



Governors report for the year 2014—2015

Welcome to the Governors Annual Report for 2014 to 2015. We hope that you will find the information in this report helpful and interesting.

Within this report you will find details of the work of the committees within the Governing Body, information about the standards attained at the end of Foundation year and KS1 as reported to Ofsted and the Local Authority, and information about our governors.

This has been a challenging year for the school with a higher than normal staff absence level. The Governors would like to thank all the staff who worked so hard to ensure that the children were always the focus of the resolution to these issues. The Governors would also like to thank all those people who voluntarily give their time to support the school. Their knowledge, patience and time are invaluable.

In August 2015, Mrs Pratchett who had worked at the school for over 15 years, lost her battle with cancer and our thoughts and prayers are with her family at this time.

The Chair of Governors, Clifton All Saints Academy

Management and Finance Committee

The Committee has settled down to a pattern now the conversion to Academy has been fully implemented. We continue to be confident that the change will benefit the children and wider community over the coming years.

In addition to the full Governors meetings and the joint meeting with staff, the committee met four times on 22nd October 2014, 1st December 2014, 2nd March 2015 and 1st June 2015.

The School Improvement Plan (SIP) for 2014-2015 was reviewed at each meeting particularly where it impacted on the Governors. They especially acknowledged their responsibilities in relation to priority 3 'To develop the role of senior and middle leaders to improve the impact of leadership and management' and undertook to have increased input to this area in accordance with the actions agreed in the Plan. Training is an important aspect for Governors and some of us are experimenting with on-line or E-training delivered nationally through the internet. During the year the Governors were advised of the implementation of 'Target Tracker' a new assessment package which was being rolled-out in many thousands of schools nationwide and looked forward to reviewing the results as they are published.

The Governors were requested to consider the appointment of a Data Protection Officer. It was understood that this was not a legal requirement and given the controls already in place it was not a necessary appointment at the present time. It was agreed that this would be kept under review. The Governors were also required to consider the appointment of a Responsible Officer to monitor the accounting system as required by the Trust and this appointment was made during the year.

The Governors have been presented with statements and budgets throughout the year which has enabled us to be reassured that the finances of the Academy are in good health. Salaries of senior management were reviewed against performance and three special honorarium payments

were approved for staff that had made exceptional contributions to the Academy during the year.

The following policies have been reviewed and updated during the year in accordance with the schedule:

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|----------------------------------|-------------------------------|
| Health & Safety | Community Cohesion |
| Complaints | Inclusion |
| Safeguarding | Abuse against Staff |
| Computer Security | Best Value |
| Lettings | Admissions (joint committee) |
| Security | Freedom of Information |
| Anti-Bullying | Drugs and Alcohol |
| Charging | Education Visits and Journeys |
| Disability Equality Scheme | Visitors and Outside Agencies |
| Supporting Medical Conditions | Intimate Care |
| Use of Mobile Phones and Laptops | Financial Organisation |

Peter Blackmore—Chair

Committee Membership 2014—2015

Membership of the committees was as follows:

Finance and Management Committee	Development Committee
Peter Blackmore (Chair)	Jayne Dutson-Steinfeld (Chair)
Justine McCarthy	Paul Hayward
Simon Page-Browne	Revd Anne Hindle
Carol Ward	Charlotte Moncrieff
Ray Watson	Jean Peacock
Philippa Whittington	Carol Ward
Pat Wisby	Kathryn Ward

Development Committee

The Development Committee is responsible for the monitoring of all curriculum policies. The governors look closely at these to ensure they are current with the latest legislation and are still appropriate for the needs of the school. Issues raised by parents through questionnaires are also discussed as to the way forward.

At Clifton All Saints Academy we have adopted the New National Curriculum as the basis for our own exciting, engaging and inspiring curriculum across the school. This means that there will be a daily Maths and English lesson through which we teach the basic skills for learning. However, we try to incorporate Language and Number development into other areas of the curriculum in order to broaden the children's knowledge and understanding. Through Topic planning, subjects and areas of learning are linked together to support the children. As a Church of England Academy we aim to provide a Christian Education based upon biblical and historical examples. We attempt to make the children aware of their own feelings as well as those of others. This links in very well and is firmly supported by our Values education, encouraging the children to think carefully about the way they behave and the important values by which they live their lives.

The School Improvement Plan was reviewed at each meeting and progress made against the target discussed.

During the meetings this year, the Governors have regularly reviewed data from the Target Tracker system. There is currently a discrepancy between the assessment levels specified by the Local Authority and those agreed between local schools. This issue and pupil progress are closely monitored by the committee.

The back-filling of knowledge gaps caused by the new curriculum has had an impact on the figures. By the end of the academic year 2014-15 there should be a clearer and more accurate picture of where the children are, but a real picture of attainment within the new curriculum will not be truly accurate until the current Year 1 children have reached the end of Year 4.

The following policies have been reviewed and updated during the year in accordance with the schedule:

More Able Pupils Policy	E-safety Homework Values Education	Literacy Numeracy
PSHCE		

Chair of Development Committee

Parent Teachers Association (PTA)

The PTA work very hard throughout the year raising money to provide for facilities within the school. They run regular activities including the Christmas Fayre (in conjunction with the church) , School discos, summer camp out, cake and book sales, quiz nights and lots of other events. These are advertised within the school and on parentmail. This money is used to provide additional facilities within the school. The Governors would like to thank them for their hard work and especially the people who transformed the library during the summer holidays, turning it into an inspirational place for the children.

This year they have provided funds to

- refurbish the library,
- reduce the prices for school trips,
- new resources in Robins and across the school,
- colourful playground markings
- new maypole

Standards

The school has to report to the Local Authority and Ofsted at the end of the Reception year (Foundation) and the end of year 2 (Key Stage 1). The other reportable stage is at the end of year 6, the end of KS2, as it is the end of the National Curriculum document for KS2. This is obviously not reportable in the Lower school but in the Middle school.

All results are available on the website.

Progress 2015

Early Years Foundation Stage progress

Attainment on entry was below the National Average. The majority of children came from the local Pre-school with a few from other pre-schools and nurseries. Some of the children appeared to be quite immature generally, a small group still lacking the basic concepts of self-care and hygiene and understanding of the normal expectations for behaviour in a large group.

Significant difficulties with staffing in the Reception Unit has not helped with progress and the development of knowledge and understanding across the curriculum. The teacher, new to Foundation, was very ill from the start of the academic year until she went on maternity leave at the end of March. Unfortunately, the Nursery Nurse in the Unit had already been signed off long term sick during the previous Summer Term which made transition and development even harder. A full-time TA (Teaching Assistant) was employed who had good experience and qualifications, with a view to her developing the role to cover effectively when the teacher was poorly, but this came to an abrupt end before Christmas, due to reasons beyond our control. Also with the teacher being often but irregularly absent and unable to provide quality planning, the cover staff found it increasingly difficult to provide a quality curriculum for the children. Once it became clear that the teacher was not going to be able to support the teaching effectively, the cover staff took charge and worked very hard to provide an engaging curriculum and environment to stimulate and challenge the children. Additional support staff were employed to ensure that sufficient adult

support was provided and staff across the school worked together to support the hard work of the team. The children coped well and were happy at school and enjoyed learning, which is the main priority. Behavioural expectations have been worked on and there has been a marked improvement, but there are still areas which require further development, especially for some children.

Year 2 Summary

Overall – Achievement is good and has risen from 2014. Overall we are well above the National Average (NA) for 2014 and just above the Local Authority (LA) average for 2014. The significant improvement in attainment in Maths, which has been a focus for 2015, has been effectively supported by the addition of a specialist Maths teacher for one morning each week and has resulted in a much more equal attainment between girls and boys and an increase in Level 3. It has helped to close the gap for the vulnerable groups in this cohort this year and this needs to continue in order to bring them more in line with their peers. We also need to look at how we can replicate this success in Literacy, so that these children achieve better with Reading and Writing and close the gap in those areas also. The SEN children have achieved above the National average for SEN in Writing and in line with the National Average for **ALL** pupils Nationally in Maths. Summer Born children who make up 30% of the cohort have achieved in line with, or above **ALL** children nationally, in all areas. This has clearly made a difference and it is planned to continue into 2015-2016 to support the vulnerable children in particular. It has helped to close the gap for these groups in this cohort this year and this needs to continue in order to bring them more in line with their peers. We also need to look at how we can replicate this success in Literacy, so that these children achieve better with Reading and Writing and close the gap in those areas also.

Year 2 Overall strengths

Although this was the final year for the old curriculum for Year 2 and for the old style SATS, we decided as a staff that the children should be taught the New Curriculum in order to ensure that they were not disadvantaged in Year 3, and this has proved to be very successful in both raising attainment in Year 2 and in preparation for Year 3. It will not be possible to compare

attainment for Year 2 in 2015-2016 as the assessment process will be very different.

Plans for the coming year for EYFS—September 2015

There will be a new teacher, Mrs Lines, in the Reception class, who is very experienced in this phase and has lots of new ideas and plans for the children. She has been working in the current Reception class in the Summer Term to support their progress and development and has worked really well in a job-share for the Summer Term. They have worked together to really develop the inside and outside classrooms to enable the children to experience more and develop skills more effectively. A new baseline assessment will be completed in the first half term to set a reliable starting point for each child. An online tool has been purchased to support the children's Learning Journey and enable the parents to be part of it. It will also be our evidence base for assessment, which will be recorded using Target Tracker in line with the rest of the school. Hopefully the staff in the Reception Unit will be constant this year, providing a stable environment and adult base for the children. There will be a Whole-School focus on Writing next year, very much starting in Reception, with the staff planning a multitude of opportunities for the children to mark-make and develop their writing skills from the very beginning of the academic year. Behaviour will also be a main focus, with lots of work being done using the Values and high expectations for ALL children.

Plans for the coming year : Year 1

The teacher is an NQT who will be supported by the outgoing Year 1 teacher for the first half term, before she goes on Maternity leave for the rest of the academic year. The class will also benefit from a qualified Nursery Nurse in the mornings and an experienced LSA in the afternoons. The class will be next door to the Deputy Head, teaching Year 2, and there will be many occasions when the classes will work together.

Behaviour will be high on the priorities for the beginning of the year, in order to set the standard for Year 1, and then Phonics and Writing will be the main priorities, in line with the rest of the school for 2015-2016. These children will need a firm hand, but have the capacity to achieve well in Year 1, closing the gap with National expectations. Aspirational targets

will be set for the end of the year, and additional support will be provided where needed, for those targets to be achieved.

Areas for development and implications for teaching Year 2 next

As the Curriculum has changed dramatically there is little that can be taken from analysing this data to create development strategies for next year. We will continue to use a specialist Maths teacher to further develop the Maths across the school and will look to see how we can further develop the English skills in the same way.

Plans for Yr 3 and Yr 4

This is the first year of the New Curriculum and there is work to do to fully implement the changes. Any data is unreliable because of the significant changes. This year we will continue to embed the curriculum but with fewer gaps to fill, this should result in more children achieving age related expectation.

The governors would like to say a big thank you to all those volunteers who give their time to help throughout the school. These people help with listening to pupils read, run sewing sessions, support Art , Design, Science, school trips, cooking and generally support across the curriculum.

School website : www.cliftonallsaintsacademy.co.uk/

The school website contains information about all aspects of the school. Here can be found the main school policies, the mission statement and details of events past and present.

Any emergency closures due to snow will be posted on the front page of the website as soon as the decision has been made.

If you are unable to access our website, you may request a hard copy of any document via the school office

You may also contact the governors via the link on the governors page of the website.

Our Governing Body

Governors serve a term of 4 years from the date of their election. When we became an Academy, governors were elected from that date. Simon Page-Browne and Charlotte Moncrieff both resigned as governors in August 2015 due to pressure of work. We will also be losing Revd Anne in December as she moves to a new position in the Peterborough Diocese. We thank all of them for their work as governors over the years. We welcome Jean Peacock and Katy Evans-Skinner to our Governing Body.

Philippa Whittington – Chair of Governors

Philippa is a Foundation Governor originally appointed in 2003 by the Diocese. She is married with one son, 2 stepsons and 3 grandchildren and while now retired, spent 40 years working in the IT industry. She believes that her education was an important part of her life and sees her work as a governor as a way of repaying that to the community.

Peter Blackmore – Vice Chair and Chair of Management Committee

Peter has been a PCC appointed Governor for many years. As Chartered Engineer for over forty years he has maintained his own continuous professional development and coached and mentored young engineers joining his Consultancy Practice. He has recently stepped down as Chairman of his Practice and entered semi-retirement; married with four children and one granddaughter he believes that local primary education is key to providing a good start in life.

Pat Wisby – Foundation Governor

Pat has been a Foundation governor since October 2013. Married with 2 sons and 1 grandson, she moved to Clifton in 2006. She is a retired secondary school teacher of Maths and IT and was also a Head of Department and Year Head before becoming a Deputy Head. Keenly interested in all aspects of education, Pat wants to contribute to the local community through her educational involvement with Clifton All Saints Academy.

Ray Watson - Foundation Governor

I volunteered as a governor and was appointed in December 2013. I had a full career in HM Coldstream Guards retiring as a Major in 1997. I have lived in the village for about 12 years and saw the opportunity to assist in the life of the village by becoming a school governor, bringing with me years of administrative and logistical experience. After two years in the post I feel that I have become much more familiar with the whole process of governorship and will continue to develop my ability by attending relevant training courses in order to become as effectual as possible

Kathryn Ward – Parent Governor

I have been a Parent Governor since June 2012. Both my children went to All Saints and are both now at Henlow Academy, my youngest going up this September. Since Daniel, my eldest, first started in Robins, I have enjoyed taking an active part in school life, as a parent helper, helping on the PTA and now working in the school, teaching maths in small groups. I was a primary school teacher for 12 years before having my children and feel I have some understanding of the challenges in education and the role of the Governing Body as well as school management. I am now working in both All Saints and a high school in Luton doing maths intervention work. In the past few years, I have marked optional SAT papers for English and have lead sessions for school groups within Luton museums. I am extremely enthusiastic about the education offered to children at All Saints and I love working within the school environment.

Paul Hayward – Parent Governor

Paul was elected as a Parent Governor in November 2010. He is the father of Alex (who has recently left All Saints), Evie and Oscar (in Swallows and Puffins), so he will have a general interest in the school, the curriculum, facilities and activities for some years to come. Paul is a Chartered Engineer, who has worked in the offshore oil industry for the past 25 years. Currently Paul is based in Central London. Coming from a technical background, the practical and technical aspects of education will be a focus area, and having come through a traditional education, Paul is also particularly keen on the teaching of the educational basics - the old 3 R's – and the broader curriculum. He would like to put some of his experience back into the system to benefit the next generation.

Reverend Anne Hindle - Rector

I have been involved in supporting schools as a Governor since 1990. My schools links have given me huge respect for Head Teachers and staff who have a demanding role, yet are always dedicated to the best they can offer for their pupils. I am eager to support the All Saints Academy as appropriate, adhering to the ethos of the school and requirements of the Head Teacher, whilst together with staff and Governors discovering ways of enhancing what is already in place.

Jean Peacock—Diocesan Governor

I was appointed as a School Governor in December 2014. I live in Clifton and I have a son and a daughter who are married. I have four grandchildren one of whom attended Clifton All Saints Academy until she left to go to Middle School in July.

I have spent my working life in Education and have taught in a variety of different Lower Schools in Bedfordshire. I became a Deputy Headteacher in 1996 and a Headteacher in 2002. I retired from my post as Headteacher in July 2010 but I wanted to continue my involvement with a profession which I have loved. After retirement, I worked as a Link Tutor with the University of Bedfordshire, supporting and advising trainee teachers until June 2014.

I hope I can use my past experience to play an active and supportive part in the life of Clifton All Saints Academy.

Katy Evans-Skinner—Foundation Governor from August 2015

I am married with one son and have lived in the village for over 8 years. I attend the local church services as well as messy church with my family and so have an interest in supporting the local community. I work at the EDT (Engineering Development Trust), which is an educational charity aimed at inspiring young people into courses and careers in Science, Technology, Engineering and Maths (STEM). I joined the EDT in 2009 developing and running all aspects of the First Edition Scheme resulting in growth and participation to over 28,000 young people in 5 years. A major initiative that I introduced to First Edition is the STEM Family Challenge, which brings families together with higher education and local industry. Prior to the EDT, I worked with the IET managing the Faraday Programme involving the running and launch of the 'Faraday Challenge Days' which provided specialised STEM activities to young people to engage them in

STEM subjects. Prior to this, I worked with Business Link London providing support and information to help people start, develop and grow their own business. In September 2014, I joined the Industrial Cadet team at EDT as Operations Manager leading a team of 8 Area Managers across the country, to support young people in achieving an industry led accreditation that is inspired by the Prince of Wales, through STEM related experiences at companies. Through my experience, knowledge and passion in this sector I am aware of the challenges that schools currently face and I am looking forward to contributing and supporting Clifton All Saints Academy as it grows and develops over the coming years.

Carol Ward - Head Teacher

I took up the post of Head Teacher at Clifton All Saints Academy in September 2013. Previous to that I was Assistant Head Teacher at Gothic Mede Lower School in Arlesey, having taken up the post of Senior Teacher there in September 2004. I qualified as a teacher in 1981, but chose to delay my teaching career and learn a little about the world of work outside of education, as well as getting married and having a family. I have two sons aged 30 and 28, and a husband who works in IT. We have lived in Sandy for 28 years, having both been brought up in Hitchin. I studied Music as my specialism at college, having been part of the Herts County Youth Choir and Orchestra from the age of 14. I play the piano and cello and am currently trying to find the time to learn the flute and clarinet. I enjoy all aspects of developing children learning through a variety of experiences and but particularly enjoy seeing them develop and flourish through the medium of Performing Arts. I am really looking forward to taking the school forward and developing what is already a wonderful community and learning environment, and being part of a centre of excellence within the community of the village of Clifton.

Jayne Dutson-Steinfeld - Deputy Head and Chair of Development Committee

My name is Jayne Dutson-Steinfeld and I have been a member of the governing body since 2010. I am currently Deputy Head and Kingfishers Class Teacher. I have 5 children of my own and 1 granddaughter. I lived and worked in Germany for 10 years and speak German. I have lived in Clifton now for 24 years. I am Early Years trained and I specialised in French. I am a registered dyslexic teacher and have completed a course as an Associate

Member of the Institute of Linguists. My other interests are in music and sport and I currently play cornet in a local band and trumpet in a large concert band in Essex. I enjoy sports and used to play badminton regularly, I now love watching sport and walking my dog ! I have been teaching at All Saints' Lower for 15 years, most of which has been in the Foundation Stage. Before this I was involved in adult education and supply teaching all over Bedfordshire. I love working with the children, seeing them develop as learners and as members of the community. I am working as part of the governing body to ensure the best possible experiences and provision for our children.

Justine McCarthy – Non teaching staff governor

I have worked at Clifton All Saints Academy since September 2001. Like a few of our staff I initially started as a Mum help and then worked part time as a Learning Support Assistant in years 1-2 until September 2003. During this time I was an active member of the PTA and enjoyed supporting the school and my two children who both attended All Saints. They are now 20 and 17 so a few years have passed!

Before my life at All Saints I worked in HR and accountancy for a Fibre Optic Company. I then supported my husband who ran his own business for 10 years; this allowed me to be a full time Mum for 6 years which I thoroughly enjoyed.

Life in the office started as a part time position alongside Mrs Evans. The role over the years has increased dramatically with the Local Authority passing on far more responsibility on to schools and then the conversion to Academy Status in October 2013. My role now involves all HR, finance, facilities management and anything else that is thrown my way! I am also a member of the senior management team. I enjoy my role in school and despite being based in the office I do try and interact with the children as much as possible. This includes attending the year 4 annual PGL trip for the past 6 years and popping into the classrooms when I can, to see what the children are doing.

I have been on the Governing Body on and off for the past 9 years (I had a 2 year break): this was to enable me to complete a 2 year City and Guilds Photography Course, as photography is a hobby of mine.

I feel my knowledge of the school, being a parent and a member of the local community for over 40 years puts me in a good position to support all of the stake holders in decisions that are made and discussed at Governors.

Clifton All Saints Academy is a lovely school, which we are lucky to have in our village.

Nicola Kumaran – Clerk

Having worked in adult education for over ten years I was excited to begin training as a primary school teacher in 2011. However, I had to defer the course on the birth of my daughter the following year. Taking on the role as Clerk to the Governors has allowed my continued involvement in primary education and enabled me to keep abreast of the continued changes and demands made on schools. As a Clifton resident it is a pleasure to work so closely both with the school governors and the school community as a whole.

Where next?

Over the next year the Governors have identified the following high priority areas:

Priority 1

To improve outcomes for all children in the EYFS so that an increased proportion of children reach a Good Level of Development by the end of the reception class in 2016.

Priority 2

To promote improved attainment and progress in science across the school

Priority 3

To continue to embed the new curriculum and assessment processes in the school's practice.

These will provide the focus for the next year and targets and success criteria are documented in the School Improvement Plan.



Governors 2015 to 2016

Chair	Mrs Philippa Whittington
Headteacher	Mrs Carol Ward
Vice Chair	Mr Peter Blackmore
Deputy Head	Mrs Jayne Dutson-Steinfeld
Rector (ex-officio) (To end 2015)	Rev. Anne Hindle
Staff Governor	Mrs Justine McCarthy
Foundation Governors	Mr Ray Watson
	Mrs Pat Wisby
	Mrs Katy Evans-Skinner
	Vacancy
Diocesan Governor	Mrs Jean Peacock
Parent Governors	Mr Paul Hayward
	Mrs Kathryn Ward
Clerk to the Governors	Mrs Nicola Kumaran