

SMJS Governance Strategy – September 2025

Goal	Outcomes	Means of verification	Activities
Objective 1: Raise attainment to national levels, closing the gaps for PP, EAL and SEND			
Governors hold leaders to account for improving outcomes and closing gaps. Data is presented termly showing progress and gaps by group.	VC (Attainment & Data) tracks progress and questions interventions. Monitoring visits occur at least 3 times a year.	Governing body monitors whether strategies are working. Disadvantaged group discussions are included in governor minutes.	Governor training on data. Termly progress reports reviewed with focused questions. Governors ask probing questions on attainment.
Objective 2: Identify barriers and ensure all children make progress			
Governors ensure systems are in place to identify and respond to barriers to learning.	VC (Attainment & Data) understands how progress is monitored for SEND. SENCO presents termly.	Governors see evidence that barriers are understood and addressed. Reports separate PP, EAL, SEND progress clearly.	VC (Attainment & Data) meets with SENCO termly. Governors complete SEND CPD.
Objective 3: Develop relationships with families and promote inclusiveness and belonging			
Governors ensure a strong, inclusive culture is developing, with positive family engagement.	VC (Wellbeing & Inclusion) evaluates parent partnership and inclusivity. Link visits focus on culture and belonging.	Governors track initiatives like coffee mornings and cultural events. Calendar of engagement shared with governors.	Governor attendance at community events. Annual feedback gathered from families. Inclusion-focused agenda items appear regularly.
Objective 4: Raise expectations for presentation, routines, and pride in school environment			
Governors hold school to account for consistent routines and a culture of pride in the school environment.	Governors receive evidence of consistency across school. Behaviour, routines and presentation reviewed regularly.	Governors monitor via structured visits and pupil/staff voice. Learning walks occur 3 times a year.	Structured link governor visits. Annual review of behaviour and presentation policies.
Objective 5: Strengthen the effectiveness of the governing body (including succession planning)			
Governors ensure the board is skilled, diverse, and able to provide effective strategic oversight. Succession planning is in place to ensure continuity of governance.	The governing body has a full complement of governors with relevant skills and responsibilities. Link roles are filled, governors are active, and succession is planned for leadership positions.	Skills audit conducted annually; training records maintained; governor vacancies monitored. Vice Chairs are mentored for future leadership. Regular self-review and external review conducted.	Annual skills audit; termly training reviews; targeted recruitment to address gaps; governor mentoring programme; annual governance self-evaluation; induction for new governors.

Objective 6: Ensure good financial management and a sustainable budget			
Governors ensure the school avoids a deficit budget while minimising the impact on the quality of education.	The governing body has strong oversight of income, expenditure, and forecasting. Decisions balance financial stability with maintaining high standards of teaching and learning.	Budget monitoring reports are reviewed at least 6 times a year; benchmarking data is considered; resource allocation decisions are evidence-based and transparent.	Review financial reports termly; complete SFVS annually; benchmark spending against similar schools; scrutinise staffing, premises, and resource decisions; ensure Pupil Premium and other grants are effectively deployed.
Objective 7: Monitor the impact of how our Christian vision is woven through everything we do			
Governors ensure that the school's Christian vision is consistently embedded across strategy, curriculum, and culture, shaping pupils' development, wellbeing, and sense of belonging.	The governing body can evidence that the Christian vision influences decision-making, teaching, collective worship, and relationships. Pupils, staff, and parents recognise the impact of the school's Christian ethos on learning and community life.	Governor monitoring reports reference the Christian vision; policies and improvement plans reflect Christian values; pupil and staff feedback confirms its presence; SIAMS and external reviews affirm the school's distinctiveness.	Undertake termly monitoring visits focused on ethos and values; meet with RE/Collective Worship leads; review pupil, staff, and parent voice evidence; ensure policies and strategic plans reflect the Christian vision; evaluate readiness for SIAMS.