

Annual Governance Statement

**Annual Governance Statement for the Local Governing Body of
Reepham Primary School and Bawdeswell Primary School
March 2026**

Reepham's Aims and Values

Our school vision is to 'Inspire, Challenge and Succeed Together'.

From the time our children join our Nursery class to the time they leave ready for High School, our aim is to work together with our families, our local community, our governors and our partner schools in Synergy MAT, so that they become confident, proud, independent young people who know their own strengths.

At Reepham Primary, our school vision is to 'Inspire, Challenge and Succeed Together'

Inspire

We are passionate about creating learning experiences to inspire our children. Equally, our children inspire us every day with their curiosity, talent, determination and enthusiasm. Our curriculum is inspired by our community and the world around us, through which we ensure our children can create their own identity. At Reepham Primary, as pupils, staff, parents, volunteers and governors, we inspire each other to create a high quality learning opportunities for our pupils to thrive.

Challenge

In order to grow and improve we must be challenged. We believe that, with a little guidance early on, our children are the best people to decide on their own level of challenge, and as such we have created a curriculum which promotes opportunities for learning, confidence building and stretching ourselves. Once children are feeling inspired and confident, our experience is that they naturally push themselves to their limits to be the best they can be. Our children thrive on being challenged, which is balanced with guidance and support.

Succeed Together

The best learning cannot happen in isolation. Collaborative learning experiences, opportunities for discussion and debate, and extending each other's thinking with different viewpoints and opinions are all central to our learning methodology. Teamwork is taught and then developed and children are constantly encouraged to share their ideas and support each other. Working together means everyone makes good progress and experiences success.

Bawdeswell's Vision, Aims and Values

From the time our children join our Reception class to the time they leave ready for High School, our aim is to work together with our families, our local community, our governors and our partner schools in Synergy MAT, so that they become confident, proud, independent young people who know their own strengths.

The best learning never happens in isolation; collaboration and teamwork are vital in ensuring our children get the best out of all their learning opportunities. We aim for our children to grow in their enthusiasm for learning, in their knowledge of our world and environment, and in a real understanding of their own importance in our local and global communities. We aim for our children to grow into kind, compassionate, ambitious and self-aware young people, who understand how to look after their own physical and mental health.

We Grow Together...

- in knowledge
- in skills
- in kindness and compassion
- in our friendships
- in resilience
- in our aspirations
- in our understanding of our feelings
- in happiness

The Local Governing Bodies of Reepham Primary School and Bawdeswell Primary School merged in January 2025. The Governing Body has a focus on its three core strategic functions:

1. Ensuring clarity of vision, ethos and strategic direction;
2. Holding the Heads of School to account for the educational performance of the school and its students, and the performance management of staff;
3. Awareness of the financial performance of the school.

Governance arrangements

- As of January 2025, the Local Governing Bodies of Reepham Primary and Bawdeswell Primary merged. The LGB consists of two Parent Governors, two Staff Governor, five Community Governors, the Heads of School and the Executive Headteacher. The Chair is Dave Taylor, who is a community governor.
- There are Link Governors for Safeguarding, SEND, Pupil Premium and Sports Premium
- The Governing Body meets regularly at least twice a term. They carry out a termly Governor in School Day each term, alternating schools. This is an opportunity to view the school in action and meet with the staff. Link governors meet with the relevant school staff on a regular basis depending on their roles.
- The school is a member of the Synergy Educational Trust. The Trust provides centralised services including finance and estates. The chair of governors meets with representatives of the schools in the trust, trust directors and the CEO at least once each term to discuss strategic developments.

Attendance record of governors

Attendance has been good. Attendance can be viewed on the Governance page of the schools' websites.

The work that we have done

In Autumn 2024, the BPS Governors created a Governor Action Plan based on their previous monitoring activities and the school's SIDPs. This plan was then amended in January 2025 following the Reepham and Bawdeswell Primary governing bodies merging, to ensure that their SIDP was also incorporated.

The following were the **identified areas for learning** and the *outcomes of the action plan at the end of the year*:

SIDP FOCUS

- **BPS** - To improve progress and attainment in writing across the school so that the proportion of children achieving Expected Standard and Higher Standard in every year group is in line with or greater than National Averages for KS1 and KS2
- **RPS** - To continue to improve progress and attainment in writing until it is in line with or greater than National Averages for Expected and Greater depth for both KS1 & KS2

Feedback was given and information shared about initiative. Observation in governor in school day showed the breathe of reading and english. Lesson also observed which showed the sharing of knowledge KS1 and 2 results as well as phonics to be shared and reviewed in September

- **BPS and RPS - To improve progress and outcomes for all children by ensuring there are good levels of both challenge and of support when needed across the whole curriculum**

Observation in governor in school days showed the curriculum being used in the wider sense. Lessons observed and classroom review showed how this is being managed. Feedback from heads' reports also shows implementation

- **BPS - To improve progress and attainment in maths across the school so that the proportion of children achieving Expected Standard and Higher Standard in every year group is in line with or greater than National Averages for KS1 and KS2**

Observation in governor in school day showed maths being taught and applied in school. KS1 and 2 results as to be shared and reviewed in September

- **RPS - To continue to evaluate and refine our curriculum to ensure it is preparing our children for their next steps in education, by effectively building their knowledge and skills in every subject, alongside inspiring them to become confident and engaged local and global citizens by building their understanding of diverse cultures, ethnicities, and environments**

Observation in governor in school days showed the curriculum being used in the wider sense. Lessons observed and classroom review showed how this is being managed. Feedback from heads' reports also shows implementation.

- **RPS - To refresh and further embed our vision and values of 'Inspire, Challenge and Succeed Together' across the school.**

Feedback from heads reports and observations during governor visits have shown how this is being implemented

- **BPS - To embed the new Leadership model, ensuring that leaders have full support and CPD to ensure the school continues to drive forward improvements.**

Leadership changes have been evaluated through governors meetings, and considered in terms of impact and coverage. Challenge to how this will work has continued. Wellbeing of heads has continued by chair meeting

OTHER ACTIONS

- **Ensure appropriate Safeguarding of all children at BPS and RPS**
Safeguarding monitoring completed January 2025 with follow up sessions to ensure documentation is complete. Report will be produced for the next governing board meeting. Follow up review completed in June and July in both schools. Some areas were identified that required further consideration by the trust in terms of central safeguarding practices.

- **Encourage engagement of parents**

Two parent governors recruited linked to RPS. Plan for recruitment to BPS from September.

- **To monitor the SEND and Speech and Language provision across both schools**

Presentation at governor in school day provided good oversight. SEND reports at meetings provide ongoing information. SEND governor completes meetings / reviews and SEND leads within each school were

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| | <p><i>in place, with the Lead at Reepham being inducted into her role by the Lead at Bawdeswell. Both were ensuring that support and interventions was offered to all children who had identified SEN.</i></p> <ul style="list-style-type: none"> ● Governors to support and monitor staff wellbeing and the impact on staff retention <i>Wellbeing of heads has continued by chair meetings. Wellbeing of staff is standard item on agenda and governor board is provided with regular feedback.</i> ● Governors to encourage engagement of staff <i>Engagement was completed through governor in school days and attendance at events at both schools.</i> ● Ensure governor training remains up to date and relevant <i>Reviews were ongoing via safeguarding monitoring of all governor training.</i> ● Increase size of LGB <i>3 new members were recruited – 2 parent governors and 1 staff governor from RPS.</i> ● Skills audit <i>Discussed and postponed until autumn 2025, given recruitment of new governors during the year.</i> ● Develop links with external stakeholders <i>This has been more limited, but attendance at events has led to networks being in place. Further work to be identified in this area for next plan.</i> <p>Additional considerations Shortly after the board merged, Reepham underwent their Ofsted inspection. The board were involved and supported the process, and the outcome of the inspection was Good, with some areas having examples of Outstanding practice. The Governing board were commended for their commitment and the support they were offering the school.</p> <p>Following the joining of the two governing boards, it was initially agreed that a review of these arrangements would be completed in July 2025, at the end of the school year. However, due to the arrangements continuing to function well and staff changes across the primary schools, this arrangement was formally reviewed in January 2026. It was decided at this time that the arrangements were working well. However, it is recognised that in the future, changes may need to happen in terms of the school’s working together closely which may also impact on the joint governing body being viable. Therefore, agreement has been reached that a further review of this arrangement will take place in January 2027.</p> |
| <p>Future plans for the Local Governing Body</p> | <p>A Governor Action Plan has been developed for the year which supports:</p> <ul style="list-style-type: none"> - SIDP of Bawdeswell Primary School – focussing particularly on writing, Maths, and the improvement in progress of all children, - SIDP of Reepham Primary School – focussing particularly on writing, moving to outstanding behaviour, ensuring quality teaching, developing assessment and tracking systems and working to address surplus spending - Areas of safeguarding to continue to be monitored and outstanding actions for the previous years’ action plan should continue to be addressed with the trust. |

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| | <ul style="list-style-type: none">- Recognition of the need for more stakeholder engagement, both in terms of parents and the local community- Continue to ensure appropriate SEND provision is in place in both schools, given the higher than national average level of SEN pupils in both schools. |
| How you can contact the Governing Body | <p>The governors value suggestions, feedback and ideas from parents and carers. Please contact the Chair of Governors Dave Taylor at dtaylor@bawdeswellprimary.org.uk</p> <p>A full list of governors, their attendance at meetings and minutes of Local Governing Body meetings are available on the Governance page of the schools' websites.</p> |