2026 -2027

Nebula
where stars are born

Nebula Federation Governance Statement

Annual Governance Statement 2023 - 2024

Our Vision

Our vision is to create a school where every child and adult has self-belief and the opportunity to be the best they can be, fostered through a sense of belonging, of being valued and with respect for individuality. We will be defined by who we are and what we do.

A place for all to flourish.

'I have come that they may have life, and have it to the full'
John 10:10

The role of the Governing Body is an intrinsic part of the leadership of the federation of schools. This statement is one way in which the Governing Body articulates their role in school leadership and the impact we have had on school improvement. The Governing Body is made up of a group of dedicated volunteers, who invest a huge amount of good will, hard work and time for the sole purpose of improving the education of every child in our schools. The Government expects us as your Governing Body to be a dynamic group of highly skilled individuals who focus on supporting the Executive Headteacher and all the staff to shape the strategic direction of school. As Governors, we are accountable for the performance of our schools and we are measured by three core strategic functions:

- Ensuring clarity of vision, ethos, and strategic direction
- Holding the Executive Headteacher to account for the educational performance of the school and its pupils
- Overseeing the financial performance of the school and making sure the money is spent well.

Governors' Aim

Enable and empower all members of our school community to follow the school vision and strive to grow confident and independent pupils with a love of learning, a strong sense of self-respect and to develop confident individuals who learn to recognise and value their own talents and ambitions.

Governors' Role

Governors work co-operatively with the Executive Headteacher and senior management in the writing and monitoring the School Improvement and Development Plan. The SIDP sets aims for the forthcoming year. The current SIDP is based on priorities identified from data, school self-evaluation and Ofsted priorities. The SIDP is monitored and review termly, with an evaluation overview being completed and presented to governors as part of the Executive Headteacher report.

Training

All members of Governing Body have and continue to have significant training. The impact of this is that the Governing Body are kept abreast of their responsibilities regarding the latest requirements and expectations. Recent whole governing body training has included whole governing body Safeguarding training and training in two of the federation's Teaching and Learning programmes, 'Power of Reading' and 'Let's Think in English'. for example. Alongside the whole governor body training, governors attend individual courses and training to support them in their role as a governor on the whole governing body but also as a member of each of the committees. For example, finance courses or safer recruitment training.

Governing Body Meetings

Governors attend two full governing body (FGB) meetings each term. In addition, some governors meet six times a year as members of a Finance and Resources Committee, Curriculum and Standards Committee or Ethos Committee.

Full Governing Body Meetings

Governors monitor progress against the SIDP objectives. Governor committee minutes, governor monitoring and visit reports, are presented at full governing body meetings. The visits and reports impact greatly on the governing body's ability to effectively ask important questions, support but also hold senior leaders to account.

Governors provide strong support for the Executive Headteacher. We have a strong senior leadership team leading high quality teaching and learning throughout the federation. The wellbeing of staff remains a priority and providing a strong federation pastoral team which supports children feeling happy and settled at school and able to focus on their learning at school.

Safeguarding

The monitoring of safeguarding practices is a key priority for governors and is ongoing throughout the year. Along with the Headteacher governors conduct an annual safeguarding audit and monitor the actions identified from the audit. Safeguarding reports presented at FGB meetings provide an opportunity to challenge the safeguarding culture of the school and ensure robust procedures and practises are in place. The schools' policies are reviewed and approved by the Governing body and they ensure they meet the full requirements. The Governors have attended safeguarding training delivered by the Local Authority and all staff and governors receive and read Part 1 of Keeping Children Safe in Education and a link to the full version. The Single Central Record is checked regularly. The schools continue to alert and inform parents and carers in how they can protect their children online. Children are given regular reminders how to keep themselves safe, especially on-line.

Finance and General Purposes Committee Meetings

The school budget is scrutinised and reviewed in detail at these meetings. On this committee, we have governors with strong finance skills who review end of year budgets, attend pre-budget meetings and question deficit/surplus balances. Using benchmarking information, the committee scrutinise the effect of pupil numbers on the budget and how this impacts on staffing and resources.

Through working closely with the Executive Headteacher and the School Finance Officer from NCC, the Finance and Resources Committee has supported the schools in the federation to provide a number of significant capital projects and building improvements, including new windows, teaching spaces, roof, boiler and heating and renovated an area once occupied by an old, beyond repair swimming pool. Each school now also has a dedicated sensory room or trolley to use to support children's needs. Three of the schools also have a Hobbit House and basket swing to support pupils with additional needs.

Careful monitoring and planning of the budget by the Finance and Resources Committee has ensured enabled the schools have balanced budgets which have secured a strong and effective staffing structure to drive school improvement.

The Finance and Resources Committee ensure 'best value' when purchasing items or services. Ensuring best value has seen the successful installation of a new Broadband contract and telephone system and have agreed to a Refresh Project to update It equipment in all of the schools. Best value practices have also been used for photocopying contracts and the purchase of large pieces of equipment.

The Finance and Resources Committee also approve the planned spend of Pupil Premium (PP) funding each year and challenge the Executive Headteacher and senior leaders on the impact of the spending.

Alongside the PP funding, the Finance and Resources Committee monitors how the schools spends the Sports Premium Funding. The Primary PE and Sport Premium is ring-fenced and must only be spent on physical education and sport provision in schools. The funding aims to achieve improvement in all areas of PE, from the standard of physical education to introducing health focused physical activities and after school sports.

The Governing Body at the Nebula Federation continually seek improvement for the provision of education at our school. We are outward looking and take a holistic approach when considering the development of all our pupils. Working closely with the Head Teacher, Senior Leadership Team and all members of staff, we are constantly striving to improve and develop the school in all areas.

Curriculum and Standards Committee

Governors have provided support and challenge for the implementation of the new phonics programme and Power of Reading strategy. They work to ensure that the schools' curriculum intent and implementation are embedded securely and consistently across the schools through planned monitoring. They have supported schools to provide safe, stimulating and engaging learning environments to develop children's experiences and their potential for rich, learning environments.

Governors ensure that pupils make sustained progress considering their different starting points, with a particular focus on the core subjects, narrowing learning gaps and achieving targeted levels of attainment.

Data is made available to governors through termly meetings with verbal and written presentations followed by question and answer sessions with the Executive headteacher and members of the senior management team. Governors ask questions to ensure the schools standards and expectations are high. Governors challenge the Headteacher and Senior Leadership Team on the data, holding them to account, especially for pupils or groups of learners who may have lower attainment. Particular scrutiny is placed on pupil progress across all ability groups including vulnerable groups and on the effective use of the Pupil Premium Funding.

Ethos Committee

Governors work alongside the Executive Headteacher and staff to promote the vision, ethos and aims of each of the schools.

Governors support, advise and challenge the Executive Headteacher and the leadership team on matters relating to the Christian distinctiveness and effectiveness of the church schools in the federation and the impact which this has on the pupils and whole school community. They appraise the way in which the Christian character of the school is monitored and evaluated in terms of its impact on pupils, staff, parents and the wider community and promote the relationship between the schools and the churches. Governors identify and support where the Church can lead on key themes, festivals and Church services.
Governors evaluate the impact of worship and the effectiveness of religious education on the school community, including the impact of Christian values within the curriculum and the wider life of the school. They make recommendations to the Governing Body on relevant policy matters, by ensuring that policies have Christian values underpinning them, where appropriate.
Governors support the Executive Headteacher and the leadership team with the self-review documents and preparation for the Statutory Inspection of Anglican and Methodist Schools (SIAMS) and to look at the faith perspective of SMSC (Spiritual, Moral, Social and Cultural development).
Foundation Governors also come into our church schools and lead 'Vision and Values' Days with our children and staff.

School Policies

Governors review and approve policies annually or according to the policy schedule. This takes place throughout the year in FGB meetings and Finance and in each of the committee meetings. Policies are updated on the schools' websites.

Performance Management

Governors are responsible for undertaking the Executive Headteacher's performance management review each year. Governors, supported by an external advisor, set annual objectives, which are reviewed at points throughout the year.
The Executive Headteacher completes an annual performance management report for the governors evidencing that performance management has been completed for all staff and that staff have meet performance management objectives. Governors scrutinise the report and use evidence to approve pay recommendations given by the Headteacher. Pay recommendations follow the Norfolk County Council Pay Policy adopted by governors of the Nebula Federation.