

Hingham Primary School Governor Impact Statement 2020-2021

Introduction

This year at Hingham Primary School, the governors have continued to work closely with the Headteacher, the leadership team and the staff to deliver our shared vision of **Nurture, Learn, Achieve for all children.**

Across the country schools have had to cope with the restrictions surrounding the COVID 19 outbreak and all the pressures that has brought to bear over this year. We as Governors have continued to provide the very best support to the school through these very difficult times and have worked remotely with the Headteacher and all the staff when we have not been able to be in the school physically.

Hingham Primary school continues to be fully committed to providing the best primary school experience for our children, to ensure they learn and make progress to the best of their individual abilities and keeping them feeling safe and secure. Our school has faced some unique challenges over recent years and the teachers, leadership, parents, and children have risen to these challenges which has meant that the school has moved forward in all aspects and continues to do so. Throughout the national difficulties for schools associated with Covid we have been able to give all our children as much of the full Hingham experience as possible, whether that be in school face to face or online learning, and we have continued to be able to provide a safe, happy, and secure environment for our children to learn, play and enjoy school life.

Role of the Governing Board

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

Constitution

Currently the constitution of our Governing Board requires 1 staff governor, 4 elected parent governors and 6 Co-opted governors plus the Headteacher.

We have welcomed 1 new governor who has been elected as Chair this year, alongside 1 new co-opted governor and are currently recruiting.

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

Last year the bold decision was taken to scrap the two sub-committees and have them combined into the full governing Board. This has enabled all governors to take a broader involvement in important decisions relating to the school and given all members of the board an opportunity to have in depth knowledge about all aspects of governance first-hand. This has been very successful throughout 2020 – 2021 and will be continued. We have also introduced the practice of Governors

having responsibilities for subject areas of the school and reporting on these at Full board meetings, alongside inviting the staff with these subject responsibilities to attend Full governor meetings for 10/15 minutes to answer any questions governors may have and show us examples of the work they are doing.

Vision, Ethos & Strategic Direction

The governors work with the staff to develop and monitor our school Vision.

<https://www.hinghamprimary.org.uk/visions-and-ethos/>

One way of ensuring that our Vision & Ethos is implemented is through the School Improvement and 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 objectives:

- Establish a baseline for maths, reading, writing and phonics.
- Develop response to findings from baseline assessment.
- Identify cohort, plan and implement Catch up support.
- Improve the teaching of early phonics and reading.
- Manage transfer to new assessment program.
- Ensure good progress for the most able.

To monitor if these objectives have been met, clear and measurable targets were set and monitored throughout the year with clear feedback/ evidence from the various staff and Head Teacher.

Governor Visits and Monitoring

Governors visit the school as part of monitoring of the SIDP. Feedback on all visits is given at the Full Governing Board meetings with opportunity for all members of the board to ask questions or challenge evidence.

The annual monitoring plan as set out in the Impact report of 2019 – 2020, is fully in place and working well. This has enabled the governing Board to formalise and track monitoring more carefully. Having a planned monitoring schedule helps ensure we are carrying out all our statutory monitoring duties plus focussing on areas highlighted in our Self Improvement and Development Plan.

Due to Covid 19 on the ground monitoring has had to be kept to a minimum or has not been able to take place in person. We however established an online monitoring system with the various staff responsible for all aspects of the school, which has meant we have been able to continue making sure everything is progressing in line with the SEF and School improvement and Development plan.

As we move into a new and similarly challenging academic year, we are working hard to ensure that monitoring will continue to happen robustly across all aspects of the school.

The Chair of Governors will continue to meet weekly with the Headteacher. Governors with responsibilities such as SEN, Pupil Premium, Safeguarding, Attendance, Finance, and specific subject areas will also continue to meet with staff leaders to provide discussion and challenge all aspects of the school.

Governor visits this year have included:

- Pupil Premium meetings
- Subject Monitoring
- SEND meetings
- Modern Foreign Languages
- Forest Schools
- Finance meetings
- Monitoring pupil feedback

Governors regularly attend training to allow us to keep up to date with our responsibilities with regards to legal requirements and responsibilities, expectations, and Best Practice. (This was mostly provided online due to Covid 19)

Recent training has included:

- Governor Induction
- Online Safety
- Safeguarding children in education
- Health & Safety
- Pupil premium & vulnerable groups
- Prevent training
- Benchmarking
- Finance

Data Analysis

Governors are regularly provided with key anonymised data on pupil attainment and progress. This is discussed and challenged at governor meetings with individual staff and at Full Board meetings. Governors the Head Teacher and staff consistently work together to effect change and monitor attainment and progress levels in all aspects of the school.

Governors work with the Head Teacher and all staff to understand the different aspects of assessment and data .and how different groups of children cannot be purely assessed by data alone but require the whole story behind every individual child.

The Governing Board continues to take a more proactive and forensic approach to monitoring and analysing data.

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 continue to work hard to ensure the school complies with GDPR legislation and this is discussed and reported on regularly at Full Governing Board Meetings.

Personnel, Premises & Finance

Our Finance Governor meets the Finance officer and Head Teacher 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
- Ensuring the PE premium is being used correctly
- Attending meetings with the head teacher to discuss options on how we would like to modernise and extend the school facilities
- Ensuring an active premises plan is in place

The Board 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 some changes in staffing this year and Governors have been involved in appointments and reported to the Full Board meetings

Maintaining secure and effective teaching and support for the children in all aspects of their schooling remains a key focus for governors

Governors will continue to work with the school to ensure staff and resources are deployed in the most productive manner to support children's learning, well-being, and support.

The governors would like to thank the Head Teacher and all the staff for their dedication, team spirit, commitment, and hard work over what has been a very difficult and challenging year due to the added pressures of the Pandemic

Thanks also go to our amazing team of office staff who go above and beyond in their role to support the children and the school.

The Governing Board continues to work with the Local Authority as we remain a LA school

Finance

Governors and staff have worked hard to manage the budget during times of budget cuts and reduced SEND funding and we continue to work with the LA to make sure we receive as much support financially as we can get.

We would also like to take this opportunity to thank all our Parents/carers for their support throughout the year and to ask them to continue 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 aspects of school life.

As mentioned above, the changes with SEND funding have proved challenging again this year. Governors have continued to support the allocation of time to the SENCO to ensure that they can

write applications for EHCPs and for vital SEND support funding. The future of SEND funding remains as always uncertain, but the level of need remains high. Governors continue to be 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:

Finance – In difficult financial circumstances the governing Board has supported the school in making the budget work to best support all the children.

Premises – We have seen a great improvement in the facilities at the school with a new block being completed, and this has expanded and improved what we can offer.

Pupil Premium – governors hold the school to account regarding its use of Pupil Premium monies. Governors continue to review and support the use of the premium on extracurricular activities such as music, sport, and breakfast club to enhance the provision for all those eligible. Governors continue to monitor progress of our most vulnerable groups to ensure that we are doing all we can to make progress in “Closing the Gap”.

Subject Leaders – Governors have again supported subject leader training and are monitoring the impact of this across the school. The Leadership and staff team along with the Governors continue to ensure that attainment does not fall behind in the continuance of the COVID outbreak.

Reading – governors have continued to support initiatives to ensure attainment in reading continues to improve.

Forest School - Governors continue to support this initiative and have again supported the necessary budgeting to allow this to continue and develop. Governors have closely monitored and are very pleased with how the forest school teaching has been adding value for students across the school.

Safeguarding –safeguarding across the school is extremely robust and includes consistent training and updates for all staff and governors

SEND- Governors have remained committed to supporting our staff to offer the best Provision and support for our children with SEN and Educational Health and Care Plans. This has continued to be a strong focus throughout Lockdown.

Academic attainment – Governors continue to ask challenging questions surrounding academic achievement and what steps are being taken to ensure that all children make good or better progress considering their starting points and their individual needs.

Future Plans - Governors will continue to fully support the leadership of Hingham Primary School as they face the on-going challenges of the COVID outbreak. We will be monitoring, challenging, and supporting the Head Teacher, leadership team and staff where appropriate, to ensure the best outcomes for the children.

Please contact the governing Board if you would like to join us or have any comments or suggestions to make.