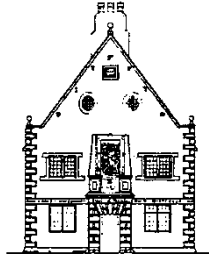


Bunny C of E Primary School



Governing Body Impact Statement for 2024/25

Introduction

This impact statement summarises our role in the development of our school and its pupils over the past year and provides transparency about what we do. It identifies areas where governance has contributed to school improvement and strategic effectiveness.

At the start of this report, I would like to extend our heartfelt gratitude to everyone who has contributed to the school's success.

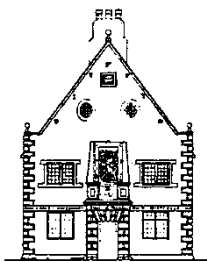
- To our pupils who amaze us with their curiosity, creativity and kindness. We are proud of the young people you are becoming
- To our parents and carers thank you for your support and partnership,
- To the staff, including teachers, teaching assistants and support staff, your dedication and hard work is invaluable
- To the catering and cleaning teams that keep everyone fed and the school clean
- To the Church Staff and Volunteers that provide the school with so much support and open the doors for the church for the school to use
- To the governors who volunteer their time to provide strategic guidance and support
- To all the volunteers, community partners and visitors who enrich our school experience and provide so many opportunities for the pupils
- To the team behind Friends of Bunny School who organise events for the whole community and raise much needed extra funds for the school

Your collective efforts have made a significant impact on the school, and we are grateful for your involvement

Vicki Beckford

On behalf of the Chair of Governors

Bunny C of E Primary School

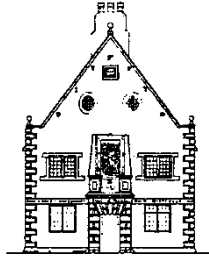


Governing Body Impact Statement for 2024/25

Contents

1. General role of the Governing Body	4
2. Constitution.....	5
3. Governor meetings	6
4. Governor training and induction	7
5. Link governors and school visits	8
6. School Improvement Plan	9
7. The school Christian character.....	10
8. Impact of the Governing Body	11
• Pupil premium.....	11
• Attendance.....	11
• Sports Premium	11
• Leadership and management;	11
• Performance Management.....	12
• Personal development, behaviour and safety;.....	12
• Wellbeing	12
• Board Assurance Framework.....	13
• Recruitment	13
• Teaching, learning and assessment;	13
• Outcomes for pupils.....	14
• Future Flourishing Plan	14
9. Statutory duties	15
• Safeguarding;	15
• SEND.....	15
• Health and safety	15
• GDPR	16
• Website compliance.....	16

Bunny C of E Primary School



Governing Body Impact Statement for 2024/25

• Finance.....	16
10. Looking forward	17
• Wellbeing -TM to update.....	17
• Challenging finances	17
• Rushcliffe Maintained School Alliance (RMSA).....	17
• Cyber security	17

Bunny C of E Primary School



Governing Body Impact Statement for 2024/25

1. General role of the Governing Body

Our role as governors is vital in terms of the strategic running and leadership of Bunny Primary School. The functions that we are responsible for are embedded in law, which states that the purpose of Governing Bodies is to “conduct the school with a view to promoting high standards of educational achievement at the school”.

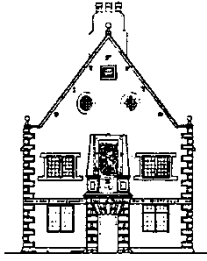
The Department for Education sets out within the Governance handbook, that the core functions of governance are:

- that the vision, ethos and strategic direction of the school are clearly defined
- that the headteacher performs their responsibilities for the educational performance of the school
- the sound, proper and effective use of the school’s financial resources

The handbook states that effective governance is based on six key features:

- Strategic leadership that sets and champions vision, ethos and strategy.
- Accountability by making strategic decisions that aim to improve educational standards and financial performance.
- People with the right skills, experience, qualities and capacity.
- Structures that reinforce clearly defined roles, responsibilities and capacities.
- Compliance with statutory and contractual requirements
- Evaluation to monitor and improve the quality and impact of governance

Bunny C of E Primary School



Governing Body Impact Statement for 2024/25

2. Constitution

The Governing Body consist of 9 governors:

- 2 co-opted governors
- 2 foundation governors
- 1 Head
- 1 Local Authority governor
- 2 parent governors
- 1 staff governor

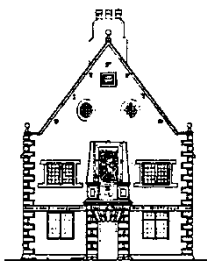
As we are a Church of England Voluntary Controlled school, we have two foundation governors

The school also has two associate governors. The associate governors can attend meetings and hold link roles but are not entitled to vote.

As at the end of the summer term of 24/25 we are currently carrying no vacancies.

Attendance at meetings is recorded in the meeting minutes and updated on the schools website annually in the governors section. The website also gives information on who the governors are and their terms of office.

Bunny C of E Primary School



Governing Body Impact Statement for 2024/25

3. Governor meetings

Bunny Primary School Full Governing Body meets twice each term with one meeting focused on Standards and the other on Business.

At the Standards meeting, the governors review the progress pupils are making and assess how this is reflected in the school's data. Governors also ensure that the school is on track to deliver on the key areas of focus in the School Improvement Plan.

At the Business meeting, other business is reviewed, including school policies, to ensure that they comply with statutory requirements and deliver effective outcomes for pupils. The Business meeting is also when the school budget is discussed and governors fulfil their role of overseeing the financial performance of the school and making sure it is money well spent.

We have a Pay Committee, and appraisal committee and other Working/Project Groups which convene on an ad hoc basis in relation to matters such as school development and future planning.

Bunny C of E Primary School



Governing Body Impact Statement for 2024/25

4. Governor training and induction

Every governor has access to comprehensive training opportunities. This is provided by Governor Services, the Diocese, through external providers and via access to online courses. This training continued throughout the current year via live online training sessions, with a full programme of training being offered.

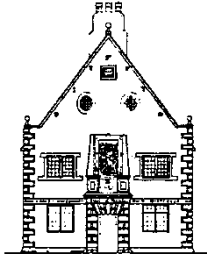
When governors first join the Governing Body they are required to attend induction training to ensure that they have appropriate information about their roles, and the diocese offers induction for new foundation governors. We have a governor induction pack which provides information about the school and the Governing Body. This also includes information on the expectation surrounding training. Feedback from new governors is used to improve the process and make the pack as comprehensive as possible.

For more experienced governors a broad range of training is available to allow them to continually develop their skills.

Certain training courses are required for each governor to completed. All training is logged via GovernorHub, this allows everyone training to be reviewed and supporting certificates are also stored on GovernorHub.

We have carried out a Skills Audit using templates from Governor Services to ensure that we are working in line with local and national best practice and to ensure that we maintain the skill set necessary for meeting our responsibilities. No significant deficits in skills were identified as a result of the audit and it was felt that the current Governing Body has a broad and balanced skills set.

Bunny C of E Primary School



Governing Body Impact Statement for 2024/25

5. Link governors and school visits

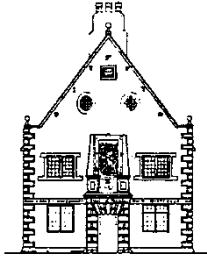
Each governor also takes on certain link responsibilities which is their area of focus.

When a skills audit is carried out, and also with any changes in the Governing Body, link roles are reviewed and reallocated to ensure that they are spread across the Governing Body and are best utilising individuals skills sets. The Link Governing Body roles going forwards will be as follows;

- Behaviour
- Complaints
- EYFS
- Finance
- GDPR
- Head Teacher appraisal
- Health and Safety
- Pupil Premium and Sports funding
- Progress against SIPP
- RE and SIAMS
- Safeguarding
- SEND
- Website compliance
- Wellbeing pupils
- Wellbeing Staff

The governors responsible for monitoring these areas will agree with the school how these visits would be conducted and discussion held with the appropriate members of staff. We have experienced some changes within the Governing Body and some roles have been reassigned, as well as the creation of some new link roles in relation to GDPR and EYFS. Now that the governor link roles have been redefined and our new governors in place we plan to increase the number of monitoring visits further in the next academic year.

A report is written after each visit and this is fed back to the full Governing Body at the next meeting, where any action points will be discussed.



Governing Body Impact Statement for 2024/25

6. School Improvement Plan

The Governing Body seeks to ensure that the School Improvement Plan is fully implemented and to monitor progress throughout the year. This year, the main areas for improvement at the beginning of the year were:

Priority 1 To raise standards of attainment in writing so all children are meeting age related expectations and to increase the percentage of pupils reaching greater depth.

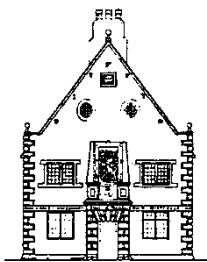
Priority 2 To develop a mentally healthy school community that is aware of and is responsible for their own lives and the lives of others.

Priority 3 To ensure that the Christian distinctiveness and effectiveness of the school continues to work towards excellence and to improve children's SMSC and British values understanding through our curriculum and wider curriculum.

The Full Governing Body have reviewed progress against the priorities with the Head Teacher termly in the Standards meetings.

The link governor visited on a termly basis and facilitated discussions with the head teacher regarding the ongoing implementation of the SIP looking at progress, resources employed and training undertaken to support staff in the implementation of the SIP.

Bunny C of E Primary School



Governing Body Impact Statement for 2024/25

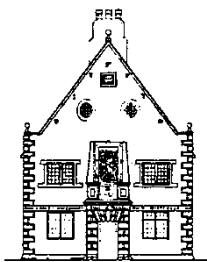
7. The school Christian character

The school's Christian character continues to be embedded in the school's vision and values which drives all other aspects of school life. These values are communicated very strongly in words and images around the school and are clearly linked to every aspect of school life and behaviour. The Foundation Governors support delivery of a programme of school assemblies that reinforce and expand on these fundamental values showing a clear link between the Christian character of the school and how it influences the way we should live within school and outside.

In Governing Body meetings, the Christian foundations for the school has been emphasised in the need to care for everyone, as reflected in the school vision. The foundation governors in particular ensure that there are clear links with back to these vision and values within school policies and the future development plans. (One of the foundation governors was closely involved in formulating that vision.)

The Foundation Governors have met with the head and RE lead to discuss the RE curriculum. The school uses the Understanding Christianity curriculum materials for the Christian elements of the RE curriculum; the governors were introduced to how other religions were covered in the curriculum.

The foundation governors have both received specialist training from the DBE team.



Governing Body Impact Statement for 2024/25

8. Impact of the Governing Body

- **Pupil premium**

Spend of the Pupil Premium is a specific link governor role and therefore is monitored as part of the annual cycle.

The full Pupil Premium reports can be found on the schools website under Key Information and then Pupil Premium and Covid Catch up Plan.

- **Attendance**

Attendance is regularly monitored with overall attendance exceeding national levels. Governors receive data on non-attendance and persistent absence and ensure that school policies and procedures are being followed.

- **Sports Premium**

Spend of the Sports Premium is reviewed as part of the finance governor link role and then by the full governing board as part of the annual cycle where the full Sports Premium report is reviewed.

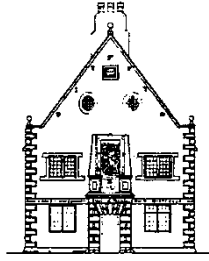
The full Sports Premium reports can be found on the school's website under Key Information and then PE and Sports Funding.

- **Leadership and management;**

The Governing Body have worked alongside the head teacher (HT) to effectively lead and manage a church school. This has been achieved through the governors working effectively with the HT and monitoring the steps for development which featured in the school improvement plan, ensuring these are carried out effectively and then assessing the impact of this work. This monitoring is carried out in the following ways:

- Written monitoring reports
- Visits to school Discussions with the HT,
- Staff Feedback from stakeholders

The school has become more involved with the Rushcliffe Maintained Schools Alliance (RMSA) which has allowed networking and moderating opportunities for subject leaders with other Rushcliffe Schools.



Governing Body Impact Statement for 2024/25

- **Performance Management**

The Governing Body approved and appointed an external advisor in relation to performance management and appraisal governors are trained for the role. The appraisal committee carries out the head teacher's appraisal in a timely manner.

Staff pay increments were reviewed by the pay committee

- **Personal development, behaviour and safety;**

Governors have access to training courses to ensure that they have appropriate personal development, this is monitored by the training governor/chair to add accountability to the process. All training records are maintained on GovernorHub to allow for easy record keeping.

The governors receive reports on Staff CPD as part of the termly meetings.

Governors have received and reviewed lone worker policies and behaviour policies as part of the governor meetings.

Behaviour incidents are monitored via the head teachers report.

The link governor for behaviour has undertaken visits to observe the implementation of the new behaviour policy, meeting with the had teacher to discuss the policy and taking learning walks to observe the policy in practice including talking to staff and children regarding their understanding of the policy.

Please also see the section further down this report about health and safety and wellbeing.

- **Wellbeing**

Mental wellbeing has also been a focus and is discussed at governors' meetings to ensure that the Governing Body is providing appropriate support.

The Governing Body has appointed two governors with wellbeing as their specific link role responsibility and wellbeing is a termly agenda item for discussion at governor meetings. One link governor has a specific focus on pupils and one with a specific focus on staff.

Pupil voice surveys have taken place and the results have been reviewed.

Bunny C of E Primary School



Governing Body Impact Statement for 2024/25

Following an initial meeting between the wellbeing link governor and staff, a staff survey has been undertaken and the results reviewed. As a result, a Change committee has been established within school with governor support.

Governors are supporting the school in the process to achieve the Wellbeing Award. The initial assessment has been undertaken, which provided guidance on steps to be taken and evidence required. Although progress in achieving the Award has been delayed by changes in staff. Governors will continue to monitor and to provide support.

- **Board Assurance Framework**

The governors have implemented a board assurance framework which details all of the responsibilities and actions that should be undertaken by a Governing Body. The Chair then reviews and updates this on a termly basis as to what has been carried out and what actions are left to be undertaken. This is then shared with the rest of the governors giving clear structure and insight into the work that needs to be carried out.

- **Recruitment**

Two governors have carried out safer recruitment training and at least one governor will sit on recruitment panels of teaching staff in line with best practice of our policies

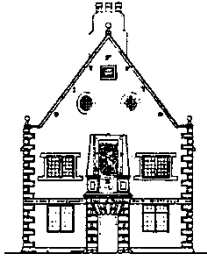
- **Teaching, learning and assessment;**

The Governing Body receives progress data for key subject areas each term. The data for each pupil group is scrutinised at each meeting with any gaps considered and reviewed. Focus is given on areas where pupils need further support.

Staff attended the Governing Body meeting to discuss the assessment used within English during the year and how the data is used within forward planning. This enhanced the understanding of the governors.

During governors' meetings in 2024-25, the headteacher has reported on the impact of action on school improvement plan priorities including evidence of quality of teaching.

Bunny C of E Primary School



Governing Body Impact Statement for 2024/25

- **Outcomes for pupils.**

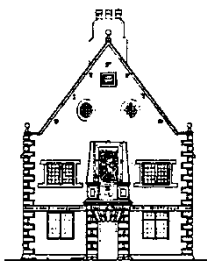
The initial results for 2025 and are very good and the governors are incredible proud of both staff and students who have all worked very hard, these follow on from the excellent results from both 2024 and 2023.

Once the results have been validated they will be available on the website under Key Information and then Assessment results along with a history of prior year results, results are made publicly available on 13 December 2025.

Governors monitor the data and assessment carried out by the school on a termly basis.

- **Future Flourishing Plan**

As part of the governors strategic role they have been working with the diocese to work on a future flourishing plan with the Diocese. A working party has been formed to review the documentation, which is discussed with the diocese and the full governors meeting. This looks at where the school is and where it wants to be going forwards.



Governing Body Impact Statement for 2024/25

9. Statutory duties

- **Safeguarding;**

Safeguarding is a specific link role, and the governor responsible carries out reviews of the single central record on a half termly basis, following up any suggestions for improvement. They also perform an annual safeguarding audit and confidential files audit in line with DfE guidance, again following up any suggestions for improvement.

As part of the SCR reviews the safeguarding governor also reviews that safeguarding training is completed for all new employees at the school.

Safeguarding training is part of the induction programme for all new governors, to ensure that safeguarding is embedded in the school at all levels.

- **SEND**

SEND is a specific link role and the appointed SEND link governor undertakes a monitoring visit with the SENCO each term during which the current numbers and status of children with identified needs is reviewed, staff welfare and training requirements are considered and progress on EHCP applications is discussed where appropriate. The discussion looks more widely at any additional provisions the school may wish or need to make to better support children with special needs and considers the effectiveness of spending.

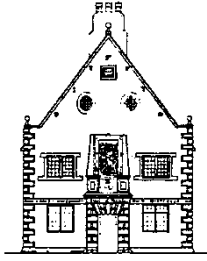
The Governing Body as a whole is very aware of the increasing demands of SEND on school staff and resources. Reports from the SEND link governor and the Headteacher are discussed at Full Governing Body meetings where consideration is given to resource allocation and provision of additional support where necessary. The Governing Body also offers challenge to ensure that we are doing everything we can to ensure the best possible outcomes for children with special needs while ensuring that staff are well supported in an increasingly demanding environment.

- **Health and safety;**

Health and Safety is a specific link role and the Associate Governor responsible carries out regular inspections of records including reviewing reports for asbestos management, legionella, PAT testing and makes suggestions for improvements and follows up on any specific points.

They also provide help and support on any ad hoc queries as necessary. The results of these inspections including the list of actions are posted on governor hub every term for review by the whole governing body.

Bunny C of E Primary School



Governing Body Impact Statement for 2024/25

During the current year, We've been building on the development of the school's health and safety culture, including regular reviews of the health and safety book, site walks, and discussions with staff.

Through these discussions, we've identified and made improvements to various aspects of the school building, such as carpets and mats, as well as externally opening windows and blinds.

- **GDPR**

GDPR compliance is reviewed at the full Governing Body meetings and managed by a third party company

We have a link governor for GDPR and governors have carried out visits in respect of checklist to review and improve procedures.

- **Website compliance**

A member of the Governing Body performed an annual check for website compliance, resulting in some minor changes to ensure regulations had been adhered to.

- **Finance**

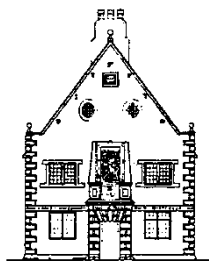
Finance is a specific link role and there are two qualified accountants on the Governing Body. The schools budgets and outturn reports are reviewed in detail by the link governor and information reported back to the Governing Body as a whole on a termly basis.

The link governor for finance regularly meets with the School Business Manager to discuss the budget and other financial report and review the underlying data.

The link governor also goes in to review specific aspect of finance, ie credit card payment or fixed assets. A report is produced and shared with the board.

The link governor also works with the School Business Manager and Head Teacher on completion of the SFVS which is then presented to the Full Governing Body for approval.

The Governing Body also received and reviews the finance policy



Governing Body Impact Statement for 2024/25

10. Looking forward

- **Wellbeing -TM to update**

The Governing Body is placing a priority of the wellbeing of staff and pupils after several long and hard years. We have discussed how best to support the school at the Governing Body meetings and this will continue into the new year, the Governing Body views this as a priority and has two link governors for wellbeing, these roles will be developed in the coming year to provide support for both staff and students.

Support will continue to be provided to the school in seeking to achieve the Wellbeing Award throughout the coming school year, and to address issues raised by staff in a wellbeing survey.

- **Challenging finances**

As the cost of living continues to rise, the associated increases in costs to the school are felt. Alongside this not fully funded payrises have been announced – so some of the costs will need to be met out of the schools existing budget.

The school is also aware of the unpredictable of pupil numbers with declining roles being felt across the local area.

Balancing finances is becoming increasingly challenging and reviewing costs and pupil numbers will remain a priority for the governors in the new academic year.

- **Rushcliffe Maintained School Alliance (RMSA)**

The Governing Body wishes that school is outward facing and forges links with other schools. The board support the school's commitment to RMSA to gain access to wider skills bases and shared workloads.

The governors also continue to look to the future, both in terms of future legislation and ensuring that the that school has the support that it needs and are working with the Diocese on the future flourishing plan. This remains a standing agenda items within the full Governing Body meetings.

- **Cyber security**

As the use of IT increases then the cyber security comes to the forefront, the Governing Body is aware of the number of high profile cyber security attacks and will work with the school and the external IT providers to ensure that appropriate policies are in place.

All governors and staff have undertaken cyber security training and this is now part of the induction training for new governors.