

'But now are they many members, yet but one body.'

1 Corinthians, 12:20

**ST AIDAN'S**

Voluntary Controlled  
**PRIMARY SCHOOL**

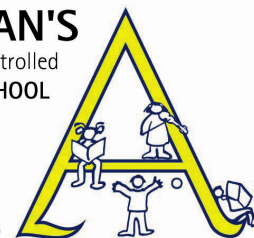
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## **Governors' impact statement, June 2025**

### **Introduction**

Firmly rooted in our vision, at St Aidan's we cultivate an environment where diverse strengths, cultures and experiences are recognised and valued. We provide strong foundations that give children the confidence and self-belief to thrive academically and grow personally and prepare them for their life beyond St Aidan's.

In July 2024, St Aidan's was judged Outstanding in all areas by Ofsted. The report praised the school's inclusive ethos, high-quality teaching, strong leadership and rich curriculum offer. This outcome reflects the collective commitment of the staff, governors and wider school community to delivering the very best for every child.

The role of governors is to support and challenge the school, focusing on strategic planning and oversight. As part of our ongoing strategic development, the Governing Body has appointed a new leadership team to succeed the retiring Headteacher in September 2025, with Jade-Simone Bacon as Executive Headteacher and Jade Hitchens as Head of School.

In this statement, we outline the responsibilities of the Governing Body, the work undertaken over the last year and the priorities for the current academic year. We hope it provides a clear picture of how governors contribute to life at St Aidan's.

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## **1 The role of the Governing Body (GB)**

The GB plays a crucial part in improving and developing the school by providing effective support and challenge. It is responsible for:

- ensuring clarity of vision, ethos, values and strategic direction;
- holding the Headteacher to account for the educational performance of the school and its pupils, and the performance management of staff;
- overseeing the financial performance of the school and ensuring value for money.

## **2 Governance structure**

The GB consists of 15 appointed and elected governors:

- 3 Foundation (Church) Governors;
- 1 Headteacher Governor;
- 1 Staff Governor;
- 5 Parent Governors;
- 1 Local Authority Representative Governor;
- 4 Co-opted Governors.

Governors meet regularly both as a full governing body and in smaller groups (committees), which oversee particular aspects of the School.

## **3 Full Governing Body meetings**

Full GB meetings are held six times a year, once each half term. Parents and staff are welcome to attend and observe the first section (Part 1) of these meetings. A wide variety of school business is discussed, including:

- Headteacher's written report covering progress on the School Development Plan, attendance, behaviour, safeguarding and staff training, with governor challenge and discussion;
- updates from each committee, with opportunities for questions and discussion;
- review and ratification of key policies and statutory documents;
- presentations from curriculum leaders (e.g. English, Maths, Science) with Q&A on subject priorities and progress;
- reports from Link Governors on statutory responsibilities such as inclusion, pupil premium and safeguarding.

## **4 Committees**

The GB is split into smaller committees that also meet half-termly or termly. Below is an outline of the typical remit of each committee, as well as specific highlights from work carried out in the last year. A more detailed understanding of the work of the individual committees can be found in the committee Terms of Reference in the Policies area on the school website and Part 1 Minutes of each meeting are available on request.

### **4.1 Standards committee**

This committee meets termly and is responsible for monitoring pupil achievement and ensuring the delivery of a high quality, broad and balanced curriculum in line with the school's aims and national expectations. Governors on this committee:

- analyse internal and external performance data to track progress of all pupil groups;

- review outcomes for key groups including SEND, disadvantaged pupils, and by gender and ethnicity;
- ensure effective use of the pupil premium grant to improve outcomes for disadvantaged pupils;
- monitor SEND provision and evaluate the impact of interventions;
- consider reports and recommendations from the School Improvement Partner;
- contribute to and monitor progress against the School Development Plan;
- review staffing structure and staff development, ensuring alignment with school priorities;
- sit on interview panels for the recruitment of new staff.

#### **4.2 Resources committee**

Governors on this committee meet each half-term and are tasked with detailed monitoring of the school's finances, ensuring the budget is used effectively and services represent value for money.

At Resources meetings, governors receive input from a finance consultant on monthly accounts, quarterly finances and budget setting. The committee ensures that:

- the school operates within the financial regulations of the Local Authority (LA);
- adheres to school finance policies and procurement codes;
- complies with DfE and SFVS (School's Financial Value Standard) requirements;
- responds to any issues arising from the audit of the school's accounts or SFVS review.

Like many schools across London and nationally, St Aidan's is facing financial pressures. In addition to the broad duties outlined above, this year governors have also:

- led strategic discussions with the LA about the school's financial position;
- applied to the LA for a cash flow advance to ease cash flow pressures;
- worked to reduce the deficit through expenditure reduction and income generation;
- taken part in a School Resource Management Advisor Review sponsored by the DfE;

The Resources Committee is also responsible for health and safety, overseeing the maintenance and development of the school site and premises. This includes site visits and monitoring checks to ensure the site is safe and fit for purpose.

#### **4.3 Pay committee**

This sub-committee of the Resources Committee meets as required, typically twice a year, to review proposed changes to pay and authorise any recommended revisions in line with the Local Authority pay policy.

#### **4.4 Care and Communication committee**

This committee is concerned with the health and wellbeing of the children and staff and with maintaining good communications with the school community, taking responsibility for the maintenance and promotion of parental and community engagement. Governors:

- Monitor pupil wellbeing, behaviour, safety and promotion of healthy lifestyles.
- Evaluate the school's contribution to the wider community.
- Review and monitor behaviour and discipline policies and their outcomes.
- Regularly review safeguarding throughout the year with the Safeguarding Link Governor.
- Monitor parental engagement and ensure stakeholder views (pupils, parents, staff, community) are gathered and considered via surveys (e.g. annual parent questionnaire).
- Ensure compliance with statutory requirements (e.g., website, complaints policy, privacy notices, home-school agreement).

- Lead on racial equity, working with parents on the Race Awareness Group and overseeing the implementation of the anti-racism plan.

#### **4.5 SIAMS (Statutory Inspection of Anglican and Methodist Schools) working party**

St Aidan's is the only Voluntary Controlled Church of England school in the London Diocese. A team of governors is responsible for the religious character of the school and meets to review the impact of the school's Christian character on the provision to pupils and on the daily life of the school. This year they have focused on reviewing the School's vision in line with the new SIAMS requirements and have led the rollout - *'But now are they many members, yet but one body.'* (1 Corinthians 12:20)

### **5 Strategic direction and School Development Plan (SDP)**

Setting the strategic direction of the school is a key function of governors. They support and challenge the Headteacher and senior leadership team in agreeing the school's priorities, strategic direction, success criteria and monitoring plans.

Governors monitor the resulting SDP regularly during the year. They receive reports from the Headteacher on progress against the SDP, both at full GB and committee meetings. They evaluate progress towards achieving targets and goals using internal and external data, discussions about pupil progress and attainment and external validation.

External validation includes visit reports from our School Improvement Partner, liaison with other schools in our local Network Learning Community and governor training. This information along with questioning and analysis of data helps to set the SDP for the following year.

#### **5.1 The School Development Plan 2024/25**

The SDP is developed and reviewed by Governors on the Standards committee in the Autumn term and following feedback and amendment, is then taken to the full GB for approval. It is also scrutinised by our external School Improvement Partner.

**The key priorities for 2024/25 are:**

- **Priority 1:** To ensure consistently excellent classroom practice, with a focus on KS1, so that all teaching is highly effective.
- **Priority 2:** To improve outcomes in writing, particularly in greater depth, across the school from Years 1 – 6 so that all year groups are attaining above national in all areas.
- **Priority 3:** All teachers demonstrate the knowledge and skills to adapt teaching so that all children with SEND make at least good progress.
- **Priority 4:** Continue to develop strategies that improve attendance to enable the school to reach its target of 96%.

#### **5.2 Leadership Transition**

A key priority that emerged for the GB in the Spring term this year was to manage the retirement of the Headteacher in August 2025. Governors have worked closely with the London Diocesan Board for Schools and the Local Authority to move to a new leadership team to guide the school from September 2025.

Following a robust and competitive process, we are pleased to confirm the appointment of Jade-Simone Bacon as Executive Headteacher and Jade Hitchens as Head of School. The Executive Headteacher role will focus on strategic leadership, school improvement, and financial oversight. The Head of School will lead St Aidan's on a day-to-day basis, ensuring consistency of culture, curriculum and care.

This new model proactively addresses Haringey's longer-term education strategy and provides the school with experienced leadership. Governors are confident that the blend of strategic and operational leadership will sustain and build on the school's recent achievements.

## **6 Ongoing review**

Each year the GB reflects on its practices to ensure that the school is well supported and challenged effectively. For example:

- the frequency of some committee meetings was adjusted to ensure we were using senior leadership time more effectively.
- link Governor roles were reviewed to ensure they reflected the key priorities for the school this academic year and made best use of governors' skill sets and expertise.

## **7 Governor attendance**

Attendance at full GB and committee meetings remains high and no meetings have been cancelled because they were not 'quorate' (i.e. the number of governors needed to ensure decisions are legally made). Annual attendance data for governors is published on the website.

## **8 Governor involvement**

In addition to the visits governors make to school for GB and committee meetings or their link reviews, they also make numerous informal visits to attend church services, music concerts, school productions and PSA events such as the summer fair and quiz evenings. Our church governors also visit weekly, conducting regular assemblies and collective worship.

### **8.1 Link governor responsibilities**

As well as sitting on committees, many governors have individual link governor roles or working party responsibilities, wherever possible aligned to governors' professional skills and committee roles.

Governors meet with subject leaders aligned to the priorities in the School Development Plan that year. They assess the scope of and sequencing of the curriculum; how the subject is enhanced beyond classroom learning, evaluate progress against subject development plans and identify key points to report back to the GB. This year attainment and progress in writing have been a key focus for governor visits.

For areas such as Health & Safety, Safeguarding, SEND and Pupil Premium, the review visits are aligned with priorities and statutory requirements for those areas.

## **9 Policies**

Governors review all policies at appropriate committee meetings on a scheduled basis to ensure that they meet the statutory requirements and that all guidance is relevant and up to date. Governors pay particular attention to ensuring that the school complies with the Department for Education mandatory policy list.

There is a nominated governor (the Vice Chair) who oversees all policy development and compliance. The Vice-Chair is a member of Standards, Resources, Pay and Care & Communication committees to ensure good oversight across all areas. The full list of school policies can be found at: <https://staidansprimaryschool.org.uk/our-school/school-policies/>.

## **10 Training**

St Aidan's buys into the Haringey Education Partnership (HEP) governor training package for our whole GB. This provides governors with access to a range of training modules across the year. Additionally, all governors can access e-learning through The Key for School Governors. Governors are encouraged to attend any training that is relevant to the SDP or their Link Governor responsibility in the first instance. Governors are also encouraged to attend training of personal or professional interest. Over the last year, members of the GB have attended training on:

- Safeguarding
- Safer recruitment
- Cyber security for schools
- School finance
- Racial equity
- EYFS
- SEND
- New governor induction training
- HEP half-termly governor briefings
- HEP Annual Governor Conference

## **11 Broader contributions to school improvement**

The St Aidan's GB is committed to engaging proactively with the wider education agenda and to contributing to school improvement across the borough.

The Chair of Governors is one of four Local Leaders of Governance (LLGs) in Haringey and is the Chair of the West Haringey Primaries Forum. She is also a Primary Governor Representative on Haringey Schools' Forum, where schools can put forward their views to the Local Authority on matters such as the allocation and distribution of funding; arrangements for special educational needs; the funding of early years provision.

The Headteacher is a member of the Hornsey & Stroud Green Network Learning Community, which provides an excellent opportunity for schools to collaborate and share best practice and also sits on Haringey Schools' Forum as a Primary Headteacher Representative.

## **12 Contacting the GB**

Suggestions, feedback and ideas from parents and carers are always welcome. Governors can be contacted through the school office (in person, by phone, or email). You can also contact the Chair of Governors directly at [chairgovernors@staidansprimaryschool.org.uk](mailto:chairgovernors@staidansprimaryschool.org.uk).

**Helen Froggatt**

Chair of Governors  
June 2025