

Governors' Newsletter for Parents and Staff Spring Term 2025

Welcome to our spring term update for parents and staff designed to give you an understanding of how the Governing Board supports and challenges the school team to achieve our vision to become an outstanding school in every way: a confident, inclusive, learning community.

We have not had any changes to membership of the board but by Mrs Kimberley Browne, School Business manager now attends our Resources Committee and Full Governing Board meetings as a member of the senior leadership team.

Our focus this term has been turning our strategic objectives into concrete actions in the short, medium and long term. The school development plan (our 1- year plan) is constantly reviewed and great progress is being made towards achieving the desired outcomes by the end of the academic year. The committee reports below give you a flavour of what we have been doing.

We have also kept an eye on changes to legislation that impact schools and are still waiting to hear how the uplift in employer's National Insurance contributions is going to be funded. All teachers and support staff salary increases agreed through the relevant pay bodies for 2024/25 have been actioned. There is also a new procurement act, and the on-line safety act to be considered in addition to the children's wellbeing and schools' bill.

We would like to take this opportunity to thank all our parents and members of staff for their tremendous support for the school. Wishing all of you and your families an enjoyable Easter holiday.

Shirley Kenworthy-Wright, Chair of Governors

Teaching and Learning Update

It's hard to believe that Miss Caldwell is only in her second term of leadership at LEPS; it is good to see evidence that the education LEPS provides across a wide range of subjects continues to be responsive, varied, and effective, and the focus on the teaching and learning agenda is clear.

We have had the chance to review this in partnership with the school team this term in several areas:

- A recent visit for all governors to witness the whole school's oracy curriculum, where we saw the children engaging in a sophisticated set of listening, speaking and communicating exercises from Nursery to Y6, helping them to express themselves respectfully and clearly (seriously, ask your children what they've been up to!). We were impressed with the strategies displayed building children's confidence and providing them with life skills and breaking down barriers for our diverse cohort of children right across the curriculum from sciences to the humanities and all the core subjects.
- How the school is responding to the changing pupil cohort, and how it is responding to the rising additional needs through teaching provision such as Olive Class and the physical learning environment.
- The work being done with SMSAs to ensure learning and behaviour is consistently high throughout the school day – these are early days, but the school is assessing the impact.
- We have planned visits for all governors to look at SEND and EYFS in the Summer Term and a follow up Maths visit.

At our recent T&L committee meeting we reviewed impact reports from each curriculum team to see what progress is being made and how the curriculums are being developed. We also queried the school progress data for each year group across core subjects and explored where things look out-of-trend - it's reassuring to feel that our questions are taken seriously, that we can challenge and explore numbers that look out of trend.

Finally, our termly policy review included a new anti-racism policy this year, which has been developed by a working group of staff and parents, which codifies the school's approach and principles clearly and comprehensively, and which we were glad to sign off.

Andrew Wood, Chair of Teaching and Learning Committee

Pay Committee Update

In response to the new Government's [School Teachers' Pay and Conditions Document](#) (STPCD), this term the pay committee has reviewed and revised the pay and appraisal policies which have been ratified by the full Governing Board. Both policies continue to reflect how aspirational we are in terms of the highest educational standards and securing Little Ealing Primary School as an excellent place to work with a focus on a coaching culture, personal and professional development, wellbeing as well as being leaders in innovation within education.

Resham Baruah, Chair of Pay Committee

Resources Update

At the start of the term, we welcomed our new School Business Manager - Kimberley Browne. Kim has hit the ground running, getting to grips with how the school runs and identifying areas for improvement and innovation. The Resources Committee is looking forward to working with Kim and Emily on taking this forward.

A big focus for us this term has been improvements to the school premises. We are fortunate to have a budget surplus, and Emily and the team have been carefully considering how we best use it to upgrade the school environment. A plan for initial investments was recently presented to the Resources Committee and following helpful discussions was approved and then ratified at Full Governing Board (FGB). Details of the works and the benefits they deliver will be shared in due course.

We are ever grateful to the PTFA - and to all of you who support the events and fundraising - who are helping fund improvements to outdoor areas, prioritising reception zones initially before looking at the wider grounds.

As a Board we have also been looking at improvements in learning and welfare provision, in line with our School Development Plan, most notably IT/digital learning and well-being. Both Teaching and Learning, and Resources Committees considered and endorsed proposals for specialist provision in these areas, which has been agreed by the FGB, for inclusion in next year's budget.

Which brings me on to the important work now underway to set the budget for the next financial year alongside a 3-year budget forecast. We go into this in a relatively strong position but mindful of rising cost pressures and investment priorities - guided by our Strategic Plan - so, as ever, each element will be closely examined as we aim to set a realistic budget using some of the carry forward to balance the additional agreed expenditure.

We are very excited to be approving investments in school facilities and learning - and for how this is going to improve day to day experiences for the children and staff.

Ben Lever, Chair of Resources Committee

Safeguarding Update

This term we have worked with Halina and her team to ensure the school's approaches and policies are kept up to date in line with the annual government guidance on keeping children safe in education. The school operates a rolling programme of safeguarding training for staff and governors; this term that includes a reminder of the government's Prevent programme.

We conduct a review of the school's single central record every term, to ensure all permanent and temporary staff are safe to work with children, and that organisations using the school premises have appropriate safeguarding principles, checks and policies in place. This is Kim's first term in post, and it was good to work with her on these checks and to see that LEPS continues to be a tight ship.

The SMSA training mentioned above includes a focus on safeguarding; we will review the impact of this at our annual safeguarding visit next term.

Andrew Wood Safeguarding Governor.