

Lipson Vale Primary School -Governors' Action Plan – 2025 - 2026

Key

Red –Still to be implemented	Amber – On-going	Green - Complete
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GOVERNORS' ACTION PLAN

The following areas have been considered when setting the targets for 2025 and beyond:

What are our priorities?

1. The wellbeing of our children is our highest priority. We are committed to supporting and challenging the school to help our children to reach their potential while ensuring their safety and emotional wellbeing is paramount.
2. We will develop a strong and committed governing board with individuals who have specific skills to support the aims and ambitions of the school.
3. We will assign one meeting per year for the board to focus on its effectiveness. This will be usually during the final Governors' Afternoon of the school year. However continual reflection on the effectiveness of the Board is ongoing.
4. We will provide support to the Headteacher and SLT in the leadership of the school.
5. Governors will commit to keeping up to date with relevant training and policies and will ensure regular attendance at meetings as set out in our Code of Conduct. New Ofsted 2025 guidelines will be issued to Governors when available.
6. All Governors will make visits to school to see how our plans and strategies are developing. Improve the volume and format of visit reports to make these a meaningful and robust resource.
7. Continue to support the school to develop a fit for purpose and sustainable staffing model.
8. Explore further Governor training to become informed about current educational issues and challenges to the school.
9. Develop a coherent New Governor Induction system and pack.
10. Develop a succinct standard of reporting from school to governors to ultimately improve clarity of information, especially in instances where subject specialism is not available e.g. financial reporting. All governors need to feel confident to review all paperwork in order to fulfil their function.
11. Set up a new Finance Committee

OVERVIEW, MONITORING AND DEVELOPMENT

Governors

All governors are responsible for ensuring that the targets on the GAP are regularly reviewed and monitored. Governors will need to review their own CPD, targets in the GAP and updates / legal changes with regards to champion roles they hold. Records will be kept of governor training, visit forms and attendance at meetings.

Task/Action	Responsible person(s)	Cost	Target Date	Success Criteria	Evidence
Review terms of reference to ensure that the current makeup of the board has adequate capacity for modern governance.	Chair & Vice Chair	£0	Oct 2025	Terms of reference reflects the needs to changing governance and sufficient number of governors to effectively govern.	Terms of reference reviewed and updated
Governors review their own training requirements and commit to training opportunities - Focus on new Ofsted and current educational issues	Clerk/all governors	£ Cost of NGA membership.	Ongoing / Continuing	All governors complete 1 training courses per year Including safeguarding.	Training complete and logged
Ensuring we monitor our effectiveness by dedicating one meeting a year to self-evaluation and minuting 'Impact Statement' after FGB meetings	Chair & Vice Chair/ All governors	£0	Summer Governors' Afternoon 2026	Once a year we have measured our effectiveness by annual reviews, mock Ofsted interviews or evidence portfolios.	End of school year report
Continue to provide support to our headteacher as he progresses into his fifth year of headship.	Chair & Vice Chair	£0		The headteacher has been able to build strong links with the community, complaints are low and staff surveys show a happy staff. Governors supportively challenge.	Fortnightly meetings are taking place Good liaison and prof relationship being built Supported with recruitment. Performance management completed. Staff survey was largely positive
We will improve parent and governor engagement by facilitating effective communication by..... introducing all govs in the NFTV Keeping website up to date Governor board in entrance lobby	All governors	£0	Beginning	Parents are aware of the governors' roles, GB membership and how they hold school to account. Governors work alongside the SLT. Clerk email address given to parents via NFTV and on the school website.	Introduce all govs in NFTV Attend coffee mornings. Be present. Pen portraits on website
All governors commit to visiting school at least 1x per term (3 per year). Notes of visits are monitored by the headteacher circulated to all governors	All Governors	£0	Ongoing	Governors are aware of the importance of governor visits. They record their observations and are able to assess impact. Monitoring visits are programmed and are effective.	Meetings are productive in triangulating evidence. Meetings also improve the awareness of the governor role.

				Visits are recorded both in terms of formal visits, helping with recruitment and learning walks. These are shared via the Governors Google Drive and discussed at governors meetings.	
Governor afternoons to continue to be a regular feature (three times yearly) allowing all governors to review the progress of governance effectiveness, visiting school with themed monitoring activities and engaging in training activities.	Chair & Vice Chair plan. All Governors contribute.	£0	Ongoing	Three well attended governor afternoon/morning sessions (60% of relevant governors) have been held and monitoring has been effective	Minutes End of school year report
Governors review how well they communicate with staff	Chair & Vice Chair initially - All Governors to consider how this can be developed.	£0	Ongoing	Staff are aware of the role of the GB and see governors in school on a regular basis. They regularly invite governors to event and celebrations.	All govs are now more present in school. Staff surveys used to inform direction.
Governors to help plan questions for the parent and staff surveys – focus on does the GB communicate effectively? Do you understand our role? etc	All Governors	£0	January 2026	Governors are able to measure the awareness of their role amongst the parent and staff community	Completed questionnaires
Link roles are allocated to governors and visit reports completed and added to Drive. Governors to report back to board	Chair & Vice Chair	£0	Roles reviewed September 2025	Governors are working in pairs where possible to monitor key areas. They meet co-ordinators and lead members of staff, attend relevant training and report back to governor colleagues.	Minutes Completed Visit forms
Fortnightly/Monthly Headteacher / Chair meetings are scheduled in advance with a standing agenda of Staff Wellbeing, Safeguarding, Current concerns, Current Achievements.	Chair & Vice Chair	£0	Fortnightly	Regular meetings, where possible face to face 5 core areas – standards, staffing, safeguarding, parents and barriers to progress.	Minutes Completed Visit forms
Pupil Premium is increased. Governors to receive a	School Business Manager/ Headteacher	£0		Governors are fully aware not only of the way monies are spent but the	Governor knowledge of Pupil Premium system Minutes

presentation on the pupil premium, its use and impact				difference it makes to standards and attainment	
Governors contribute to all leadership recruitment processes and support other appointments where possible	All Governors	£0	Ongoing	Governors have a clear understanding of the appointment process for all appointments and contribute where possible to interview panels.	Govs have supported several interviews and have a very good understanding of recruitment
Develop a coherent New Governor Induction system and pack	Chair & Vice Chair	Some admin costs TBA	January 2026	Newly appointed governors feel confident and comfortable in their role	Visit reports Completed questionnaire
Set up a new Finance Committee	Headteacher, Clerk	£0	September 2024	Governors are well informed by Business manager and Headteacher about the school fiscal system	Governors able to challenge and scrutinise financial decisions Minutes from inaugural meeting 22nd October 2024