



### SUMMARY OF SCHOOL AND GOVERNANCE ACTIONS 2020/21

The School's staff and its pupils have continued to be adversely impacted by the Covid 19 Pandemic during the 2020/21 academic year

The School was closed to all pupils, with the exception of key worker and vulnerable children, from Tuesday January 5<sup>th</sup> to Friday 5<sup>th</sup> March, finally fully reopening from Monday 8<sup>th</sup> March 2021.

The main focus for the Autumn Term was implementing the recovery curriculum. Staff worked extremely hard to ensure pupils felt safe in school, are happy and thriving in class. Intervention were implemented across school. Core subjected continued to be a focus.

Prior to the second lockdown in January 2021 preparations were made to deliver Home Learning. Following consultation with external consultant for ICT/computing, step by step guides for children, parents, staff and governors were produced.

Upon announcement of lockdown, a new home learning section on the School website was created and contained information for parents and carers to access learning. In addition to this, contact information, step by step guides and provision were also communicated. In week three of lock down a remote learning questionnaire was created, asking parents what the School was doing well and how it could improve.

In total over 50 ICT devices were loaned out to allow access for families without hardware. A designated leader was put in place to coordinate the home learning. This role comprised of managing the day to day provision, addressing problems families had and monitoring engagement.

A separate remote learning file was set up. The information gleaned was analysed on a weekly basis. Weekly spreadsheets were produced to show engagement of children. This enabled the School to address lack of engagement as much as possible. A home learning policy was created, on the School website, which detailed the expectation of staff in terms of provision, feedback and marking. In addition, staff were trained on Microsoft teams and stream to allow a combination of live and pre-recorded lessons. Governors attended some of the live lesson sessions.

Following the full reopening of the school in March 2021 consolidation of this work was undertaken in the four weeks leading to the Easter holiday. **The initial focus was on PSHE activities and reinforcing opportunities for pupils to talk in a safe and confidential space. The Maths curriculum focused on teaching in school the 8 weeks of learning, taught online, to ensure every child accessed those topics at least once. Since Easter the White Rose recovery curriculum was resumed. In English SPaG was taught daily and all of the reading and writing mapped out for each year group. Senior leaders have mapped out the foundation subjects, discussed with subject leaders the current schemes of work and the coverage, progression of skills and knowledge objectives across school. Each class will have their own class file which will include the expectations for each subject including key vocabulary for each term. A simple assessment pro forma has also been devised linking to each subject. The monitoring cycle for the Autumn term, and staff meetings to support professional development have now been planned. This will be shared with staff and added to regularly so that it remains up to date.**

The School has continued to receive external advice from its Birmingham Education Partnership's BEP priority partner who came into School during the Autumn Term and carried out a learning walk with the Head Teacher. She commented on how much progress has been made with staff development. This was particularly noticeable in the senior leadership team who she considered have embraced the changes necessary to improve outcomes.

In April 2021 the partner carried out another teaching and learning review following the previous review in October 2019. It concluded the journey of teaching and learning and changes were evident. Staff have been made aware of where improvements are required and have actioned some already.

The Deputy Head was on long term sick leave from October 2020 and did not return to School resigning on 30th April 2021. A member of the senior leadership team is currently "acting up" as Deputy Head and it is envisaged the process to find a replacement will commence in the Autumn Term 2021.

Following the decision of the School Business Manager and the Site Supervisor to leave during the Summer Term in June 2021 governors took part in the recruitment process during May and appointments to these key support staff posts have now been made.



## HAWTHORN PRIMARY SCHOOL

### GOVERNOR IMPACT STATEMENT - SEPTEMBER 2020 to JULY 2021

The Governing Board has been strengthened with a new co-opted governor being appointed at the end of the Summer Term 2020 and a replacement staff governor in March 2021. During June/July 2021 Board members received advice from its BEP partner in preparation for the School's next Ofsted inspection which is expected during the Autumn Term 2021.

Governors have worked with the Headteacher in reviewing the risks associated with the Covid 19 pandemic and the Strategic Financial Forecast. An extended forecast to 2023/24 financial year was produced in May 2021 and reported to the Finance Committee.

The Head teacher continues to make progress in building on the strengths and address identified areas for improvement in all areas of the School. The Governing Board monitors progress through their Pupil Progress and Welfare Committee, Finance Committee and the Governing Board. Designated governors report to the Committees and Board on Special Educational Needs and/or Disabilities (SEND) and Safeguarding/Child Protection issues.

Specific actions taken by the Board or the Headteacher under her delegated powers are shown below categorised under the Ofsted criteria for inspection introduced from September 2019.

#### LEADERSHIP AND MANAGEMENT

Action	Impact	Evidence
Governors appointed a Bursar to replace the School Business Manager.	Ensures the School will continue to exercise control over its finances	Report to Finance Committee 24 <sup>th</sup> May and 28 <sup>th</sup> June 2021.
Appointment of a Site Manager.	Effective management of the School's building and grounds provides a quality learning environment.	Report to Finance Committee 24 <sup>th</sup> May 2021.
Governors received updates from the BEP partner on Ofsted inspection expectations.	Governors are enabled to support the School during the Ofsted inspection process.	Sessions delivered 15 <sup>th</sup> , 29 <sup>th</sup> June and 13 <sup>th</sup> July.
Appointments are made so the Governing Board has a full complement of governors.	The appointment of a co-opted governor and a replacement staff governor has enhanced the Board's, effectiveness.	Governing Board minutes 15/7/20.
Governors attend National Online Safety webinars.	Raised awareness for governors of the risks faced by pupils when online.	Governor training records.
Continued monitoring of the Risk Register in respect of Covid – 19 on a half termly basis.	Head teacher/SMT/GB review of the risks associated with Covid – 19 identified relevant School mitigation actions and created an Action Plan.	GB minutes 14/9, 7/12/20 and 22/3/21.
Review of the Strategic Financial Forecast by a governor working party to address the predicted in year budget deficits from 2021/22.	To facilitate recovery of the predicted budget deficit and ensure effective financial management.	Finance Committee minutes 23/11/20, 22/3 and 24/5/21.

#### QUALITY OF EDUCATION

Action	Impact	Evidence
Governors monitor quality of teaching and support effective performance management of underperforming teachers.	Implementation of strategies to improve the quality of teaching and learning where identified as required.	H/T Report to Governing Board 7/12/20 and 22/3/21 PPW Committee minutes 11/2 and 6/5/21.
Governors meet with the SENCO to monitor progress of SEND pupils.	Governors are updated at PPW Committee and PPW Committee	PPW Committee minutes, 24/9/20, 11/2 and 6/5/21.



## HAWTHORN PRIMARY SCHOOL

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	with the interventions and support given to SEND pupils.	
The progress of all pupils, including the disadvantaged, those with HI, SEN and eligible for pupil and sports premium, to form part of staff Performance Management.	Pupils will be consistently making progress and grow in confidence.	H/T Report to Governing Board 7/12/20 and 22/3/21. SDP 20/21. PPW Committee minutes 24/9/20, 11/2 and 6/5/21.

#### PERSONAL DEVELOPMENT

Action	Impact	Evidence
Staff Well Being monitored by Head teacher and reported to Governors via Mental Health Action Plan.	-Actions implemented according to staff feedback on questionnaires in November 2020. Extra well-being calls to staff at home ensure they feel valued. -Well-being meetings held termly and staff able to ask for extra meetings. -Staff see that issues shared in well-being meetings are followed up when appropriate.	Staff Mental Health is a standing item on the PPW Committee Agenda. See PPW Committee minutes 11/2 and 6/5/21. SDP 20/21.
Staff completed a wellbeing questionnaire during the Autumn term.	The wellbeing questionnaire has informed senior leaders of staff who require additional support/reassurance. Staff who had previously been shielding were more anxious and had individual meeting with the H/T to discuss anxieties and measures in place.	H/T report to GB 7/12/20 SDP 20/21.
Governors approved the employment of a sports apprentice through Kingsbury Sports Partnership to support engagement in sports activities during unstructured periods and improve extra- curricular activities after school.	The School's PE Lead has been working with the apprentice to develop and enhance the wider curriculum through promoting health and well-being through physical activity in every class to support the teachers teach and aid the children's progress.	GB minutes 22/3/21 and H/T Report March 2021.

#### BEHAVIOUR AND ATTITUDES

Action	Impact	Evidence
Safeguarding Governor monitors behaviour and attendance via discussions with the Lead DSL who prepares a termly report to the PPW Committee and GB.	Identification of issues for concern can be reported to governors and corrective actions agreed with the Head teacher.	H/T Report (Appendix 2) to Governing Board 7/12/20 and 22/3/21
A Governor will support pupils in work to achieve Gold Level UNICEF Rights Respecting Award.	Governor input will help motivate pupils in their work on the Award.	Gold Award application supporting papers.
The Permanent exclusion of a pupil was upheld by the GB Pupil Discipline Committee at its meeting 29/4/21.	This pupil will now receive appropriate support to address	Governors Discipline Committee Panel minutes 29/4/21.



## HAWTHORN PRIMARY SCHOOL

### GOVERNOR IMPACT STATEMENT - SEPTEMBER 2020 to JULY 2021

	behavioural issues at an alternative provision location. The adverse impact of this pupil's behaviour on the class's learning has ceased.	
Creation of a Risk Register for Pupils at Risk of Exclusion. This register will RAG rate relevant pupils.	Governors' awareness of the interventions to prevent a permanent exclusion is raised.	PPW Committee minutes 6/5/21.

A Poulton

Vice Chair of Governing Board

July 2021

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