



St. Andrew's C of E Primary School

One Family, Learning Together

Governors' Annual Report 2024-2025

Introduction

Dear Parents/Carers,

Welcome to all parents, both new and current alike to our wonderful school. On behalf of the Governing Body it gives me great pleasure to present the Governors' Annual Report to Parents for the academic year 2024 - 2025. It gives me great pride to write this update for you which I hope you will find informative and useful.

We take this annual opportunity of sharing our progress and ethos to help you gain a better understanding of how our school operates as we all journey along together throughout the education of the pupils at St Andrew's CofE Primary School.

If you would like to get in touch for any reason, we would be happy to hear from you. Any correspondence to the Governors should be addressed to 'The Chair of the Governors' and can be posted to the school or emailed to a.ryder@staps.org.uk or beth@staps.org.uk.

Yours sincerely,

Ali Ryder and Beth Williams

Co-Chairs of Governors

Meet the governing board

We have several different types of governors at St Andrews:

- Parent governors: Elected by other parents to represent the interests of the school's pupils.
- Foundation governors: Appointed by the church or other external bodies to uphold the religious ethos of the school.
- Local authority governors: Nominated by the local authority and appointed by the school's governing board.
- Staff governors: Elected by the school's teaching and support staff to represent their perspective on the governing board.
- Headteacher: Automatically a member of the governing board, sometimes called an "ex-officio" governor.
- Co-opted governors: Appointed by the governing board based on their skills.



Governor	Category	Term Expires
Ali Ryder – Co-Chair	Foundation Governor	September 2026
Beth Williams – Co-Chair	Foundation Governor	February 2027
Liz Salter – Vice Chair	Foundation Governor	October 2025
Alison Heath-Taylor	Foundation Governor	June 2027
Andrew Bellamy	Parent Governor	December 2026
Suzanne Witt	Local Authority Governor	September 2029
Carys Lewis	Headteacher	-
Dawn Ashby	Parent Governor	October 2026
Rev Joe Dent	Ex-officio Foundation Governor	-
Sasha Tamblyn	Staff Governor	February 2026
Gail Phillips	Clerk to governors	-

Should you wish to contact a member of the governing body, you can either email:

- Either of the co-chairs on a.ryder@staps.org.uk or beth@staps.org.uk
- The clerk on clerk@staps.org.uk who will then forward your message to the relevant person.

If you are looking to make a complaint, please refer to the section at the end of this report.

The role of the governing board

The governing board exists to make sure that the school runs effectively. It is a strategic role, and the governing board performance manages the headteacher who runs the school on a day-to-day basis.

The core functions of the governing board are:

- ensuring clarity of vision, ethos and strategic direction
- holding the leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff
- overseeing the financial performance of the school and making sure its money is well spent

Our school aims and progress

The governing board is responsible for setting the school vision (what the school will look like in three to five years' time) and the strategy to achieve that vision.

- Our vision is to be a school family where everyone thrives in every way. Our school bible verse is John 10:10: I have come that they may have life, and have it to the full.



Children are at the heart of all that we do. Our school provides a happy atmosphere within a Christian framework in which children can flourish and live life to the full. Together we build solid foundations for futures through nurturing and fostering a safe, loving environment.

Our children positively understand their worth and potential; are reflective and resilient; develop skills and enthusiasm for lifelong learning; and gain a positive experience and understanding of Christianity.

The highest of expectations ensure our commitment to maintain and build upon outstanding outcomes for all of our children. Our values drive the curriculum experience that we offer our children. Our environment is one in which children's contributions and children as individuals are valued and respected.

Our school is a productive, stimulating and rich learning environment in which children and staff experience equal opportunity in all things in order that their true potential is realised.

Our Core Christian Values are Love, Honesty, Understanding, Friendship, Trust and Respect.

- The School Improvement Plan outlines all 18 objectives over a 3 year period. For this next year, a selection of objectives to focus on are:
 - Reducing the reading/writing gap.
 - Improvement of behaviour at lunchtime
 - Ensuring that our school values are strong and permeate through all aspects of school life.
- As a Local Authority Maintained school, we have financial independence, and our financial performance remains high.

Summary of 2024-2025

It was a delight to be able to start the year and celebrate the excellent SATS results from the Summer '24. Thank you for all the hard work that both staff and pupils put into their studies at every level within the school.

Staff changes Over the course of the year, we said 'hello' and 'goodbye' to a number of different staff members. In September, Miss Phillips replaced Inebi Alfred as Clerk to Governors. We said goodbye to Nikki Durbin PSA and appointed Cas Stephens as our new



Family Support Advisor. We appointed Miss Phillips as our Senior Administrator when Miss Stanczyk, our Business Manager, left in the Spring for a new challenge at a larger school. Miss Phillips has got up to speed incredibly quickly and with the support of the team around her and the Local Authority is a great asset to the school. We appointed Miss Ntioudi to cover Miss Phillip's TA role and full time TAs Mrs Maker and Mrs Beech started in September. In July, Mrs Dudley left to enjoy some adventures travelling with her husband.

Thank you to each of those we said goodbye to for all the many years of service and the difference that they have made to the children. We wish them all the best for the next stage in their careers and personal lives.

We also want to say a huge congratulations to Miss Lewis, who has passed her NPQH (National Professional Qualification for Headship) - Well done!

As a governing body, we have a duty to uphold the religious ethos of the school and we are delighted that at St Andrew's this is done in such an un-stuffy way! Governors have attended collective worship during the year, observing the different assemblies on different days of the week (Monday – Headteacher Assembly, Tuesday – Church team, Wednesday – Values or Class Assembly, Thursday – Singing assembly, Friday – Values or WOW assembly). We have also set up an Ethos Group with governors, staff and parents to focus on our Christian Distinctiveness. Our values continue to be 'Love' as our overarching value with Friendship, Respect, Courage, Compassion, Perseverance and Truthfulness sitting underneath. We are excited to help the children understand these and adopt them into their behaviour, attitudes and approach to life. We are also interested in how to help the children think about 'continuous service' and are exploring whether it is possible for each class to have an ongoing project whether this is to be linked with a charity, support residents at Wesley Court or something else.

With a series of fabulous fundraising events like the school disco and summer fair, Miss Phillips and her team added a brilliant £3,228.92 to the school fund. This money allowed us to award £500 to each class to use for 'Cultural Capital'.

- The Foundation class brought the world to them with an incredible African Experience where they got to touch, smell and play with lots of different resources and instruments from countries across Africa.
- Years 1 & 2 went on a boat trip, where spotting warships and police boats was a real highlight. In May, they visited a working farm where the tractor ride was a big hit – and it turns out some of our children are surprisingly good at talking to chickens. Of course, the picnic lunches were declared the best part of both trips.
- Years 3 & 4 had not one, but two visits to Drake's Island. The first was cut short by some truly horrendous weather – the children had to leave early, completely soaked to the skin. But they returned just at the end of term for a second try – and what a difference. Much better weather, wonderful learning, and a brilliant day had by all. In fact, one of the tour guides went out of their way to get in touch with Miss Lewis to say how exceptionally well-behaved and courteous our St Andrew's children were. Well done Year 3 and 4.



- Years 5 & 6 – Took a steam train to Paignton to explore modern day tourism in an original Victorian seaside town. I hear that the ice creams were one of the highlights of this trip!

Thank you to Miss Phillips and the wonderful collection of parents and staff that put in so much work fundraising for school and thank you to all the parents and carers for your generosity. Governors get to decide how this fundraising money gets spent so if you have any particular ideas, please get in touch.

As governors, we are making decisions as to how best to support the children's learning, their growth and development. This year we were glad to be able to make it possible to enable the children who did not pass the swimming requirements in Year 4 to redo the swimming lessons in a later year to increase their skills. We are also pleased to report that there is a lot of work going into closing the gap in attainment between children who are in receipt of Pupil Premium and those who are not.

It has been a long time in the planning but I'm sure you'll agree that the new outdoor space in the EYFS area built by Newby Leisure is an asset to the school and fabulous for the children. It was a joy to see the delight from the children when they came back after Easter and saw the changes. Mrs Tamblyn reports that it has transformed the way that they use the outdoor area and we look forward to many years of use.

Another new thing for this year is the Emergency Plan. The whole school has been practicing emergency drills just like fire drills and although there were concerns about how the children would react to this, the staff kept it low key and the children have taken it in their stride (and were even rather excited!)

A highlight of the school calendar is always the Talent Show. The children this year put on an incredible show with singing, dancing, musical instruments, gymnastics, magic tricks and the worthy winner – The Great Huprendo. Thank you to all parents and carers for the way you support your children in their preparation and huge thank you to Mrs Haywood – without whom it just wouldn't happen!

Mr Pope and others have been working hard this year to try and increase attendance. We achieved an attendance of 95.9% just shy of our 96% target which is back to pre-COVID levels which is excellent. Good attendance helps students fall behind less, build crucial social and emotional skills, develop reliability, and achieve better career opportunities. Thank you to all of the parents and carers who enable this to happen.

During the year, one of our governors, Alison Heath-Taylor, with some perseverance and ingenuity in the library archives, discovered the document on which the school is founded. This is known as the 'Trust Deed' and it was written in 1861 which makes us the second oldest school still open in the city. It has been fascinating to read through this, deciphering the swirly handwriting and to acknowledge where we are still working and running the school within the aims and objectives of the founders.



In the summer term, the governors visited school to observe the Year 6 SATS and were pleased to report that there was a calm environment, the school felt organised and the children relaxed. We were delighted with the excellent results for these SATS and that the foundation class has made significant progress from the starting points in September.

The final part of the governors' year was to look at the year ahead and the strengths of the governing body. We will be recruiting a new Parent Governor after half term and we also decided that a Co-chair role would be more robust than a single chair. Accordingly, we elected Beth Williams as the co-chair along with Ali Ryder to continue to provide support and challenge to the leadership team.

We are proud to support our school and the many achievements of our learners and staff, which would not be possible without the continued support and engagement of our parents, carers, and the wider local community. Thank you for your continued support.

Financial Accounts

The local authority provides the school with a budget for each financial year based primarily on pupil numbers. Governors, the Headteacher and the Business Manager then work together to decide how this money should be allocated and agree a budget that is followed for the year. This account is monitored continually by the Business Manager, the local authority and the Governing Body.

Any underspend is transferred to the following academic year and is used to supplement the decreasing school budget.

INCOME	
Government Funding	£1,141,516
Grant Funding	£78,953
Pupil Premium / SEN	£101,571
Parental Contribution (breakfast and kids club / trips / residential)	£54,243
Other Grants (e.g. Marjons)	£5,217
Supply Teacher Insurance	£3,090
TOTAL INCOME	£1,384,590
EXPENDITURE	
Salaries / Payroll	£1,050,365
Premises	£114,969
SLA's / Subscriptions / Services	£68,617



Supplies, office and other expenses	£166,243
TOTAL EXPENDITURE	£1,400,194
In-year Overspend	-£15,604

Please note that our financial year starts in April so the data above reflects data from April '24 to April '25.

Separate from the main school finances, the school holds a fund where money raised through fundraising activities, school uniform sales, charity and other events are held. The table below shows the amounts that were raised through various activities throughout the year.

School Fund Fundraising events:	
Sports Day Cafe	£172.05
Christmas Production	£763.00
Talent show	£245.50
Summer Disco	£312.00
Summer fair	£1428.67
Leavers' Disco	£307.70
TOTAL FUNDRAISING	£3,228.92
Charities Fundraising:	
Children in Need	£354.08
Comic Relief	£313.73
TOTAL CHARITY DONATIONS	£667.81

Thank you to all the parents and carers for your generosity and the way that it gives us opportunities for the children that we wouldn't otherwise be able to afford.



Complaints Procedure

The Governing Body recognises that it is important for concerns and complaints to be dealt with appropriately and dealt with promptly, fairly and thoroughly. We hope that concerns can be addressed informally by your child's class teacher in the first instance, we would encourage you to make an appointment over the phone or virtually to discuss any queries or concerns you may have regarding your child's education. If you feel that your concern has not been resolved, please contact the Headteacher immediately. If the head teacher has not satisfactorily dealt with the concern or complaint and you wish to take the matter forward, the school has a formal complaints procedure. A copy of this is available on request and is displayed on the school website under 'Key Info / Policies.'

Thank you

Thank you for taking the time to read through this annual report. If you have any comments, suggestions, complaints or compliments please do not hesitate to get in touch.