

Hingham Primary School Governor Impact Statement 2024-2025

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.

As Governors we have continued to provide the very best support to the school and we have worked with the Headteacher and all the staff to support but also importantly, provide challenge to the school. Like all schools across the country, we are working to address the Social Emotional and Mental, Health, Speech and Language and behavioural needs of our pupils. Staffing capacity adds to this challenge due to continuing uncertain national budgets.

As a school, we continue 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 to keep them safe and secure. We have been able to give all our children the full Hingham experience and we have continued to provide a safe, happy and secure environment for our children to learn, develop, play and enjoy their 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 and for the safeguarding of all.
- 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 to the highest possible standard.

Constitution

Currently the constitution of our Governing Board allows for 1 staff governor, 1 LA governor, up to 4 elected parent governors and up to 6 Co-opted governors plus the Headteacher. The Deputy HT attends meetings but has no voting power unless deputising for the Head Teacher. We have welcomed three new co-opted governors this year. We welcomed one new parent governor in 2025.

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 professional guidance on a variety of governance matters. This ensures we are compliant in all matters and offers us access to important support. Through the Educator Solution and Governor Services, we are able, as Governors, to access all the statutory training required of us. We now have access to "The Key" via Governor Hub and all of their resources are free to use.

As a Governing body, we meet 9 times a year through FGB. We have made the decision to continue to have overall responsibility for monitoring all areas of the curriculum.

Statutory areas are the individual responsibility of specific governors: Finance, Safeguarding, Health and Safety (including food standards), Attendance, Critical Incidents, Cyber Security, SEND and LAC, Behaviour, Young Carers, Whistleblowing, Pupil Premium, Sports Premium, Headteacher Performance Management, Safer Recruitment, Website Compliance, Early Years, Stakeholder Engagement and GDPR. These governors then report back at Full board meetings. Governors also go into school for learning walks, book looks and discussions with pupils and staff. Our Vice Chair position is currently vacant due to the very sad passing our previous Vice Chair.

Vision, Ethos & Strategic Direction

The governors work with the HT and staff to develop and monitor our school Vision. Please see our Vision statement <https://www.hinghamprimary.org.uk/visions-and-ethos/>

We ensure 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:

- Developing Teaching Excellence in writing.
- Refine the non-core curriculum to ensure a manageable and memorable curriculum.
- Developing oracy to enable full access to learning and life.

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 6 times and year as part of monitoring of the SIDP. These are always well attended by a range of Governors. 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, 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 Improvement and Development Plan.

The Chair of Governors met weekly with the Headteacher. Governors with responsibilities such as SEN, Pupil Premium, Safeguarding, Attendance, Finance, also met with staff leaders to provide discussion and challenge on all aspects of the school.

Governor visits this year have included:

- Headteacher Performance Management
- Pupil Premium meetings
- Subject Monitoring
- SEND meetings including attending Coffee Mornings.
- Finance meetings
- Monitoring pupil feedback including School Council Meetings
- Health and Safety
- Attendance
- Young Carers
- Pupil health and Well-Being
- Chair of Governors conducts a specific Safeguarding monitoring visit on a regular basis.

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.

Recent training has included:

- Governor Induction
- Online Safety
- Safeguarding - KCSIE
- Health & Safety
- Prevent training
- Benchmarking
- Finance
- Cyber security
- GDPR and Data Protection
- Critical incident
- Attendance and Exclusions

Data Analysis

Governors are regularly provided with key anonymised data on pupil attainment and progress. This is discussed and challenged at Full board meetings and with individual staff. 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 challenge and monitor data. Governors also discuss vulnerable groups as part of their analysis. Governors attended a targeted training morning on understanding SEND data.

Governors have also requested a more frequent update on whole school assessment data each term.

Policies

Policies are monitored, updated and reviewed on an ongoing basis by governors and are discussed at Full Board meetings with questions asked and challenge provided by the Governors.

Safeguarding

Safeguarding remains of paramount importance to all governors and staff. We have a nominated Governor for Safeguarding. Safeguarding continues to be an agenda item at every Full Governing Board Meeting. Safeguarding Governor checks the Single Central Record on a half termly basis.

GDPR & Cyber Security, Data Protection

The school and governors continue to work ensuring the school complies with GDPR and Cyber Security legislation and this is discussed and reported on regularly at Full Governing Board Meetings.

Personnel, Premises & Finance

Our Finance Governor meets the Finance officer, Head Teacher and Finance administrator 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. Governor monitoring this year has included:

- Pupil premium spend monitoring
- PE premium budget monitoring
- Attending Budget Revisions
- SEND budget updates
- 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
- Ensuring all Health and Safety legislation is followed

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

The Governors would like to thank the SLT for their inspirational, resilient, hands-on approach and for always leading by example. Their care, passion, positivity and enthusiasm are recognised as an outstanding feature of the school which adds to the overall strength and strong moral of the school. The Governors would also like to acknowledge all the teaching and teaching assistant staff for their outstanding dedication, team spirit, commitment, and outstanding hard work over the year.

The Governors have committed to a Senior Leadership Team structure that recognises the need for the Head Teacher, Deputy Head and SENCO having sufficient time out of class to plan a strategic approach for monitoring.

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. Particular thanks to our Finance Administrator to her invaluable contribution to the Governors.

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 and challenges in staffing this year. This includes the appointment of two ECT teachers. ECT's are mentored by the Deputy Head and SENCO. Governors have been involved in appointments and reported to the Full Board meetings. Governors have been made aware of the impact of staffing reduction on staff Wellbeing and effectiveness.

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 safety.

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

Finance

Governors and staff have worked hard to manage the budget during times of budget cuts and fluctuating 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 and many more aspects of school life.

As mentioned above, the changes with SEND funding have proved unpredictable 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

continues to increase. Governors continue to be committed to supporting staff in doing all we can to ensure that our fully 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 have seen the following:

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

Premises – We are hoping to develop areas of the school, including the back playground and are starting to seek funding to make this happen.

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, breakfast and After School clubs to enhance the provision for all those eligible. Governors continue to monitor progress of our most vulnerable groups including a group for Young Carers, to ensure that we are doing all we can to make progress.

Curriculum and Subject Leadership – A full curriculum review was undertaken by staff and monitoring to place in Science, Maths, writing and Oracy. Governors have again supported subject leader training and are monitoring the impact of this across the school. A few members of staff have changed curriculum leadership roles and investments have been made into schemes for some subject areas. Staff have worked collaboratively to review the curriculum plans, to support children to learn and remember more. The Leadership and staff team along with the Governors have worked extremely hard again this year to ensure that pupils catch up as much as possible.

Writing and Oracy– Governors have continued to support initiatives to ensure attainment in these areas continues to improve. The impact of the work on writing has significantly improved end of KS2 result by 40% now achieving 62% at expected. Governors have facilitated subject release time and challenged subject leaders on actions and impact that they have had on the children.

Forest School - Governors continue to support this initiative and have again supported the necessary budgeting to allow this to continue and develop. Governors have supported the school's decision to release the Forest School leader for additional time in the next academic year recognising the value in outdoor learning opportunities. It remains a popular offer in attracting new families to the school and places value on the benefit of outdoor learning on pupil health, well-being, risk taking, resilience and problem solving.

Safeguarding –safeguarding across the school is extremely robust and includes consistent training and updates for all staff and governors. Governors were involved in the Safeguarding Audit and the actions that arose from this.

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 for the school.

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. The impact of this is that our end of KS2 results were considerably higher than last year with the RWM combined figure of 62% (Writing 62% Maths 72% Reading 79% SPAG 76%). Governors would like to congratulate staff on this achievement. Governors have recognised the importance of phonics and maths information events held for parents/carers in supporting the children's learning.

Future Plans - Governors will continue to fully support the leadership of Hingham Primary School as they face the on-going challenges of education. We will continue monitoring, challenging, and supporting the Head Teacher, leadership team and staff where appropriate, to ensure the continued best outcomes for the children through the SIDP framework. The outdoor learning opportunities will be an area of focus and Governors will hold the school to account for the increased use of outdoor space, for all pupils.

Please contact the Governing Board if you would like to join us or have any comments or suggestions to make by contacting the Chair of Governors: 01953 850304 office@hingham.norfolk.sch.uk