

Annual Governance Statement 2019-2020
Our Lady of the Rosary Primary School

1. THE BOARD OF GOVERNORS

	Type of Governor	Current term of office expires
Miss S Molloy	Headteacher	
Miss M Cook	Staff Governor	31/12/22
Mrs H Katshitis	Parent Governor	30/09/22
Mrs K Fitzsimons	Parent Governor	30/09/22
Cllr Ms D O'Sullivan	LA Governor	18/06/22
Fr. K Mullarkey	Foundation	31/08/22
Mrs L McDevitt -Grace	Foundation	28/11/21
Mrs J Jones	Foundation (Chair)	31/08/22
Mr I Kennedy	Foundation (Vice-Chair)	31/08/22
Mr P O'Connor	Foundation	31/08/22
Mrs E Hamey	Foundation	26/11/22

Father Kieren is also a member of English Martyrs' and St. Monica's Governing Boards.

Mrs Katshitis teaches art sessions across the school.

Mrs Jones' brother, Peter Lloyd audits the School Funds.

2. CLERK TO GOVERNORS

James Britton Trust GS james.britton@trustgs.co.uk

(Julie Lawson Head of Service) julie.lawson@trustgs.co.uk 0161 348 7188 0772 509 6815

3. COMMITTEES

Finance and Premises	Standards and Curriculum
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Mrs J Jones	Mrs J Jones
Mr I Kennedy	Miss M Cook
Miss S Molloy	Miss S Molloy
Miss M Cook	Mr I Kennedy
Mrs L McDevitt-Grace	Mrs E Hamey
Mr P O'Connor	Mrs K Fitzsimons
	Mrs H Katsiitis

Admissions	Performance Management
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Miss S Molloy	Mrs J Jones
Mrs J Jones	Mr I Kennedy
Fr K Mullarkey	Mrs D O'Sullivan

Pay Review	Personnel
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Mr I Kennedy	Fr K Mullarkey	Miss S Molloy
Mr J Jones	Mrs J Jones	Miss M Cook
Mrs D O'Sullivan	Mrs D O'Sullivan	

Discipline and Dismissal

Mrs J Jones

Miss S Molloy

Miss M Cook

Remits for the Committees are available on request from the School and are included in our Governors Manual.

4. ATTENDANCE

Governor	Number of Board Meetings Attended this year	Number of Committee Meetings Attended this year
J. Jones -Chair	3 out of 3	6 out of 6
I. Kennedy –Vice Chair	3 out of 3	6 out of 6
Fr. K Mullarkey	3 out of 3	
S. Molloy	3 out of 3	6 out of 6
M. Cook	3 out of 3	6 out of 6
E. Hamey	2 out of 3	2 out of 3
H. Katsihtis	3 out of 3	3 out of 3
D. O’Sullivan	3 out of 3	
L. Devitt-Grace	3 out of 3	2 out of 3
P. O’Connor	3 out of 3	3 out of 3
K. Fitzsimons	3 out of 3	2 out of 3

5. CHAIR GOVERNOR PROFILE

Jan Jones -Foundation Governor – Chair of Governors

I am delighted to be involved in the governance of Our Lady of the Rosary Primary School, working alongside the other Governors, Head Teacher and Staff. We are all – Governors and Staff, totally committed to providing the best possible education for each and every child in the school. Work which is undertaken in close partnership with parents and carers. My background involves over 25 years as a Detective Constable within Greater Manchester Police. This experience enables me to offer additional support to the school and staff with regard to safeguarding issues. I joined the Governing Board of OLOR in 2008 as a Parent Governor, when my two children were fortunate enough to be pupils at the school. I then became a Foundation Governor in 2010 and was elected Chair of Governors in 2014. As Chair, I endeavour to make sure that the work of the Governing Board is efficiently and effectively undertaken, and is focussed at all times on enabling all our pupils to achieve their best, both educationally and spiritually. I can be contacted via the School Office.

6. CHAIRS STATEMENT

In 2019-2020 the Board have focussed on:

Religious Developments

Our Lady of the Rosary is first and foremost a Catholic school and this is reflected in the way the community works together, journeys and celebrates. Our religious beliefs inspire and unify all aspects of school life and underpin our distinctive Catholic Curriculum. During 2018-2019, the school was graded 'Outstanding' in all areas in their Section 48 Inspection. Key strengths identified included: The headteacher's exceptional commitment and passion that provides profound inspiration for all aspects of the faith journey of Our Lady of the Rosary. Outstanding Witness by all members of the school community that ensures Our Lady of the Rosary is highly regarded as a beacon of excellent Catholic education. Charming and articulate children who love school because they know they are valued as children of God. The evangelising mission of the school that brings together the community and parish in sharing many memorable and meaningful activities and the outward looking and reflective approach that ensures the school is constantly improving. During 2019-2020, the Chaplaincy Team completed all initiatives on their Chaplaincy Development Plan. These included parish coffee mornings after Mass, class prayer sessions, leading services including the War Memorial, All Saints/All Souls, Marian Procession, Parish Retreat, Harvest Festival and Macmillan Cake Sale. They travelled by train to see the work undertaken at Wood Street Mission. The team undertook fundraising events for chosen charities and they visited members of the local community in their homes. During school closures the R.E. curriculum continued to be creative and challenging, covering expectations from the RE Directory, using a range of materials including The Way, the Truth and the Life, Come and See and Building the Kingdom resources. Many of the well embedded services and events were filmed and shared with families and the wider community via Google drive, due to COVID19 restrictions.

Enhancing our 21st Century School through Outstanding Teaching and Learning and Assessment

All teaching staff and subject leaders continued to develop OLOR's bespoke, exciting curriculum. The ethos of 'challenge for all' was evident in lessons and differentiated work ensured that all children were challenged. Children were actively engaged and focussed on their work. The 'chilli challenges' embedded throughout the school and across the curriculum continued to be popular with pupils, which required them to use higher order thinking skills and develop greater resilience. Children enjoyed working collaboratively in lessons and undertook independent enquiry tasks across the curriculum. They discussed problems, worked out the solutions, and helped each other, in a very mature manner. All lessons observed were at least good with the majority outstanding. High quality remote learning was delivered during school closures and when classes had to isolate. Lessons across the curriculum mirrored as closely as possible what was being delivered in school.

Enhance outcomes and experiences for our 'School Community' through Outstanding Leadership and Management: being a model of good practice.

Our Lady of the Rosary's long-awaited Nursery Class which opened in 2017, with a 26-place provision was full to capacity, with a waiting list of Catholic children. OLOR's curriculum was further developed through Subject Leader sessions with a range of

consultants. Children and staff embraced our bespoke curriculum which develops skills and knowledge in a sequential order across year groups.

Subject Leaders undertook regular book scrutiny and assessments. Classroom displays and working walls reflected and evidence teaching and learning.

Ensuring through High Expectations and Standards that Pupils make Good or Accelerated Progress-

School data in 2018-2019 showed that pupils at the school consistently exceed, and often significantly exceed, national averages and expectations in reading, writing and mathematics at all milestones. The school community totally lived out their vision of “persevering to succeed”. All involved in OLOR have a shared understanding based on high expectations and aspirations for all children and adults working in the school. The range of positive awards acted as a great incentive to our children – which acknowledged and celebrated those who demonstrated their commitment to these ideals. The school received a letter from the Minister of State for School Standards in February 2019 to congratulate OLOR on its very high standard of achievement in writing in the Key Stage 2 assessments (top 1% in the country)

Develop Consistent and Effective Personal Development, Behaviour and Welfare Policy Review-Safeguarding /Child Protection/e-safety

Safeguarding policies were updated in 2019 to reflect the changes in National Guidance as a consequence of the publication of revisions to ‘Keeping Children Safe in Education’. All staff including cleaning staff, site and office manager, midday assistants and teaching staff received Safeguarding Training in September 2019. Additionally, all completed and signed staff codes of conduct and social networking expectations.

Safer Internet Day

Yr4 planned and delivered presentations to all classes throughout the school on e-safety. The quality of delivery was exceptionally high.

Anti-Bullying:

Anti-Bullying Week took place during in November. Pupils from Year 6 prepared their own resources for homework and led Anti-Bullying sessions in all the classes throughout the school from Reception to Year 6. The quality of the creative presentations was fantastic.

Behaviour Tracking:

The Good to be Green System continued to be positively and consistently used throughout the school to promote outstanding behaviour. Red cards were awarded by the pupils themselves as they reflected upon their actions. It is essential pupils recognise that their behaviour is unacceptable. Logs were recorded in the School Behaviour File. Parents are always directly informed by the child’s class teacher of any ‘Red Cards’. Sanctions for KS2 pupils included missing the next Golden Hour or part of an Enterprise afternoon. KS1 pupils missed their next playtime.

7. CALENDAR OF MEETINGS

Term	Board Meeting	Committee 1 Finance/Premises	Committee 2 Standards/Curriculum
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Autumn	20.11.19	04.10.19	23.09.19
Spring	25.03.20	16.03.20	16.03.20
Summer	24.06.20	22.05.20	19.05.20

8. CODE OF CONDUCT AND EXPECTATIONS

Introduction

This Code of Conduct embraces the seven Nolan principles of selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

The Governing Board has the following core strategic functions:

Establishing the strategic direction by:

- Setting the vision, values and objectives for the school
- Agreeing the school improvement strategy with priorities and targets
- Fulfilling statutory duties

Ensuring accountability by:

- Appointing the Headteacher and being involved, as appropriate, in the appointment of staff
- Monitoring progress towards targets
- Performance managing the Headteacher
- Engaging with stakeholders
- Contributing to school self-evaluation

Ensuring financial probity by:

- Setting the budget
- Monitoring spending against the budget
- Ensuring value for money is obtained
- Ensuring risks to the school are managed

The Governing Board has adopted the following principles and procedures. Each member of the Governing Body is bound by the Code of Conduct.

Commitment

We will:

- Ensure that the school is constantly seen to bear witness to the faith in every aspect of its work. At all times it will serve as a witness to the Catholic Faith in Our Lord Jesus Christ;
- Make a significant commitment to the work of the Governing Board

We will:

- Attend Governing Board meetings regularly;

- Accept our fair share of responsibility, including service on committees or working groups;
- Get to know the school well and involve ourselves in school activities;
- Act fairly and without prejudice and will fulfil all that is expected of a good employer;
- Monitor and evaluate our effectiveness as a corporate body, Including our effectiveness as a Roman Catholic school;
- Participate in appropriate training and development both Individually and collectively;
- Abide by the Bishop's policies and guidance;
- Remain faithful to the Gospel values;
- Accept that, in the interests of open government, our names, terms of office, roles on the Governing Board, category of governor and the Body responsible for appointing us will be published on the school's website.

Relationships

We will:

- Strive to work as a team in which constructive working relationships are actively promoted;
- Express views openly, courteously and respectfully in all our communications with other governors;
- Support the role of the chair in ensuring appropriate conduct both at meetings and at all times;
- Be prepared to answer queries from other governors in relation to delegated functions and take into account any concerns expressed;
- Acknowledge the time, effort and skills that have been committed to the delegated function by those involved;
- Seek to develop effective working relationships with the Headteacher, Staff and parents, the Diocese, Local Authority, other relevant agencies and the community.

General

We will:

- Fulfil our strategic, accountability and critical friend roles;
- Maintain and develop the ethos and reputation of the school;
- Support the school Headteacher in:
 - Bearing witness to the faith;
 - Promoting high standards of educational achievement;
 - Promoting and securing the welfare of all at the school;
 - Monitoring and keeping under review the school's aims and objectives, policies and targets.
- Have a clear scheme of delegation to individuals and committees;

- Act with due regard for the well-being of children in other schools and communities;

[As foundation governors:

- Preserve and develop the school's religious character; and ensure that the school is conducted in accordance with the Trust Deed of the Diocese or Religious Order.]
- Promote the sanctity and dignity of human life;
- Value faithfulness, care for justice and collective effort for the common good including a positive option for the poor.

Conduct and Confidentiality

We will:

- Start each meeting with a prayer;
- Understand the purpose of the Governing Board and the role of the Headteacher;
- Establish a clear procedure through which concerns and complaints can be addressed;
- Record any pecuniary or other business interest (including those related to people we are connected with) that we have in connection with the Governing Board's business in the Register of Business/Pecuniary Interests, and if any such conflicted matter arises in a meeting, we will offer to leave the meeting for the appropriate length of time;
- Declare any conflict of loyalty at the start of any meeting should the situation arise;
- Act in the best interests of the school as a whole and not as representative of any group, even if elected to the Governing Board;
- Actively use the skills and talents of all members of the Governing Board;
- Encourage the open expression of views within meetings;
- Accept that all decisions are the collective responsibility of the Governing Board
- Accept and ensure that all discussion in reaching decisions is kept confidential to the meeting and when items of business are determined to be confidential, all members of the Governing Board are bound by that confidentiality;
- Recognising that we have no legal authority to act individually; only speak or act on behalf of the Governing Board when specifically authorised to do so;
- Undertake our visits to school within the framework established by the Governing Board and agreed with the Headteacher.
- Ensure that we deal with all financial matters in line with the current

requirements.

Breach of this code of conduct

- If we believe this code has been breached, we will raise this issue with the Chair and the Chair will investigate; the Governing Board will only use suspension/removal as a last resort after seeking to resolve any difficulties or disputes in more constructive ways.
- Should it be the Chair that we believe has breached this code, another Governor, such as the Vice Chair will investigate.