



Bridgewater Primary School Annual Governors' Report 2024 - 2025

The Governing Board helps shape the direction, ethos, and success of our school. We support and challenge the headteacher and senior leadership team to deliver the best possible outcomes for all pupils. As an accountable body, we have a strategic role in the development of the school, which is to:

- Ensure clarity of vision, ethos and strategic direction
- Hold the Executive Leaders to account for the educational performance of the school and its pupils; and the performance management of staff
- Oversee the financial performance of the school and make sure its money is well spent.

This report explains who we are, gives an overview of the work done by the governing board over the past year, and sets out priorities for the year ahead. Bridgewater Primary School's mission statement helps to guide us :

- *Make a difference in children's lives; see them grow and become confident young people by opening doors to new opportunities and ensuring choice.*
- *Foster a belief in achievement built upon aspiration so that all children enjoy learning and achieve across the curriculum.*
- *Cultivate talent by giving all children access to enjoyable, exciting learning opportunities with innovative challenges and experiences.*
- *Guarantee teaching and learning that ensures the basic skills in preparation for the future by developing successful, independent, creative, resilient thinkers.*
- *Provide a nurturing, stable, safe and friendly community built on mutual trust that promotes learning.*
- *Instil a determination to succeed by modelling and developing the continuous improvement of ourselves and others.*
- *Ensure children know their successes by promoting a sense of pride in all children's abilities and achievements.*

Governance Structure and Membership

The governing board is comprised of people from diverse backgrounds, including parent governors, staff governors, co-opted governors, and local authority appointees. During the year, we welcomed two new governors, enriching the board with fresh perspectives and skillsets. Governors have attended regular training sessions to ensure compliance with statutory requirements and to remain abreast of best practices in education governance.

Governing Board

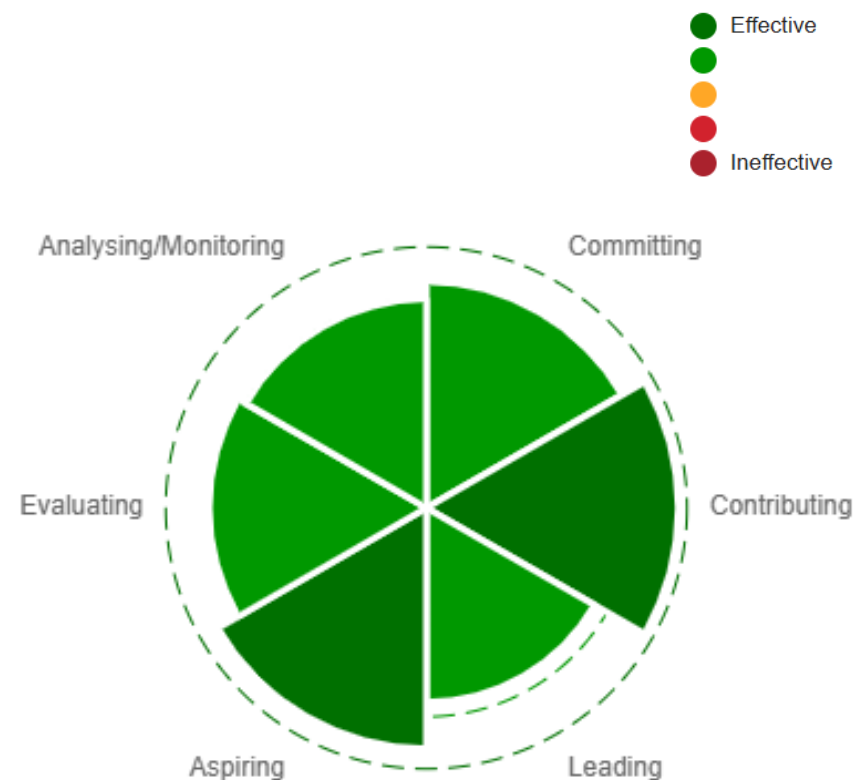
Ms. Tayo Bankole	Parent Governor	
Mr. Andy Byard	Co-opted Governor	
Ms. Natalie Coleman	Parent Governor	Equality & Accessibility Lead
Mr. George Eledy-Cole	Co-opted Governor	Vice-Chair of Governors
Mrs Emma Henderson	Head Teacher	
Mrs. Kim McWalters	Co-opted Governor	Chair of School Effectiveness
Ms. Rosie Mullen	Local Authority Governor	Chair of Governors / Attendance Lead
Mr. Adebayo Olabisi	Co-opted Governor	Safeguarding Lead
Mr. Neil Parton	Co-opted Governor	Chair of Finance / Chair of Buildings, Premises, Health & Safety / SEN Lead
Mr. Karl Sandland	Co-opted Governor	Vice-Chair of Buildings, Premises, Health & Safety
Mr. Ross Sutherland	Staff Governor	

Attendance at meetings is consistently high and we show our commitment not only by attending meetings but also through active participation in school events, learning walks, and link governor roles.

Training completed by Governors this year



Governor skills and effectiveness audit



Strategic Leadership and Vision

The governing board has worked closely with the headteacher to support our school's vision and values. Our strategic priorities remain focused on raising academic standards, promoting inclusivity, and nurturing the personal development of every pupil. Governors have played a role in monitoring the School Development Plan (SDP), ensuring that clear milestones, measurable objectives, and regular progress reviews are embedded in the school improvement cycle. We have a full Governing Board Meeting every term, as well as three committee meetings. The committees are:

- Buildings, Premises, Health & Safety
- School Effectiveness
- Finance, Staffing & Pay

Curriculum and Standards

A key responsibility of the governing board and in particular the School Effectiveness Committee, is to monitor the quality of teaching, learning, and assessment. Governors have undertaken regular visits, scrutinised subject leader reports, and engaged in pupil voice activities. This has enabled the board to gain robust assurance that the delivery of the curriculum is broad, balanced, and ambitious for all learners, including those with special educational needs and disabilities (SEND) and those eligible for pupil premium funding.

Safeguarding and Wellbeing

Safeguarding remains a standing agenda item at every governors' meeting. The board rigorously monitors the effectiveness of safeguarding policies and procedures through regular audits, review of case studies, and engagement with the Designated Safeguarding Lead (DSL). Governors have maintained oversight of pupil wellbeing and mental health initiatives, recognising the increased prevalence of anxiety and emotional needs in the aftermath of the pandemic. Governors are also focused on the need for cyber security in school. We requested an annual report from the school Data Protection Officer (DPO) to ensure we monitor both the online safety measures in place for pupils, and the e-security measures which guard against malicious / hacker activity.

Pupil Outcomes

Despite the challenges faced this year, notably fluctuating attendance rates and very high mobility, pupils have shown resilience and determination. There have been notable improvements in reading and mathematics attainment across key stages, reflected in internal data and external comparative benchmarks. The board is particularly proud of the year-on-year increase in the proportion of pupils achieving or exceeding age-related expectations, and the closing of attainment gaps for vulnerable groups.

Financial Management and Resources

The governing board is committed to ensuring that the school's resources are managed efficiently and transparently. The Finance, Pay and Staffing Committee meets to scrutinise budget reports, monitor expenditure, and approve financial plans. This year, the school has operated within its allocated budget, whilst making strategic investments in digital technology, classroom resources, and staff professional development.

Staffing and Professional Development

Recruitment and retention of high-quality teaching and support staff has been a priority. The board has supported leadership initiatives aimed at developing staff skills, including the introduction of peer coaching, targeted training on curriculum changes, and fostering collaboration with partner schools. Staff wellbeing has also been an area of focus, with the monitoring of workload reduction strategies and regular staff surveys.

Premises and Health & Safety

Governors have supported a programme of premises improvements, including the refurbishment of the Early Years outdoor area, enhancements to site security and new facilities in the outdoor play areas. Health and safety audits have been conducted regularly, and actions taken promptly to address identified risks.

Engagement with Parents and the Wider Community

The governing board recognises the importance of strong partnerships with parents and the local community. This year, governors have participated in parent forums, attended school performances, and supported fundraising activities. Governors continue to champion the school's role as a community hub and to promote inclusivity and social cohesion.

Key Achievements of the Year

- Improved school attendance and persistent absence levels – these are now below National Average
- Excellent outcomes at KS2
- Implementation of a clear Equality and Diversity policy
- Senior Leadership feel very supported by governors

Areas for Development

While the governing board is proud of the progress made, we continue to strive for further improvement. Our areas for development include:

- Continuing to narrow gaps in attainment for disadvantaged and vulnerable pupils
- Supporting the Headteacher to build capacity for sustained school improvement
- Enhancing the school's digital online safety provision

Priorities for the Year Ahead

Looking ahead, the governing board has agreed the following strategic priorities:

- Supporting the implementation of the School Improvement Plan
- Maintaining high standards of safeguarding and wellbeing for all pupils and staff
- Ensuring effective curriculum delivery and continued improvement in pupil outcomes
- Strengthening parental and community engagement, with an emphasis on diversity and inclusion
- Securing the school's financial sustainability and investing in resources that enhance learning
- Monitoring the impact of staff development initiatives and supporting career progression

Conclusion

The governing board remains committed to its core purpose: to ensure that every child receives an excellent education in a safe, supportive, and stimulating environment. We are grateful to all members of the school community - staff, pupils, parents, and partners - for their dedication and hard work. As we move forward, the board will continue to offer constructive challenge, strategic guidance, and unwavering support to ensure the continued success of our school.