All Saints'

Church of England

Primary School

Governors' Annual Review

2013-2014

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Chair of Governors' Introduction

It is with great pride that I am writing to you as Chair of Governors. A past pupil myself, I hold a special affinity with the school and all that it strives to achieve. I can honestly say that the values, which are so evident, now are steeped in the history of the school and are as much a part of it as the bricks and mortar.

That said, as a Governing Body we seek continuously to build on the strengths and support areas for development so that the school can evolve in keeping with the fast paced change and demands placed upon it.

Of particular challenge over recent years has been a tighter and tighter budget, which has meant that, with the smallest budget across the whole of Lewisham we have and continue to operate with little or no room for contingency. As governors we are ever thankful for the hard work and dedication of all the staff, led by Debbie who go above and beyond on a daily basis to make the best use of resources available to deliver engaging and challenging lessons to the children.

This year, the governing body has continued to focus on the strategic direction of the school, exploring options to ensure the long-term viability of a parish school in the heart of Blackheath. This has included presenting to the Southwark Diocesan Board of Education (SDBE) a proposal for the Blackheath Bluecoats site which was unfortunately not progressed, as well as exploring options to take a bulge class, reviewing other possibilities to acquire additional space whilst continuing to monitor academic achievement and evolve our curriculum.

The departure after many years of dedicated service of Lyn and Barbara in the office, whilst very sad to say farewell with our heartfelt thanks, also provided us with an opportunity to restructure the office and recruit a qualified School Business Manager to streamline our processes and reduce the admin burden on the wider Senior Leadership Team, enabling them to focus on the learning and teaching.

Each year the staff and governors come together as a whole to review our progress and feedback received from parents. We are very thankful to all who completed the parent questionnaire and we spent a significant portion of our time identifying themes and actions. We continue to analyse the feedback you give us and would encourage you to keep talking to us and sharing your views, be it through the formal questionnaire or informally around the school.

Finally, as you know, all the governors give their time voluntarily and we are very lucky to have a group of experienced individuals who also give so freely of their time. As well as the Full Governing Body meetings twice a term, I am thankful to the Chairs and members of each committee who meet regularly to monitor and review progress, and who, most importantly, challenge the school to ensure continuous improvement and that swift and effective actions are supported as appropriate.

As a school community, we are blessed to have such a supportive and committed group of staff, governors, parents and Friends and it is through working together as we continue forward that we will build on our successes to date and face the challenges of the future – we thank you for your individual and collective contributions, both financial and non-financial, the first priority and focus of all of our meetings remains the education and achievements of all of the children in the school.

Lydia Ings

Chair of Governors

Outstanding provision

The year began with an uplifting refurbishment of Year 1's classroom, following the fire, with beautifully crafted wooden furniture and equipment for the classroom and much needed, brightly coloured, replacement flooring in Years 2 and 3. Continuing with the premises theme we finally appointed a Premises Officer, Andy Richards who has already made such a difference in the school and significantly reduced my work load. Andy is a serving firefighter, is flexible, understands the demand of the Health and Safety of the role and above all has a "can do" attitude.

We have been begun to think about the new curriculum and assessment arrangements which have to be in place for September 2015. The government expects schools to devise their own curriculums and assessment procedures based on the needs of their pupils which on the one hand is an exciting opportunity for us but on the other hand is a tremendous amount of work for the teachers to ensure that we meet the expectations and all the demands of the new national curriculum. Next year will be very much a trial year as we develop appropriate systems whilst retaining the enjoyment and love of learning for the children.

We continue to develop the involvement of the children in their learning journeys and school life. This year has seen the first Faith Committee meetings for children. They have begun to meet regularly to discuss and help shape the school services and worship and are proving to be incredible insightful and spiritual.

Another new initiative this year was the introduction of an additional school journey for Year 4. This extends our adventurous curriculum designed to increase the autonomy of the children and give them the opportunities to think for themselves and make decisions. This involves two days of activities and an overnight stay in the Rachel Macmillan Centre in Wrotham. The children learn the skill of map reading though orienteering, they learn about the woodland habitat and how to make a den, build a fire and cook on it- all very Bear Grylls! I am committed to finding ways that children are presented with real choices and the opportunities to make decisions in safe environments. This is because much of their lives are planned for them. They are not exposed to this in the same way that we were i.e. going to the shops and playing unsupervised in public places from a young age.

I am delighted to be able to share with you that we achieved two national awards last year: the NACE Award (for more able children) and the Gold Active Sports Award. The NACE award recognises the outstanding provision we offer children who are more able or who have a special talent. The assessment of this was very stringent and importantly looked at the provision for ALL children to make sure that ALL children are appropriately challenged whatever their ability.

In the Active award we achieved the top award of Gold. This recognises the very varied sports opportunities for the children, the range and opportunity to compete in competition and work done to encourage those who would not necessarily choose physical activity. It is also an acknowledgement of the work of the parents at Saturday Sports Club and the partnership forged with elite athletes coaches who have additional training sessions within school time. I am immensely proud of both awards which equate to the tremendous hard work of driving both of these forward - Lis Watson (Inclusion Manager) and Vicki Colthorpe (PE Leader).

Once again Pippa Williams has secured an award from Clean and Green Lewisham. This recognises the work that she does with the children and school community to encourage us to think about our environment locally and globally, particularly this year through her drive for using Fairtrade products.

During the next year we will be using awards to drive the strategic direction of the school as the process ensures that we are continually keeping ourselves abreast of current approaches and research.

As is customary at this time of year we will be saying goodbye to staff. Claire Sewell, who has only been with us for two years, is moving on to a Bromley School as Assistant Headteacher. Congratulations! We are saying a fond farewell to Lin Williams and Barbara Peachey, who are both retiring. They have always been so supportive of the school and both have given an amazing service to the school - a combined 54 years! They have performed many duties in the school before ending up in the office including Midday Supervisors, Teaching Assistants and various premises roles. I am sure we want to wish them all the very best and hope that they pop in to see us from time to time. A huge thank you from us all. We will miss you!

Finally, as the school year draws to a close, may I take the opportunity to wish all who are leaving the very best and I hope young or more mature, your adventures are wonderful. To all those returning we look forward to working with you again.

Debbie Tompkins

Headteacher

Learning and Teaching

The Teaching and Learning Committee looks at different aspects of school life in greater detail than is possible in a full Governing Body meeting, it then reports back to the next meeting.

During the past year we have focused on, amongst other things, school dinners. Jo Bourne, school cook, came to talk to us about her commitment to provide healthy, nutritious and tasty meals for both pupils and staff. She talked about her involvement in the life of the school and the way she meets the needs of individual children. Marie Walker came to talk about her work in making all children feel safe at school and particularly about raising awareness of homophobic bullying.

Pippa Williams has been to talk to the committee about her work in guiding the school towards becoming a Fairtrade school and her work on the PSHE curriculum.

The far-reaching and challenging changes introduced by the government both for the National Curriculum and for meeting the needs of pupils with special educational needs and disabilities have been considered.

The committee has taken a particular interest in the work in preparation for applying for the NACE Award and was delighted when the school was awarded this. It has been instrumental in changing the way in which all pupils are challenged to achieve their highest level possible and the way in which the school assesses their achievements.

The committee regularly reviews policies such as the Relationships and Sex policy and the Anti-bullying policy to ensure that they are relevant and reflect what actually happens in school. The members of the committee take a particular interest in the way in which the curriculum is delivered, the way in which children are assessed, and in the initiatives that the school is involved in to ensure that learning and teaching are as stimulating, exciting and as effective as possible for all pupils.

Barbara Ward

Personnel

In this year, as always, staff at All Saints' have shown incredible commitment and flexibility to enable us to ensure that children at the school have the best possible learning opportunities. The fire at the end of the school year of 2013 presented staff with particular challenges as they came back to begin the new school year in September of 2013 in classrooms barely finished.

Once again the school has been operating under a very tight budgetary regime and has often had to temper wishes with pragmatism. But staff have been able to produce many good news stories, nonetheless. Lis Watson worked hard to secure a NACE award for the school, the first in Lewisham, and only 200 schools country-wide have achieved this. Vicki Colthorpe is also to be congratulated for obtaining a gold mark award for the school's sporting achievements, again a first for a Lewisham school.

We have said goodbye this year to two long serving and loyal staff, Lin Williams and Barbara Peachey. We thank them for their dedication to the complicated workings of the office and wish them a happy retirement. Claire Sewell also left to become an assistant head teacher. In her two years with the school she has worked to high standards, setting up a book club, and further developing assessment procedures.

In the autumn we appointed Andy Richards to look after the school premises and since then, school maintenance has vastly improved.

We are delighted to welcome Patricia Verrall as the new School Business Manager in September 2014.

In the summer term we appointed Jenni Stirrup as a class teacher for Year 3.

We are very grateful for the contribution of volunteers to the school and wish to thank Lucy Cottrell in particular for her management of our volunteer team. Extra work has gone into training awareness of relevant school policies and assessing teachers' classroom needs.

Three new midday supervisors were appointed during the year and there have regular meetings for all supervisors with the Deputy Head to ensure a consistent approach, and periods of classroom observation with focus year groups so that these staff feel more valued and have a voice in the classroom.

The Governor Skills Audit, done in the previous school year, established that there is currently broad expertise in the governing body, but has also increased awareness of the need to be vigilant on succession planning.

Governors have maintained the increased level of visits this year. As well as classroom observation, governors have been talking to the children about their experience of learning and looking at their books, so that they can better understand children's learning needs, and challenge, where necessary, senior leaders and help drive the strategic direction of the school.

A vast range of policies or procedures relating to this committee have been reviewed this year, among them: Child Protection, E-Safety, ICT Code of Practice for Pupils and Staff, Business Continuity Plan, Equality Statement and Policy, Recruitment, Pay, Staff Appraisal and Capability, Discipline and Grievance, and Terms of Reference.

The whole governing body received training in Raise on Line scrutiny, Personnel Committee members did training in Performance Management and one member did a Governor Chair course. Apart from reporting on performance management to this committee the head teacher has met regularly with a governor to inform of pupil progress and staff action plans and impact.

Janet Willis

▪ Premises and Welfare

The start of the new academic year saw a refurbished Year 1 classroom, with the new furniture installed; it was a transformation of what the room had looked like.

It also highlighted the need for refurbishment of the decoration of the rest of the school. To this end, a bid was submitted to the Diocese to request funding.

Our delight was to hear that we had been successful for some new flooring in Year 2 and Year 3, and the hall floor to be sanded and varnished with some interior decoration, too.

The commitment and help from our Premises Officer, Andy Richards, is making a difference to the whole school and we are most grateful to him.

With the mild winter, the growth on top of the wall has become a concern and several quotes are being obtained to keep this under control.

Once again, as Chair of the committee, I would like to thank all the members for their hard work, and especially to thank Michelle Thornhill for her involvement and valuable contribution as a co-opted Governor. Now that her son has left the school, Michelle will no longer serve on the committee. We are grateful to John Clark who has joined us.

Sue Heath

▪ Finance

The financial outcome of the school's revenue budget for the year April 2013 to March 2014 demonstrated a deficit of £44,142 (representing 4.4% of the annual budget), but is somewhat confused as the school anticipates a recovery of £48,000 in 2014/15 as a consequence of a fire insurance claim relating to the incident in Year 1 in June 2013, but which awaits final settlement.

The funding provided by the London Borough of Lewisham for 2014/2015 is £1,042,650 representing virtually a nil increase over the previous year. The budget has been approved by Governors but with a modest deficit planned in 2014/15 and 2015/16 before breaking even in 2016/17. Budgeting remains tight with many other schools benefiting from additional pupil premium funding which All Saints' has been unable to achieve to the same degree.

Routine business conducted by the Committee include reviewing its own terms of reference; policy on paying governors' allowances; the school financial management policy and code of practice; the school's financial value standard; reviewing the possibility of extended provision within the school outside of school hours and planning for the routine internal audit by the London Borough of Lewisham during the forthcoming year.

The Governors' own funds donated by parents/carers and which is much appreciated have continued to be successful. During the year to August 2014,contributions representing £13,294 (2012/3: £12,612) were received following the appeal launched in July 2013.

During the year the funds were principally applied towards the purchase of new computer equipment throughout the school totalling £12,485, with additional equipment funded from the school's capital budget for which £2,270 was also attributable representing the Governors' 10% liability; final contribution towards the enhancement to the playground of £4,665 and satisfying the Governors' obligations concerning the Southwark Diocesan Board of Education maintenance scheme, with £3,692 having been paid. At the end of the year the Governors' general fund amounted to £22,444.

Stephen Lanes

▪Faith Committee

The Faith Committee meets twice a term and is an opportunity for governors to learn about the worship and RE of the school community. The committee currently comprises of the head teacher, deputy head and head of RE with one of the governors (Jane Canham, a past pupil of the school), an ordained parent (Fr Trevor Donnelly) and Mrs Caroline Williams. We are grateful to both James Murdoch (a parent of past pupils) and The Revd. Mr Jonathan Croucher (a past parent governor) who had been on the committee until summer 2013, succeeded now by Jane and Fr Trevor.

In the past year, taking a hint from the last school inspection, we have invited reps from each year group (in KS2) and across KS1 to make suggestions and to tell us what they most like or find helpful in both collective worship, school masses and in learning RE as well as what they would wish to change. One of our more vigorous meetings was when Year 5 pupils came to meet us.

Church schools such as ours are not only subject to an OFSTED inspection but also to a specific inspection (undertaken by the Diocesan authorities) to ensure that we comply with the requirements laid down in the Statutory Inspection for Anglican and Methodist Schools 2012 (SIAMS).

SIAMS not only encourages schools to reflect the nature of the parish within which they are founded, for instance, but also requires that children learn the hallmarks of Anglicanism. How the Church of England is distinct from the Methodist tradition (answers on the back of a postcard, please!) is not always readily apparent.

In a school and parish dedicated to All Saints' this should be easier for us than for so many schools as we can regularly observe the calendar of saints. More broadly SIAMS wants to see clear evidence of Christian education so what exactly is The Trinity?

Father Nicholas

Statutory Committees

The Governing Body has four statutory committees as required by law. Admissions, Pupil Discipline, Staff Dismissal, Staff Dismissal Appeals. The Admissions Committee met to consider applications to the school. The remaining three committees have not been required to meet this year.

Friends of All Saints'

The Friends of All Saints' School is a registered charity and exists to raise funds and organise social events for the school. The Friends has a committee made up of parents, parent governors, and members of the teaching staff. However, all parents and staff of the school are automatically members of the Friends and are welcome to help organize events and to, of course, attend them! The Annual General Meeting of the Friends is held every November and all members are encouraged to attend.

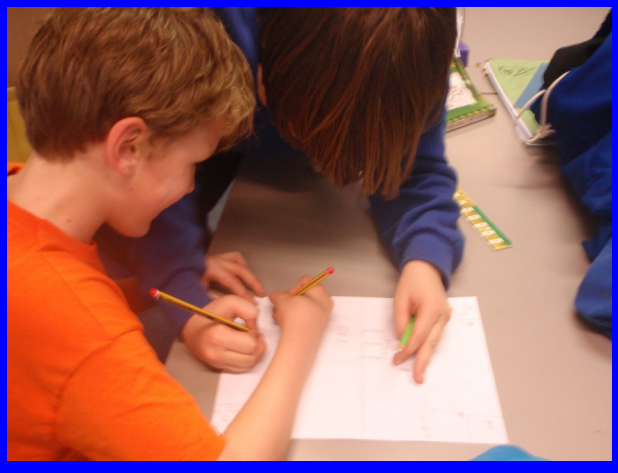
The year of 2013 – 2014 saw a number of social events both for adults and children. The Summer Fair was our biggest fundraiser, making £2,600 and the Christmas Fair was not far behind, having raised £2,150. There were two discos held for the children that, together, raised £1,100; there was also a family magic show which saw Mrs Tompkins, our head teacher, miraculously (and luckily!) recover from having quite a few arrows pushed through her head!

Events for adults included the Quiz night and the Cheese and Wine Tasting evening which were both excellent fun! Other funds were raised from selling Christmas Trees; the Christmas Card programme; the Christmas Panto trip; Phil the Bag (donations of unwanted clothes, shoes and textiles); the many cake sales and ice pop sales; the refreshments at Sports Day and the School Uniform sales (both new and second hand). We also received funds from the marathon runners hosted by school families and from the sponsored 5K fun run held with John Ball – "Heath for Health".

With the funds raised by these events and donations that were made to the Friends, we were able to: provide funds to purchase new playground equipment and help with storage solutions in the playground; to fund the whole school trip; to fund the children's Christmas parties; to help fund the Year 6 leavers' party and to help fund the Saturday football and cricket clubs. We also provided money to buy ICT equipment for the school, along with other materials to aid the children's learning.

Danielle Galbraith

Learning at All Saints'



Governing Body 2013/14

Headteacher
Debbie Tompkins

Lewisham LA appointee
Janet Willis

Elected by the staff of the school
Lisa De Souza

Elected by the parents of the school
Clare Oliver
Alan Wright
Vicky Penner

Foundation appointed
Lydia Ings (PCC) (Chair)
Dr Nicholas Cranfield (Ex-Officio) (Vice-Chair)
Stephen Lanes (Vice-Chair) (PCC)
David Guest (PCC)
Sue Heath (PCC)
David Tinsley (PCC)
Barbara Ward (SDBE)
John Clarke (PCC)
Jane Canham (PCC)

Clerk to the governors
Pat Barber

School Staff 2013/14

Debbie Tompkins	*Headteacher*
Lisa De Souza	*Deputy Head/ Year 2*

Teaching staff

Sandy Mawford	*Reception*
Felicity Day	*Year 1*
Karen Hansen	*Year 1&2*
Vicki Colthorpe	*Year 3*
Fiona Luxmoore	*Year 4*
Pippa Williams	*Year 4*
Luke Tucker	*Year 5*
Claire Sewell	*Year 6*
Lis Watson	*Inclusion Manager*
Penny Gunstone	*MFL*
Mick Davis	*Music*

Support staff

Sally Abraham	*TA*
Peggy Downey	*MMS*
Gabi Adams	*TA*
Shelley Kitley	*TA*
Rachel Landon	*TA*
Debbie Morrison	*HLTA (ICT)*
Barbara Peachey	*Office admin*
Lyn Scott	*TA*
Judith Sergeant	*TA*
Maili Seljamae	*CSW*
Marie Walker	*Learning mentor*
Lin Williams	*School Admin Officer*
Pauline Wisdom	*TA/MMS*
Andy Richards	*Premises Officer*
Sarah Benefield	*MMS*
Buba Milosevic	*MMS*
James Whimster	*MMS*
Edel Vitalis	*MMS*
Mukisa Namusubo	*MMS*