



# Tudhoe Colliery Primary School

## Governance Action Plan: 2019 - 2020



Competency Area	What	When	Who	Impact
<b>Strategic Leadership</b> <ul style="list-style-type: none"> <li>• Setting direction</li> <li>• Culture, ethos &amp; values</li> <li>• Decision-making</li> <li>• Collaborative working with stakeholders</li> <li>• Risk management</li> </ul>	<ul style="list-style-type: none"> <li>➤ Annual review of school mission statement and values</li> <li>➤ Surveys of all stakeholders</li> <li>➤ Identify areas of risk</li> </ul>	Autumn Term	All Governors Welcome	✓ Clarity of purpose and identification of possible risks
<b>Accountability</b> <ul style="list-style-type: none"> <li>• Educational improvement</li> <li>• Analysis of data</li> <li>• Financial frameworks &amp; accountability</li> <li>• Financial management &amp; monitoring</li> <li>• Staffing and PM</li> <li>• External accountability</li> </ul>	<ul style="list-style-type: none"> <li>➤ Detailed SEF regularly updated</li> <li>➤ Clear actions for the year (SIP)</li> <li>➤ Termly performance updates</li> <li>➤ Detailed data analysis &amp; precise response to monitoring</li> <li>➤ Actions followed up and impact identified</li> <li>➤ Budget monitoring</li> <li>➤ Performance Management thorough but focussed</li> <li>➤ Staff training and deployment reviewed</li> <li>➤ Annual Peer Review</li> </ul>	Termly Monthly Weekly	All Governors  Progress Group  Leadership Team	✓ Every penny of income is spent in a way that enhances the education of our pupils in line with our mission statement
<b>People</b> <ul style="list-style-type: none"> <li>• Building an effective team</li> </ul>	<ul style="list-style-type: none"> <li>➤ Highest expectations in all aspects of school</li> <li>➤ High levels of challenge, support and sharing</li> <li>➤ Pupils at the centre of everything</li> <li>➤ Clarity of purpose and roles</li> </ul>	Always	Senior Team	✓ Staff deployment, development and determination leads to the best possible outcomes for our pupils
<b>Structures</b> <ul style="list-style-type: none"> <li>• Roles and responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>➤ Review of Governance annually - compliant with Constitution</li> <li>➤ Review key procedures, guidelines, SoD, CoC &amp; Skills Audit</li> <li>➤ Ensure training is bespoke and effective</li> </ul>	Termly	All	✓ Consistency, quality and excellence in everything
<b>Compliance</b> <ul style="list-style-type: none"> <li>• Statutory &amp; contractual requirements</li> </ul>	<ul style="list-style-type: none"> <li>➤ Work within the parameters of our Articles of Association</li> </ul>	Always	All	✓ Legally compliant with the EFSA
<b>Evaluation</b> <ul style="list-style-type: none"> <li>• Managing self-review &amp; personal skills</li> <li>• Managing &amp; developing the LGB's effectiveness</li> </ul>	<ul style="list-style-type: none"> <li>➤ Clear Phase Leadership, Self Review Systems &amp; Skills Audit</li> <li>➤ Looking @ Learning is at the heart of what we do</li> <li>➤ Ensure transparency, so Governors can see everything, challenge everything and can be involved in anything</li> </ul>	Always	All	✓ Everyone at TCP is responsible for ensuring we are always the best that we can be