

Hingham Primary School Governor Impact Statement 2017-2018

Introduction

At Hingham Primary School we are a team of governors who work closely with the Headteacher and leadership team in order to deliver our shared vision of **Nurture, Learn, Achieve**. We encourage our school's inclusive nature and help support the children as growing individuals. We also challenge educationally to ensure that the children reach their maximum academic potential. Our school, along with many others, faces budget cuts over the next few years, so we will continue to support and challenge the use of the school budget to ensure that the children do not lose out on resources and experiences. We are fortunate to have a very dedicated body of teachers that are passionate about our school and have the best interests of the children at the core of all they do.

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

The Governing Body of Hingham Primary School is now made up of 1 staff governor, 4 elected parent governors and 4 Co-opted governors plus the Headteacher. Co-opted governors are appointed by the Governing Board and are people who, in the opinion of the board, have the skills required to contribute to the effective governance and success of the school. This year one of our Co-opted governors Cathy De Micco is stepping down as a governor after 8 years and we would like to thank her for her time and support.

The school buys in a Professional Clerking Service and the clerk takes thorough minutes at all Full Governing Body meetings. 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 that 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 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>

One way of ensuring that our Vision & Ethos is implemented is by 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

Learning, Teaching & Achievement

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.

The Chair of Governors meets regularly with the Headteacher, and 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
- SEND meetings
- 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
- Safeguarding audit
- Talking to the children about reading and impact/success of reading initiatives such as class book and book parties
- SEN 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
- Maximising PE Premium
- Preparing for OFSTED
- Fraud Awareness
- Pupil premium & vulnerable groups

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.

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 Reviews
- Attending local planning meetings with the head teacher to discuss options on how we would like to modernise and extend the school

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.

Following an internal audit by Norfolk County Council in December 2017 we have assurance that the overall financial management of the School is adequately controlled and that internal controls at our school are "Acceptable"

Staffing

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

We saw a change in staffing with Mrs Spencer stepping down from her role as Deputy Head and Miss Gooch being appointed as a teaching Deputy. The governors have monitored this new role and would like to thank Miss Gooch for her time and commitment to the position and wish her the best of luck with her imminent new arrival.

Miss Gooch's maternity leave has initiated staff changes and the governors have supported the hiring of a new teacher Mrs Wiltshire to cover year 2 in Miss Gooch's absence. A slight reshuffle will be implemented going forward to ensure that each year group has the right support structure.

The loss of a full-time deputy has been a challenge to staff and senior leadership and this is an ongoing priority for the governors to monitor the impact and wellbeing of the staff.

Staff have been asked to complete a questionnaire this year and the governors will meet to analyse the outcome of these and plan for the upcoming year with staff wellbeing high on our priority list.

Finances

Uncertainty around funding particularly for SEN support means that budget setting is a difficult and somewhat unknown task, however governors remain committed to supporting the staff in being creative and careful with our finances so that children do not lose vital support.

The school is lucky to have a committed group of fundraisers in The Friends of Hingham School. Governors recognise the importance of their work and will work more closely with them to ensure that all children continue to benefit from the additional opportunities this money brings.

Conclusion of Impact

Over the last year we can see the following:

- **PE premium** - The governors have attended training to monitor and support the use and impact of the premium and ensure that the report has been produced to make the school compliant. This will remain an ongoing priority.
- **Attendance** – the 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
- **Pupil Premium** – The 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 lead training and are monitoring the impact of this maths mastery across the school
- **Reading** – Governors have supported new reading initiatives such as class book parties and will continue to work closely with our staff, children and 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
- **Safeguarding** – processes and monitoring have been made even more rigorous over the last year
- **SEN** - 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 sometimes challenging questions around data and support our schools 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 meet in September for a full governor day to plan and prioritise for next academic year.

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