

## St Bartholomew's C of E Voluntary Controlled Primary School – Governor Action Plan 25-26

| Key Area 1: Ensuring clarity of vision, ethos and strategic direction |                                                                |                                                                                                                                |                            |                                                      |                 |                     |                                                                                   |
|-----------------------------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------|------------------------------------------------------|-----------------|---------------------|-----------------------------------------------------------------------------------|
| Priority                                                              | What outcome do we want?                                       | What will we do to achieve this outcome?                                                                                       | Who will do it?            | How will the GB check on progress?                   | Resources Costs | Deadline            | Comments/review                                                                   |
| A) Identified from skills audit                                       | All essential skills to be covered by governors in post        | Ensure all new governors have completed the audit                                                                              | Chair/ vice chair          | Analysis of audit results and report to FGB          |                 | Autumn 25           | Audit now available as a google form and SB to ask all governors to complete this |
| B) Succession planning and future development                         | A clear succession plan for key positions and responsibilities | 1-1 discussions arranged with governors to understand aspirations and areas of interest. Allocate governors who will fill gaps | Chair and committee chairs | Updates to be shared under governor development item |                 | By end of summer 26 |                                                                                   |

| Key Area 2: Overseeing the financial performance of the school making sure its money is well spent                                |                                                                                                                           |                                                                                                                                                               |                                        |                                                               |                 |                                       |                                                                                         |
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| Priority                                                                                                                          | What outcome do we want?                                                                                                  | What will we do to achieve this outcome?                                                                                                                      | Who will do it?                        | How will the GB check on progress?                            | Resources Costs | Deadline                              | Comments/review                                                                         |
| A) To ensure governors have a good knowledge of the school's current financial position in order to challenge and support the SLT | Governors to be aware of current budget position<br>Governors to be aware of deficit budget and plans                     | Report 6 x per year<br>Complete Deficit action plan if required                                                                                               | HT/RA business manager<br>Resource com | Reports from school to Resources committee and FGB            |                 | Termly                                | Deficit action plan will be shared with FGB as this is first year in deficit            |
| B) To ensure the governors are aware of the impact the reduction of PAN may impact the schools finances/staffing structure        | For the school to return to a balanced budget<br>To avoid MSR where possible<br>To support school/HT with any MSR process | Review staffing structure<br>HT meet with C of G to report on current situation/plans for following September in autumn term<br>Report to resources committee | SLT<br>HT<br>C of G                    | Report to governors<br>Budget & reviews shared with governors |                 | Until 2028 when a 2-form entry school | MSR planned to start for potentially two teachers and a review of other roles in Jan 26 |