



# Thringstone Primary School

*Believe and Achieve Together*

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s agreed vision and values  
r's performance management, performance related pay and appeals via delegated committees/

Diane Bull

Nick Fordyce

	<b>Vice-Chair of Governors:</b> Mrs Gemma Patel (parent)	
<b>Headteacher</b>	<b>Up-to 6 community governors</b>	<b>1 governor appointed by the members</b>
David Chapple	Mrs Linda Gallacher Mrs Diane Bull	VACANT

<b>Clerk and Governor Training Link</b> Mitzi Moran	<b>Safeguarding</b> Sarah Baxter	<b>SEN</b> Sarah Baxter Linda Gallacher	<b>Website compliance</b> Gemma Patel	<b>Well-being</b> Gemma Patel Linda Gallacher	<b>GDPR</b> Gemma Patel
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<b>Headteachers performance management</b> Laura Chapman, Diane Bull	<b>Pay Committee</b> Sarah Baxter, Laura Chapman, Diane Bull	<b>Finance committee</b> Supports the Full Governing Body to help the school provide the best possible education for it's pupils by ensuring high standards of accountability, financial and personnel management through the school. It will also maintain compliance with legal requirements
		Laura Chapman (chair) Sarah Baxter, Linda Gallacher, Diane Bull

Chair of Governor – sarah.baxter@thringstone.leics.sch.uk



# **Thringstone** **Primary School**

*Believe and Achieve Together*

## Strategic Plan June 2024

Date of next review: Spring 2026

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## Introduction

One of the key functions of the Governing Board is to set the strategic direction for Thringstone Primary School and to undertake long term development planning for the future. After consulting with staff, children and parents, this plan has been devised to focus on goals covering 6 main areas:

- 1 Quality of Education, Curriculum and Standards**  
To provide excellent teaching and learning for all
- 2 Personal Development**  
To equip our pupils with the attributes to succeed
- 3 Leadership & Management**  
To provide effective governance as a lever for school improvement and support new leadership in the school
- 4 Staff Development**  
To ensure staff feel valued and supported
- 5 Parents & Community Links**  
To better promote the school to engage families and the community
- 6 Premises**  
To provide additional pre-school places through building expansion to encourage more numbers into the primary school.

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## Our Vision

A school community where we work together with confidence & enjoyment to achieve everyone's full potential.

'Believe and Achieve Together'

## Our Values

### RESILIENCE

We work hard, we are determined and keep trying when faced with challenges.

### BELIEF

We believe in ourselves and value ourselves, and have aspirations to achieve our goals.

### RESPECT

We have respect for ourselves, others and our environment.

### TEAMWORK

We working together as part of a community, learning about and valuing each other and helping each other.

### KINDNESS

We show concern and care for the wellbeing of others.

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## Thringstone Primary School Strategic Plan

Thringstone Primary School and Little Acorns' Strategic Plan is intended to give direction to the school as a whole in implementing its vision and aims. It will set out the school's Strategic Plan over the next three years and provide a monitoring and self-evaluation mechanism for Governors and the Leadership Team. It should be read in conjunction with the Governing Body Monitoring Plan.

In accordance with the responsibilities placed on Governors, it will:

1. ensure clarity of vision, ethos and strategic direction of the school;
2. ensure the Governing body is holding executive leaders to account for the educational performance of the organisation and its pupils and the performance management of staff;
3. ensure the Governing body is overseeing the financial performance of the organisation and making sure its money is well spent.

The plan will be reviewed annually at the first Full Governing Body meeting of the school year and will be revised every 3 years, maintaining a long-term strategic perspective. The full Governing body meets at least termly.

There are 2 established committees dealing with Standards, Finance and Pupil Support. Each committee meets termly and are delegated specific roles and responsibilities, reporting to full Governing body meetings.

Each Governor is also allocated specific curricular and statutory responsibilities, reporting to the full Governing body.

Thringstone Primary School and Little Acorns Pre-school is a single academy trust. It is smaller than the average-sized first school. Almost all pupils are of white British heritage. The proportion of pupils who have special educational needs and/or disabilities is above the national average.

## 1. Quality of Education, Curriculum and Standards

To provide excellent teaching and learning for all.

GOALS	OBJECTIVES	DELIVERABLES	AIM FOR COMPLETION
We are a nurturing, high achieving, progressive village school, providing excellent outcomes for all our children.	Excellent academic results across RWM.	<ul style="list-style-type: none"> <li>Each child's learning journey is tracked against national standards from EYFS to Year 6.</li> <li>Continue to narrow the gap for disadvantaged and vulnerable groups.</li> <li>Challenge and deepen each child's understanding across the curriculum.</li> </ul>	Monitoring report
	Rigorous processes for developing, agreeing and monitoring school improvement.	<ul style="list-style-type: none"> <li>Robust School Development Plan and schedule of monitoring and reporting</li> </ul>	See school development plan and monitoring cycle
	A curriculum strategy that provides a broad and balanced curriculum	<ul style="list-style-type: none"> <li>Arts, humanities, language, science, PE and outdoor learning are core alongside literacy and maths.</li> </ul>	Yearly
Our children understand how to care for their social, emotional and mental health and wellbeing and that of their peers.	The best possible pastoral care and SEMH care for all children.	<ul style="list-style-type: none"> <li>Staff trained in MHFA</li> <li>Provisions for intervention groups</li> <li>Use of wellbeing cabin</li> <li>ELSA support</li> <li>Pastoral care</li> </ul>	Yearly
	Understand and operate within our capacity for SEND	<ul style="list-style-type: none"> <li>Work with SENCO to ensure we work within our capacity and national benchmarks.</li> </ul>	Ongoing

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## 2. Personal Development

To equip our pupils with the attributes to succeed.

GOALS	OBJECTIVES	DELIVERABLES	AIM FOR COMPLETION
We enable the ease of transition from pre-schools and to secondary schools.	Engage pre-school families so they feel part of the school community.	<ul style="list-style-type: none"><li>• Open events</li><li>• School tours</li><li>• Community events in the school e.g. school fairs</li><li>• School events in the community e.g. visits to church and care homes</li></ul>	Open day in the Autumn Term  Yearly
	Retain pre-school children in the village.	<ul style="list-style-type: none"><li>• Strengthen partnerships and collaboration between EYFS and local pre-schools (Charles Booth Centre, Homestead Road) to encourage local retention of pre-school children.</li></ul>	3 years
	Excellent wrap-around care for children in the village.	<ul style="list-style-type: none"><li>• Expand and develop wrap-around care offer by working with Thringstone families and local pre-schools to provide extended care provision at Thringstone for working families in the village.</li></ul>	1 year

### 3. Leadership and Management

To provide effective governance as a lever for school improvement and support new leadership in the school

GOALS	OBJECTIVES	DELIVERABLES	AIM FOR COMPLETION
Robust leadership throughout the school; from senior to middle and subject leads	There is a safeguarding culture in the school where staff understand their responsibilities and recognise that safeguarding is everyone's responsibility. There are rigorous checks, systems, records and routines to keep children safe.	<ul style="list-style-type: none"> <li>Ongoing training for staff and governors.</li> <li>Be proactive and reactive to government policy and funding recognising the uncertainties and challenges, particularly related to a small school and making the best decisions for the school.</li> </ul>	Yearly skills audit
Leaders engage staff; listening and responding to staff views.	Develop a range of options/measures to address any areas where improvement is required in response to staff well-being survey.	<ul style="list-style-type: none"> <li>Review implementation of changes where improvement is required.</li> <li>Continue to review and amend practice as required and based on best practice.</li> </ul>	Yearly staff survey
The governing body provide a wealth of expertise and experience and are passionate about supporting the school on its development journey.	Following a self-evaluation and external review of governance, develop an action plan that drives improvements to enhance school standards.	<ul style="list-style-type: none"> <li>Continue to review and adapt action plan to ensure sustained improvement and support succession planning.</li> <li>Raised awareness of training opportunities for governors and records kept.</li> <li>Maintenance of a professional clerk to governors for legal advice, training and development needs, reporting and following up actions</li> </ul>	Yearly review  Reviewed annually through performance management.
Regular governor involvement with staff related to specific curriculum areas and pupil attainment.	See comprehensive Governing Monitoring Plan for details.	<ul style="list-style-type: none"> <li>Subject leaders/subject governors to report back to FGB on impact of the subject leaders' work.</li> </ul>	Ongoing
Support the new headteacher as he embraces leadership of the school and drives improvement.	Robust Headteacher Performance Management	<ul style="list-style-type: none"> <li>Set realistic targets having regard to advice from external adviser and review these against KPI targets.</li> </ul>	Ongoing support.  Performance Management - yearly



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## 4. Staff Development

To Ensure staff feel valued and supported

GOALS	OBJECTIVES	DELIVERABLES	AIM FOR COMPLETION
We grow our own talent within Thringstone	Develop subject leaders through training and responsibilities.	<ul style="list-style-type: none"><li>• Clear performance objectives and constructive performance reviews.</li><li>• Robust training opportunities and networking.</li><li>• Seek opportunities to develop staff through LCC and within our collaborative group.</li></ul>	Yearly Pay Committee
We prioritise staff social, emotional and mental health and wellbeing.	Staff feel valued, supported and part of the Thringstone Family.	<ul style="list-style-type: none"><li>• Our pastoral care and wellbeing programme includes staff.</li><li>• Clear messages on healthy work-life balance.</li><li>• Counselling available for all staff.</li><li>• Governors demonstrate appreciation of all staff through actions.</li><li>• Staff wellbeing survey.</li></ul>	Yearly wellbeing survey



## 5. Parents and Community Links

To better promote the school to engage families and the community

GOALS	OBJECTIVES	DELIVERABLES	AIM FOR COMPLETION
Children are valued by and value their local community.	Develop relationships with local groups and organisations.	<ul style="list-style-type: none"> <li>Stakeholder map local groups and prioritise opportunities for collaboration.</li> <li>Develop closer links with pre-schools in the village and local secondary schools.</li> <li>Explore ways to further enhance opportunities with reinforces mutual respect, tolerance and understanding of what it is to mean a citizen, not only of the school but within the local community.</li> </ul>	Yearly - ongoing
Our community and school look after each other.	Nurture a culture of responsibility for the education of Thringstone children across the local community.	Community volunteer help children to learn: <ul style="list-style-type: none"> <li>Help with reading.</li> <li>Topics to share knowledge e.g. local history, art, careers, emergency services</li> <li>Community led worship in school e.g. Open the Book</li> <li>Community run clubs or sessions e.g. local bowls group, badminton groups.</li> </ul>	Yearly
New website	Thringstone Primary School will have an up-to-date, comprehensive and informative website that is fully compliant and attractive to prospective families.	<ul style="list-style-type: none"> <li>Yearly website check &amp; GDPR monitoring</li> </ul>	New website - Autumn 2024  Checks/monitoring - yearly
Raise profile of the school	The school will be advertised in target areas using leaflets and banners, newspapers.	<ul style="list-style-type: none"> <li>Social media presence to be further enhanced.</li> <li>Re-gain access to Twitter account</li> <li>More regular posting on Facebook &amp; Twitter</li> </ul>	Ongoing

## 6. Premises

To ensure the financial viability of our primary school.

GOAL	OBJECTIVES	DELIVERABLES	AIM FOR COMPLETION
We are financially sustainable	Use school building, grounds and resources to generate additional income.	<ul style="list-style-type: none"> <li>Continue wrap around care provision.</li> <li>Out-of-hours hire of facilities – further promotion on website &amp; social media</li> </ul>	Ongoing
	Optimise fundraising opportunities	<ul style="list-style-type: none"> <li>Actively work to promote the PTA</li> <li>Generate income through third party funding and fundraising campaigns.</li> <li>Capitalise on contracts and expertise within the local community.</li> </ul>	Yearly
	Optimise income	<ul style="list-style-type: none"> <li>Increase NOR</li> <li>Successful open days to showcase the school.</li> <li>Consider on-site renewable energy source.</li> </ul>	Yearly
	Buy smarter	<ul style="list-style-type: none"> <li>Lever efficiencies through combined buying with collaborative schools.</li> <li>Review all service contracts.</li> <li>Buy/offer/receive in-house training with other schools.</li> </ul>	Delegated to the Finance Committee.
	Benchmark spend on staff, interventions and resources	<ul style="list-style-type: none"> <li>Report spend against government benchmarks.</li> <li>Balanced staffing profile and recruitment policy.</li> <li>Monitor interventions for impact.</li> </ul>	Yearly, see monitoring cycle
	Clear and transparent financial forecasts	<ul style="list-style-type: none"> <li>Robust 3-year plan and costed options.</li> </ul>	

		<ul style="list-style-type: none"> <li>• Governor review and challenge. Process in place to review and challenge value for money of all expenditure.</li> </ul>	
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## 6. Sustainability/Greener Governance

To ensure our school is contributes to environmental sustainability.

GOAL	OBJECTIVES	DELIVERABLES	AIM FOR COMPLETION
Our school contributes to environmental sustainability.	The practices that governing boards adopt set an important tone and exemplify the value placed on environmental sustainability to the whole school. 'Quick wins' can be achieved by:	<ul style="list-style-type: none"> <li>• Online voting for parent elections</li> <li>• Considering a combination of face-to face and virtual meetings</li> <li>• Using a digital document storage system for board papers</li> <li>• Opting for E-learning, for example NGA's Learning Link</li> <li>• Walk to meetings</li> <li>• Switch off your lights at home before you leave</li> </ul>	Ongoing
	Develop a Climate ActionPlan to introduce more environmental sustainability across the school	<ul style="list-style-type: none"> <li>• Embed environmental sustainability into the curriculum/learning</li> <li>• Provide opportunities for outdoor learning e.g. forest school, visits or trips</li> <li>• Energy saving measures and solar panels</li> <li>• Reduced waste eg recycling, composting</li> </ul>	May 2025

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**Completed during 2022/23**

Goal	Action taken	Impact
Pre-School – increase no. on roll	Maximum number on roll achieved – no more room for expansion	Pre-school feeding into school has meant a maximum intake for Foundation stage for Autumn23.
Website	Overhaul completed as interim before new website is built.	Information is more clearly presented on the website, making navigation easier for visitors.
Recruit and employ a permanent Headteacher who embraces leadership of the school and drives improvement.	Successful recruitment completed during Summer term 2023	

**Completed during 23/24**

Goal	Action Taken	Impact
Create and implement a Climate Action Plan	Plan developed and in action	School is more aware of it's impacts on the environment and has a plan to become more energy efficient
Recruit and employ a permanent Headteacher, who embraces leadership of the school and drives improvement	Previous Headteacher resigned. Successful recruitment completed.	

## Trust Board Overview (October 2025)

### GOVERNING BODY OVERVIEW: October 2025

Key responsibilities and functions of the Board;

- Ensuring that the vision, ethos and strategic direction of the school are clearly defined.
- Ensuring that the headteacher performs their responsibilities of the educational performance of the school
- Ensuring the sound, proper and effective use of the schools financial resources
- To help the school provide the best possible education for it's pupils by supporting and challenging the school's leadership team, ensuring accountability and offering a strategic overview in line with the school's agreed vision and values
- The FGB is also responsible for headteacher's performance management, performance related pay and appeals via delegated committees

Members: Claire Pickering Diane Bull, Nick Fordyce

Chair of Governors:

Ms Sarah Baxter

Vice-Chair of Governors: Mr Thomas Ford

A minimum of 2 Parent Governors

1 Headteacher

Co – opted Trustee's

Up to 8 Governor appointed by the members

Mr Damian Paine

Mr Lee Swales

Mr Thomas Ford

Sarah Baxter

Mrs Lucianne Thomas		Mrs Ruth King	
		Mr Kyran Moore	
		Miss Amy Bowers	
		Mrs Kayleigh Fantom	

Governance professional	Safeguarding	SEN	Website Compliance	Training Link Governor	Well-being	
Mitzi Moran	Sarah Baxter	Sarah Baxter	Thoms Ford		Lucianne Thomas	GDPR
	Amy Bowers			Damian Paine		Sarah Baxter

Headteachers Performance Management	Pay Committee	Finance Committee
Sarah Baxter, Kyran Moore	Sarah Baxter, Thomas Ford, Kyran Moore	Supports the Full Governing Body to help the school provide the best possible education for it's pupils by ensuring high standards of accountability, financial and personnel management through the school. It will also maintain compliance with legal requirements
		Kyran Moore (Chair), Sarah Baxter, Thomas Ford, Ruth King

Chair of Governors: [sarah.baxter@thringstone.leics.sch.uk](mailto:sarah.baxter@thringstone.leics.sch.uk)





