



Governing Body

With members from across the local Enfield community and beyond, St. Andrew's governing body is a broad group of individuals with varied backgrounds and skills who come together to support and drive the school's continued development. The governing body regularly reviews its composition and skills set to ensure it has the skills and diversity needed to meet its responsibilities to the school and its pupils.

After a delay caused by the pandemic, the governors were very pleased that elections for the new Parent Governors could finally take place in the Summer Term. We were very pleased to welcome Philippa Newham and Naeem Ahmed to the Governing Body. The governors also expressed their thanks to Anthony Okon-Williams and Paul Cahalan for their contribution to the work of the Governing Body during their term of office as Parent Governors.

At the end of the Summer Term, we were sad to say goodbye to Rex Bourne, who retired from the Governing Body after 28 years of service to the school. The governors joined the school in thanking Rex for his outstanding contribution to the life of St Andrew's school and in expressing best wishes for the future.

See Annex A for details of membership of the governing body and main committees.

Role of Governing Body

A school's governing body has three main responsibilities:

- i) To help set and maintain the ethos and strategic direction of the school;
- ii) To hold the headteacher to account for the educational performance of the school and its pupils; and
- iii) To ensure that the school uses its resources effectively and efficiently for the benefit of the pupils.

At St. Andrew's, the full governing body meets in the autumn, spring and summer terms, to ensure that these responsibilities are fulfilled. The full governing body meetings are supplemented by regular meetings of a number of sub-committees, particularly the Resources and Curriculum committees. These committees look in greater depth at plans and proposals from the headteacher and senior leadership team, as well as considering the levels of attainment and progress of the children in the school. The committees report to the full governing body.

In addition, some governors have special responsibility for specific aspects of school policy, for example on safeguarding, core subjects, RE and GDPR.

The governors are focussed on supporting the headteacher and the staff in providing positive opportunities for every child, in an inclusive Christian environment.

Staffing

The school staff (both teaching and non-teaching) are the most valuable asset for any school, and at St. Andrew's the governors are pleased that the school has a full staff complement to start the 2021/22 school year. The governors have been involved in staff recruitments (where that has been possible under the prevailing COVID-19 restrictions) and are satisfied that all the appropriate procedures have been followed, particularly those relating to safeguarding.

The governors are sharply aware of the importance of a stable staff body to the continued success of St. Andrew's and the need to ensure a positive working environment to achieve this. The governors regularly monitor staff well-being and, against the backdrop of COVID-19, have paid particularly close attention to its impact on staff. Additionally, the Staff Well-Being Governor liaises with the school on this issue. This ensures that staff well-being is a key factor in the governing body's considerations of policies and practices at the school.



Achievements

The 2020/21 school year has been a year like no other, as it has been conducted entirely under the shadow of the ongoing COVID-19 pandemic.

The governors have been delighted that, thanks to the leadership and determination of Miss Mann and her Senior Leadership Team, together with the hard work of all the staff, the school has continued to provide a high standard of education and pastoral care for all the pupils at St. Andrew's school, despite the many challenges they have faced.

The Christian ethos of our school is one of its core strengths and the governors place great importance on this aspect of school life. It has been gratifying to see this ethos reflected in the care that has been taken by all members of the wider school community in keeping the welfare and safety of children, parents and staff at the forefront of everything that has been done. The school continued to reach out to those families who had children learning at home, or who were in need of additional help, or who found the COVID-19 situation particularly challenging, through the delivery of Christmas gifts, well-being support for key children and through a food bank set up in the school, thanks to the kind donations from parents and staff. The governors are very proud of the way that everyone at St Andrew's rose to this unprecedented challenge.

Despite the COVID-19 restrictions, the governors continued to fulfil their responsibilities in relation to the school's performance and strategic direction, keeping in close contact with the Headteacher via email and telephone. Governing Body and Committee meetings were held via Microsoft Teams.

Although the usual programme of regular Learning Walks had to be suspended because of the pandemic, some governors were able to visit the school to see at first hand the school's COVID-19 protocols in operation, particularly in relation to the arrangements for keeping everyone safe at the start and the end of the school day. During their visit, the governors were able to see some of the work produced by the children and were also able to speak to some of the teaching staff (suitably socially distanced) about their experience of teaching under Covid restrictions. As well as being concerned for the wellbeing of the staff, the governors were particularly interested to hear about progress with the implementation of new schemes of work for Science, History and Geography, introduced at the beginning of the academic year.

The governors were greatly reassured to see the COVID protocols at first hand and were particularly pleased to see the high standard of work produced by the children in such challenging circumstances. Most importantly, we were greatly impressed with the dedication and good humour of the staff, who were absolutely determined to minimise the impact of the restrictions on the wellbeing and standard of education provided for the children in their care.

We remain grateful to Miss Mann and all the staff of St. Andrew's for continuing to encourage and support each child to achieve their best in everything that they do, despite the challenges of COVID-19.



Curriculum

The Curriculum Committee has oversight of the policies relating to teaching and learning in the school, as well as pupil attainment. This year, the Committee has paid particular attention to: the provision of remote learning for those children unable to attend school in person; the introduction of new schemes of work for Geography, History and Science; and the revised approach to pupil assessment necessitated by the pandemic.

During the past year, the school has had to focus on consolidating and reinforcing the children's learning, which has been (unsurprisingly) disrupted by enforced periods of school closure, quarantine and self-isolation and the usual pupil assessment regime had to be suspended. Nevertheless, the governors were pleased that the school was able to provide additional support and after school boosters for Year 5 and Year 6 pupils, who (when they were able to return to school) were very eager to learn.

The governors were very impressed with the remote learning provision made available by the school, both during the period of school closure and for individual pupils who were required to self-isolate, once school was reopened.

The governors are particularly proud of the breadth of curriculum on offer at St Andrew's. The French curriculum has been under review and the school has also been trialling a new music programme. The introduction of the new curriculum for Geography, History and Science has gone well – the staff said they welcomed the new work schemes and the children seem to have found the lessons enjoyable and challenging.

In the 2021/22 academic year, the Curriculum Committee will be supporting the school in helping the children to recover their learning skills, with a particular focus on reading and mathematics. We will also be monitoring the introduction of the new Early Years Curriculum.

Resources

The Resources Committee sets a policy framework for all expenditure, including levels of expenditure that are delegated to the headteacher. It ensures that expenditure is focussed on the School Development Plan and on meeting the needs of all pupils. The committee recommends the school budget (annually) for the next three years for approval by the full governing body and oversees the annual audit return.

The governors have worked to support the headteacher in seeking to achieve a balanced budget in a tight financial climate of increasingly limited resources. Although this means ever tougher decisions, the governors are pleased that this is being achieved while maintaining as broad a curriculum, range of opportunities and support for all St Andrew's pupils as possible. The governors recognise and appreciate the significant financial support provided to the school by its community and parents, both directly and through the work of the PTA.

COVID-19 has been an additional two-year challenge and whilst Government has reimbursed direct costs caused by the pandemic (such as sanitiser and signage), indirect costs (like the loss of revenue from lettings) have not been covered. This makes managing the budget across the forthcoming year even more challenging. We are pleased that the London Diocesan Board for Schools (LDBS) is helping to fund a much needed refurbishment of the school staff room.



Admissions

The governing body regularly reviews the admissions criteria which are used to award places in the school. St Andrew's remains a popular school and there are always more applications than there are places available.

Activities

In addition to attending governing body meetings, the governors are involved with the life of the school in other ways. For example:

- i) They participate in learning walks, to see for themselves how the school operates (each learning walk focusses on a particular aspect of the school's work);
- ii) They sit on recruitment panels;
- iii) They contribute to events run by the PTA (eg running the Grand Draw stall at the Christmas Cracker); and
- iv) They attend school church services and assemblies.

The governors also ensure the continued development of the necessary knowledge and skills for their role, attending training courses and studying a range of policy documentation and national guidance.

During the year the governing body also keeps its practices and activities under review, to ensure that it continues to meet its statutory responsibilities and operates effectively, transparently, fairly and legally.

Future Plans

The governors will continue to work closely with the headteacher and the senior leadership team, to address the challenges associated with recovering from the disruption caused by the pandemic, including supporting the school in enhancing the enrichment activity that had to stop during the past academic year. We remain keen that the children should continue to have access to the full range of academic, pastoral and social activities that St Andrew's has always offered.

Contact Us

The governors can be contacted at any time via the school office.

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