throughout the year, whether this is through reading together at home, supporting your child with their homework, attending school events and supporting extra-curricular activities; these are incredibly valuable to your child's education.

We would also like to say a heartfelt thank you to some of the Governors who stepped down from their roles during the last year. Between them, Chris Pote, Maria Sims, Martyn Crowfoot, Mike Carr and Neal Appleton have contributed over 40 years of support for Welford on Avon Primary School as Governors and the impact that their support and dedication has had, cannot be underestimated.

Finally we would like to say a huge thank you to Mrs Leeman, her Senior Leadership Team and all the teachers, TAs and support staff who continue to work hard in delivering a fabulous learning environment with many highlights alongside such positive results.



Creating, Achieving, Respecting, Everyone, Safely