



**The Federation of North and
South Cowton Community
and Melsonby Methodist**
Primary Schools

Federation Strategic Planning 2025-2028

INSPIRE

and

'Spur one another on in love and good deeds'

Our Vision

INSPIRE

Inclusivity, Nurture, Striving for excellence , Perseverance, Integrity, Respect, Empathy

At our Federation of Primary Schools, we are passionate about sparking curiosity, igniting passion, and nurturing a love for learning that lasts a lifetime. We believe that every child is unique and celebrate what makes each one special. As a group of small schools, we are dedicated to fostering close-knit, supportive environments where every child is known, valued, and encouraged to thrive. Our inclusive community embraces diversity, promotes equality, and is committed to supporting every individual to reach their full potential.

Through collaborative working across our Federation, we create opportunities for students to learn from each other, share experiences, and develop a sense of community beyond their own school. By combining the strengths of each school, children gain access to a wider range of enriching learning opportunities and benefit from expert teaching in key areas both in and out of the classroom.

We encourage our students to strive for excellence—not only academically, but in every aspect of their development. Our aim is to help them become the best version of themselves. Through a balance of challenge and support, we build resilience and empower our students to overcome setbacks with confidence. Kindness is at the heart of everything we do, and we believe that even small acts of compassion can make a lasting difference to each other and beyond this in the wider world.

Our ethos is built on seven core values that shape the foundation of everything we do. Inclusivity ensures that every child feels valued, respected, and supported, fostering a strong sense of belonging in our school community. We are committed to nurturing each child's unique potential, providing them with the care and guidance they need to grow and thrive. By striving for excellence, we encourage our students to push the boundaries of their abilities, whether in the classroom, on the playground, or in the wider community. We emphasise perseverance, teaching children to embrace challenges and learn from their mistakes with resilience and determination. Integrity guides our actions and decisions, ensuring that honesty and ethical behaviour are at the heart of all we do. Respect is central to our interactions, promoting a culture of understanding and dignity. Finally, empathy fosters compassionate relationships, helping us to connect with and support each other through kindness and understanding.

We celebrate the rich diversity that surrounds our Federation of schools, recognising the importance of preparing our children to thrive in a vibrant, multicultural world. At the same time, we take pride in the unique rural communities that shape our identity. By embracing different cultures, backgrounds, and perspectives, we help our students build a deep sense of respect, belonging, and global awareness. As they reach new heights and achieve their goals, we celebrate every success, encouraging them to take pride in who they are, what they've accomplished, and the inclusive future they are helping to create.

Through excellent teaching, strong values, and a commitment to social justice, we aim to raise a generation of thoughtful, courageous learners who 'Spur one another on toward love and good deeds' (Hebrews 10:24).

Governor Strategic Plan 2025-2028



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Strategic Aims	How we came to choose this strategic aim?	How we will overcome
<p>Ensure quality first teaching takes place, allowing all children to make expected and beyond progress.</p> <p>(Quality of Education)</p>	<ul style="list-style-type: none"> • Gap between SEND and non SEND pupil attainment (Insight data) • Scaled scores below national (2024) • No GDS end of KS2- below national (2024) 	<ul style="list-style-type: none"> • FIP area focused on SEND provision and closing the gap (2025/2026) • FIP area focused on Adaptive teaching and Mastery (2025/2026) • Quality of teaching and curriculum always central to Federation improvement plans.
<p>Ensure the Federation is sustainable with strong and robust governance and leadership throughout the school</p> <p>(Leadership and Management)</p>	<ul style="list-style-type: none"> • Small schools can have limited progression opportunities for staff. • When staff move on, this can significantly impact teaching and subject leadership. • Teaching and support staff significantly impact on pupil progress given the responsibility of teaching the pupils' for multiple years. • Vacant seat for Vice Chair. 	<ul style="list-style-type: none"> • A clear strategic plan, driven by the GB and collective vision (Autumn 2025) • Collaborative working with Le Cateau to allow for joint CPD • Establish links with Governors withing Swaledale Alliance for peer support. • Buy into Governor SLA through NYC to provide training, updates and support for GB. • Robust recruitment process to ensure our vision and values are integral to this process.
<p>Maintain safe and compliant school buildings and school sites for future generations.</p> <p>(Safeguarding)</p>	<ul style="list-style-type: none"> • Both schools are old buildings and Melsonby in conservation area • NSC- currently no office space for admin/ teachers PPA or leadership working • Melsonby playground not fit for purpose as it stands 	<ul style="list-style-type: none"> • Continue to work with Planned Maintenance team from NYC. • Create rolling programme of planned maintenance to ensure school sites are fit for purpose (e.g. maintenance of wood windows at Melsonby) • Create Safer working environment (Office space) at NSC. • Work with local authority to maintain compliance.
<p>Implement the DFE's sustainability and climate change strategy</p> <p>(Personal Development, Quality of Education, Leadership and Management)</p>	<ul style="list-style-type: none"> • This has become legislation in 2025 and is the responsibility of the Federation to implement this. 	<ul style="list-style-type: none"> • Create climate action plan and embed actions. • Seek support from private companies offering outreach work to implement agreed plan.
<p>North and South Cowton and Melsonby Methodist primary school are the schools of choice in their local communities.</p> <p>(Leadership and Management)</p>	<ul style="list-style-type: none"> • Low pupil numbers at both schools. • 0 admissions at Melsonby in September 2025, 1 admission at NSC. 	<ul style="list-style-type: none"> • Explore pre-school viability for both schools. Governor led vs LA. Share findings with Governors (AT) • Explore extended wrap-around care options. • Create and embed communication strategy to promote the schools within and beyond the local area. • Continue to establish purposeful partnerships with schools that positively impact on our pupils and staff