

# Hingham Primary School Governor Impact Statement 2018-2019

## Introduction

This year at Hingham Primary School, the governors have continued to work closely with the Headteacher, leadership team and staff in order to deliver our shared vision of ***Nurture, Learn, Achieve for all children***. The report released following the recent Ofsted inspection was obviously disappointing for staff, parents and governors alike, but we are working hard to ensure all actions are addressed and all areas are looked at and targeted for improvement.

Schools across the country, including our own, face ever growing financial and academic pressures, but we remain committed to providing the best primary school experience for our children. Although we want the children to perform to the best of their abilities academically, our other key priority is to provide a safe, happy environment where they spend their formative years and continue to develop the social skills needed to move forward in their lives.

## Role of the Governing Body

The Governing Body has three core functions:

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

The Governing Body at Hingham Primary School is committed to working with the school to ensure the above functions are being delivered.

## Constitution

Currently the constitution of our Governing Body requires 1 staff governor, 4 elected parent governors and 6 Co-opted governors plus the Headteacher. We have welcomed 4 new governors very recently, 3 of these from the wider community as we felt it vital to try to ensure a more diverse Governing body. We have recently re-constituted to require fewer governors as we recognise that the profile of volunteering is changing.

The school continues to buy in a Professional Clerking Service and the clerk takes thorough minutes at all Full Governing Body meetings and provides guidance on a variety of governance matters. This ensures we are compliant and offers us access to important support.

In addition to having Full Governing Body meetings, we also have two committees which meet regularly to consider different aspects of the school in detail. We have a Learning, Teaching & Achievement Committee along with a Premises, Personnel & Finance Committee. We also have a Leadership, Management & Safeguarding working group.

## Vision, Ethos & Strategic Direction

The governors work with the staff to develop and monitor our school Vision. Please see our Vision statement <https://primarysite-prod-sorted.s3.amazonaws.com/hingham-primary->

[school/UploadedDocument/b093669cbbd945b1a16e046b7965fd2e/hingham-primary-school-vision-revised-sept-2017.pdf](https://www.hingham-primary-school.com/school/UploadedDocument/b093669cbbd945b1a16e046b7965fd2e/hingham-primary-school-vision-revised-sept-2017.pdf)

One way of ensuring that our Vision & Ethos is implemented is through the School Improvement Development Plan (SIDP). Governors work co-operatively with the Headteacher to contribute to and monitor the SIDP so it is the focus of all we do. In the last school year, the school has focussed on some of the following priorities:

- Attendance – Improving and targeting persistent absenteeism
- Forest Schools - accessing more children
- Promoting physical & mental health through Physical Education and Sport
- Improving progress and attainment in reading & phonics
- Identifying and supporting Speech & Language barriers early
- Improving progress and embedding mastery in Maths

## Governor Visits and Monitoring

Governors visit the school as part of monitoring of the SIDP. Feedback on all visits is given at the relevant committee and Full Governing Body meetings.

This year some of the governors have attended training on effective monitoring and advised it would be beneficial to school for us to have an annual monitoring plan. This was developed for the remainder of the year and, going forward, will be agreed at our annual Governor Strategy Day. Having a planned monitoring schedule helps ensure we are carrying out all our statutory monitoring duties plus focussing on areas highlighted in our Self Evaluation and School Improvement Development Plan.

The Chair of Governors meets regularly with the Headteacher. Governors with specific responsibilities such as SEN, Pupil Premium & Attendance meet with staff leaders to discuss and challenge these areas.

Governor visits this year have included:

- Pupil Premium meetings
- Literacy Monitoring
- Review of the annual Safeguarding report & LA Safeguarding Audit
- Involvement in staff interview processes
- SEND meetings
- EYFS monitoring
- Observation of staff using a new teaching technique (CLIP work)
- Book Looks to monitor progress and best practice
- Focussed attendance meetings to establish a more robust procedure of identifying and targeting absence

- Regular PE meetings to support the new PE lead and PE teaching assistant
- Obtaining parent feedback at Sports Day
- Meeting with the children to discuss their views on behaviour and other areas
- SEND focussed meeting with School Council to discuss how the children obtain the views of all children in the classes. The children were conscious of the different needs of their peers and were able to demonstrate how they use varying methods so that the voices of children with SEN are heard.

## Governor Training

Governors regularly attend training to allow us to keep up to date with our responsibilities with regards to requirements, expectations and Best Practice.

Recent training has included:

- Governor Inductions
- Online Safety
- Safeguarding children in education
- Health & Safety
- Preparing for OFSTED
- Pupil premium & vulnerable groups
- Prevent training
- Monitoring in practice
- Benchmarking

## Data Analysis

Governors are regularly provided with key anonymised data on pupil attainment and progress. This is discussed and challenged at governor meetings. Governors and staff work together to effect change where attainment and progress levels have fallen below expectations. Governors understand the different aspects of data and how different groups of children cannot be easily assessed by data alone and that there is a whole story behind every individual child.

Ofsted have challenged governors about the need to request more robust, focussed data and to be more rigorous in the questions we ask around the data to ensure our children are progressing to their maximum potential. Governors and staff will be working together closely to ensure this process improves.

## Policies

Policies are monitored, updated and reviewed on an ongoing basis.

## Safeguarding

Safeguarding remains of paramount concern and importance to all governors and staff. We have a nominated governor for Safeguarding and Safeguarding is an agenda item at every Full Governing Board Meeting.

## GDPR & Data Protection

The school and governors are working hard to ensure the school complies with the new GDPR initiative and data protection will be on all Full Governing Body Meeting agendas.

## Personnel, Premises & Finance

Governors meet on a regular basis to monitor the budget and finances. The impact is to ensure that the school's funding is put to good use. Finance related visits by governors this year have included:

- Pupil premium spend monitoring
- PE premium budget monitoring
- Attending Budget Revisions
- Meeting with external agencies to ensure the PE premium is being used correctly
- Attending local planning meetings with the head teacher to discuss options on how we would like to modernise and extend the school
- Ensuring an active premises plan is in place

The committee is also responsible for ensuring there are adequate and effective controls for the prevention and detection of fraud and corruption. They also ensure there are sound financial management practices within the school and that there is compliance with Norfolk's Scheme for Financing Schools.

## Staffing

Over the last year governors and external support personnel have reviewed the Headteacher's performance to monitor and challenge targets to ensure school improvement.

Once again, we have seen changes in staffing this year. Our long standing EYFS teacher left the school and we have appointed a replacement, Mrs Nelson, who shared the role with Mrs Spencer.

We have also seen some changes with Teaching Assistants.

Maintaining secure and effective teaching and support for the children is a key focus for governors and will remain so. Governors are keen to work with the school to ensure staff and resources are deployed in the most productive manner.

Mrs Spencer has once again provided support to Mrs Newrick by reprising her role as deputy whilst Miss Gooch has been on maternity leave. The governors would like to thank all staff for their dedication and hard work but particularly mention Mrs Spencer who has taken on leadership roles on top of her roles as EYFS teacher and SENCO. She has secured additional vital funding for our SEND children and provided support to the staff and children. Next year she will continue with a more teaching based role but maintain her SEND responsibilities.

Staffing will be changing again next year with the departure of our year 6 teacher. Mrs Dixon will be taking over in year 6 and staff changes in the lower years have also been implemented including

Miss Gooch's return as a class teacher. At the end of the year we recruited Mrs Goreham as teaching Deputy and we hope she will be able to support Mrs Newrick with the complex challenges that running a school brings.

The Governing Body worked with the Local Authority to ensure the school remained supported in Mrs Newrick's absence at the end of the summer term. Mrs Hamilton provided support and expertise to the school on a temporary basis and we are grateful to her and for the hard work and team spirit shown by all the staff during a challenging school year. We would like to thank all staff for their hard work and commitment to the school. As well as the teachers and TAs we also have amazing office staff who go above and beyond in their role to support the children and the school.

## Finances

Governors and staff have worked hard to manage the budget during times of budget cuts and reduced SEND funding. Some schools across the country are making very difficult decisions such as whole school closures on Friday afternoons and whilst we are not at this stage, we would like parents to be aware of the difficulties that we face as a school regarding funding.

We would also like to take this opportunity to ask parents/carers to support our fantastic **Friends of Hingham School** wherever possible. The money raised by the Friends is crucial to allow the children to experience school trips and other important things such as projects, renewal of learning resources, author visits and many more.

As mentioned above, the changes with SEND funding have proved challenging this year. Governors have supported the allocation of time to the SENCO to ensure that she can write applications for EHCPs and for vital SEND support funding. Without the money she has secured, support for these children would have been very difficult.

The future of SEND funding remains uncertain but the level of need remains high. Governors are committed to supporting staff in doing all we can to ensure that our inclusive school where we embrace children with all levels of need, remains a safe and supportive educational environment.

## Conclusion of Impact

Over the last year we can see the following:

- **Attendance** – governors have supported the new attendance procedure and continue to monitor its effectiveness and impact
- **Finance** – governors have worked with the staff to maintain a balanced budget and ensure that the school has the best provision for all groups of children
- **Premises** – governors have attended meetings and supported efforts to obtain improved facilities for our school
- **Pupil Premium** – governors hold the school to account regarding its use of Pupil Premium monies. Governors have reviewed and supported the use of the premium on extra-curricular activities such as music, sport and breakfast club to enhance the provision for those eligible.

- Governors continue to monitor progress of our vulnerable groups to ensure that we are doing all we can to make progress in “Closing The Gap”
- **Maths** – governors have supported subject leader training and are monitoring the impact of this maths mastery across the school.
- **Reading** – governors have supported new reading initiatives such as Teacher’s book of the week and will continue to work closely with our staff, children and the amazing team of volunteers who regularly come in to listen to the children read.
- **Forest School** - governors continue to support this initiative and have supported the necessary budgeting to allow this to continue and develop. We have therefore, allocated some of the PE premium to allow a Teaching Assistant to be trained in Forest School as this helps all children with healthy activity by offering an alternative to sport.
- **Safeguarding** – processes and monitoring have been made even more rigorous over the last year. Governors supported the recent Local Authority Safeguarding Audit and are working with our designated Safeguarding Leads to ensure actions arising are completed.
- **SEND-** governors have remained committed to supporting our staff to offer the best provision for our children with SEN support and Educational Health Care Plans. This has remained a focus for governors and we will continue to make this a priority going forward.
- **Academic attainment** – governors have continued to ask challenging questions around data and support our school’s holistic approach to trying to improve our results.
- **Premises** – governors are working with the school and local developers to try to implement a realistic plan of modernisation and expansion of school premises.

## Future Plans

Governors will be more focussed in their monitoring and regularly undertake training and self-review to ensure that we are securing the best outcomes for the children.

Please contact the governors if you have any comments or suggestions.