



Twineham CofE School

Nurture Togetherness Resilience Creativity



Everyone is a gift and everyone is gifted

Dear New or Prospective Twineham Governor,

Welcome to our Governing Board and congratulations on your recent appointment, or thank you to prospective Governors for considering this role.

We are a friendly Governing Board of 9 Governors, with the addition of an Associate member when needed, constituted from the Diocese, Staff, Community, Local Authority and the Parents. Our excellent and very experienced Clerk, provides procedural Governance advice, takes our minutes and completes all statutory documentation.

We meet twice each term in the academic year as a Full Governing Body, FGB, while the committees - Resources, Quality and Standards and Faith meet once each term. We also have a pay committee.

The Head Teacher is a Governor and we also have one staff Governor.

Governors are based in the local community and some have had previous links with the school. Our skills vary from financial, marketing, educational and property. We are also fortunate to have had a parish priest join us (as an ex officio Governor) in March 2022, after a number of years when the parish was in vacancy. This means that we are able to benefit as a Church of England School with even closer links with the Church, which is adjacent to the School. In addition to daily acts of collective worship in school, various services including Christmas, Easter and Leavers services are generally held in the Church, to which all Governors are welcome to attend.

Twineham is a C of E School and has a Christian vision which believes “that everyone is a gift and everyone is gifted. Every child is special and unique.” Our school values are underpinned by our Christian ethos in daily life and Governors are also expected to uphold and model these values of “Nurture, Togetherness, Resilience and Creativity.”

At Twineham the children’s spiritual development is considered important. Throughout their time at school, the children will be offered rich opportunities to develop their own thinking and



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to reflect on their own beliefs. Our school values allow children the freedom to reflect on how these link into Christian teaching.

In line with the Church of England's "Vision for Education" with God at the heart of everything, we aim to model; "wisdom, hope, community, dignity and respect" as a Governing Board and in the education of the children in School, in order to give "life in all its fullness".

A key part of being a Governor is fulfilling our statutory duties of our three core functions and ensuring compliance.

Effective Governance, as summarised in three core functions, are set out below from the DfE "Governance Handbook:"

- Ensuring clarity of vision, ethos and strategic direction;
- Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff; and
- Overseeing the financial performance of the organisation and making sure its money is well spent.

Governors have a strategic rather than an operational role, the latter being carried out by the school in their day to day activities. We aim to work in close partnership with the staff, who are the school's greatest asset, many of whom have been at Twineham for many years, reinforcing the good relationships and trust that has been built up over the years between children, families, staff and Governors.

We sign up to a Code of Conduct with expected standards. There is also the expectation that all Governors will do some training each year and the whole Governing Board undertakes safeguarding training, as part of the FGB in the Autumn term. In addition, it is recommended that all new Governors undertake some form of safeguarding training, in line with "Keeping Children Safe in Education."

A role of the Governor is to ask "questions of challenge" of the school, although we do not make judgements on school visits, feedback must only relate to the facts. Monitoring is a critical part of Governance and needs to be done in close collaboration with the school, while not increasing staff workload. We base our monitoring on school improvement, as set out in the School Development Plan (SDP.)

Our main aim as Governors is to enable the best possible outcomes for pupils, giving each and every one access to the education they should expect and deserve, through providing quality education for all. This links in to Ofsted inspections, one focus being the quality of education, which they view under intent, implementation and impact.



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The school is also subject to SIAMS inspections (Statutory Inspection of Anglican and Methodist Schools.) This inspection is very much looking at evidence of Christian distinctiveness in the school and Governors monitor the impact of worship. “In Church of England schools, collective worship is seen as more than a daily “awe and wonder” moment. It is the unique heartbeat of the school and is offered as part of a wider opportunity for pupils and adults to encounter faith by engaging in conversations about God, both as individuals and together.”

We have a low number of pupil premium children compared to schools in other locations, but due to our nurturing and friendly approach, we do have a higher number of special needs children, ranging from dyslexia to more complex needs.

One of the benefits of being a small rural school, is that the children all mix throughout the school and are known to everyone. For example, there was a buddy system of year 5 children looking after new reception children, because this relationship could be sustained over two years, providing new children with stability. Playtimes are when the school pupils mix daily, although there are other opportunities via clubs and school productions, world book day and sports day to name a few.

A major part of school life centres around the wonderful school grounds and the younger years enjoy “muddy learning” and forest school also brings children in touch with nature and a different type of learning, enabling some to flourish outside the classroom.

The school is also strong on music and sports and has many opportunities and clubs to take these interests further. Particularly in sport, Twineham often hosts an inclusive sports event for a number of local schools. They also offer a “day of sport” for pupils to experience different types of sports.

We have Governors who are leads in the key areas of pupil premium/disadvantage, SEND, the curriculum and safeguarding, which are West Sussex priorities.

Safeguarding is a key part of our collective responsibility as Governors and we oversee processes and protocols to ensure this is carried out in accordance with recommendations and best practice.

The school also promotes personal safety messages and learning with the children through RHE, (Relationships, Health and Education), assemblies, collective worship and online safety, as well ensuring children would know a trusted adult they could talk to, if needed. Evidence of good safeguarding practice can be seen through parent surveys and pupil voice.



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In terms of being a Church School, safeguarding can be viewed as our Christian responsibility to protect children. There should always be a culture of “it could happen here.” Safeguarding is everyone’s responsibility and the whole school community should always be vigilant, aware, and open to an ever changing landscape of safeguarding concerns.

A good guide to safeguarding comes from the Bishop of Chelmsford who stated: Safeguarding “is an all year requirement.....central to our faith.”

Welcome to our School and we hope you enjoy your time as (or choose to become) part of our Governance team, dedicated to providing the best possible outcomes for pupils.

Best wishes,

Margaret Smith
Chair of Governors

5 September 2022