

Hingham Primary School Governor Impact Statement 2019-2020

Introduction

This year at Hingham Primary School, 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. Across the country schools have had to cope with the restrictions surrounding the COVID 19 outbreak and all the pressure that that has brought to bear.

Hingham Primary School remains committed to providing the best primary school experience for our children. The unique challenges that Hingham Primary has faced in recent years have been shown in the sharp contrast since March, but teachers, leadership team, parents and children have risen to the challenge. Although we have not been able to give all our children the full Hingham experience, we have still been able to provide a safe, happy and secure environment for our children to progress, learn and play.

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 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 this year and we had 2 vacancies at the end of the 2019/20 school year which we are intending to fill.

The school continues to buy in a Professional Clerking Service 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.

This year the bold decision was taken to scrap our two sub-committees and have then combined their work into the full governing board meetings monthly, as opposed to in each half-term. This will enable all governors to have a broader understanding of the work of the school. This step was due to be fully implemented this year, however the decision was taken to delay until 2020 – 2021.

Due to Covid, supporting the school community has been a big priority for the governing board. During the summer term, governors met virtually with the Headteacher and SLT weekly to ensure we were meeting the government requirements and supporting all families and staff.

Vision, Ethos & Strategic Direction

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

school/UploadedDocument/b093669cbbd945b1a16e046b7965fd2e/hingham-primary-school-visionrevised-sept-2017.pdf

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

- Ensure that assessment is accurate, moderated and used purposefully.
- Improve the teaching of early reading and phonics.
- Improve consistency in assessment of writing.
- All teachers have consistently high expectations of all pupils in achieving their best.
- All teachers have secure subject knowledge in all subjects they teach
- To have clear purpose (intent) of all areas of the curriculum, based on a clear vision of learning at Hingham Primary School.

In order to monitor if these objectives have been obtained, clear and measurable targets were set and monitored or checked closely.

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 Board meetings.

This year we have implemented an annual monitoring plan, which this document summarises. 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, as well as focussing on areas highlighted in the school Self Evaluation and the School Improvement Development Plan. Naturally since March, on the ground monitoring and has been kept to a minimum but as we move into a new and similarly challenging academic year, we are working hard to ensure that monitoring continues regularly and rigorously across all of the aspects of the school.

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

Governor visits this year have included:

- Pupil Premium meetings
- Literacy Monitoring
- Attend a school assembly
- SEND meetings
- EYFS monitoring
- Modern Foreign Languages
- Finance meetings
- Budget settings
- Revision meetings
- Forest School
- Regular PE meetings to support the new PE lead and PE teaching assistant
- Meeting with the children to discuss their views on behaviour and other areas

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. With the on-going COVID outbreak training opportunities were more limited than in previous years.

Recent training has included:

- Ofsted Briefing
- Understanding data
- Prevent training
- Workload and Wellbeing
- SEND – The Governors' Role
- Pupil Premium

Data Analysis

Governors are regularly provided with key anonymised data on pupil attainment and progress. This is discussed and challenged. This give the board the opportunity to address concerns identified School Leaders and staff work to bring the changes required. 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.

Following comments from Ofsted last year Governors have taken 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 are working hard to ensure the school complies with GDPR requirements and data protection is on all Full Governing Board 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 they would like to modernise the school
- Working with the head teacher, local authority and contractors to see a vital school expansion delivered in a timely and cost-effective manner
- 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. We were involved in the appointment of Andrea Goreham to take on the role of teaching Deputy Head, this has broadened and strengthened the leadership team with the inclusion of Louise Spencer as SENCO. In addition, we were involved in the recruitment of Alex Housden as maternity cover for Jade Gooch in Year 1.

We would like to pay particular tribute to Elizabeth Gray, who worked at Hingham School for more than 30 years, initially as Midday Supervisor and more recently as caretaker. She will be very much missed by staff, students and governors. Jean Butcher, who was our cleaner, left the school that role has been subcontracted from Norse and who have recruited David McCall as cleaner/caretaker. Sue Traylor has also stepped down as clerical assistant.

From our pool of teaching assistants, Carolyn Edwards and Shirley Sayer have left, having been with the school since 1994 and 2003 respectively.

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 to support the school to ensure staff and resources are deployed in the most productive manner.

This year has been challenging for all staff at school and everyone at all levels has been put under considerable pressure to deliver a safe and Covid-compliant environment for our children to learn and play. We would like to take this opportunity to thank all staff for their hard work and dedication. When many people were staying at home, our staff continued to both come to work and deliver for key workers in our community, as well as all children undertaking learning at home and for that we are truly grateful.

Finances

School funding continues to be challenging and the impact of Covid for schools, in terms of providing equipment to ensure we are Covid secure, is a significant extra pressure. We are continually looking for extra funding sources to increase our provision and are grateful to staff who also identify and put in significant effort to help and support the school benefit from opportunities they find.

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, the renewal of learning resources, author visits and much more. Sadly, due to the on-going COVID situation, fundraising opportunities have been significantly limited, with events such as the school Summer Fete and Sports Day having to be cancelled. We very much hope these events will be able to run next year.

Tf. Governors continue to support 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 and her work has been crucial. 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:

- Finance – In difficult financial circumstances, the governing board has supported the school in making the budget work for all children
- Premises – We have seen a great improvement in the facilities at the school with a new block being built. This has expanded and improved what we can offer for our children
- 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 extracurricular activities such as music lessons, sport and breakfast clubs 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. Governors have been keen to see that attainment does not fall behind in the wake of the COVID outbreak.
- Reading – Governors have supported a number of initiatives to see attainment in reading improve.
- Forest School - Governors continue to support this initiative and have supported the necessary budgeting to allow this to continue and develop. The Forest School is now a real asset and we are keen to see it expand and grow.
- Safeguarding – On-going actions have been undertaken to ensure rigorous safeguarding takes place and monitoring is included in all full governing board meetings.
- 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 been a strong focus throughout Lockdown and into the new academic year
- Academic attainment – Governors have continued to ask challenging questions surrounding academic achievement and steps have been taken to ensure that children do not fall behind.

Future Plans

Governors will be continuing to support the leadership of Hingham Primary School as they face the on-going challenges of the COVID outbreak. We will continue to monitor, challenging and supporting the school where appropriate, to ensure that we are securing the best outcomes for our children.

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