

Governor Impact Statement

Whole School Aim

Enable and empower all members of our school community to achieve success to the best of their ability.

Governors' Role

The role of the Governing Body is an intrinsic part of the leadership of Hawthorn Primary School, although often unseen by parents and other community stakeholders. We are here to oversee the school is providing the best for your child to the best of their capabilities. This impact statement is one way in which the Governing Body articulates their role in school leadership, the impact we have had on school improvement, and been transparent about their activities. The Governing Body is made up of a group of dedicated volunteers, who invest a huge amount of good will, hard work and time for the sole purpose of improving the education of every child in our school. The Government expects us as your Governing Body to be a dynamic group of highly skilled individuals who focus on supporting the Head Teacher and all the staff to shape the strategic direction of school. As Governors we are accountable for the performance of our school; we are measured by three core strategic functions:

- Ensuring clarity of vision, ethos, and strategic direction
- Holding the Head Teacher to account for the educational performance of the school and its pupils
- Overseeing the financial performance of the school and making sure the money is spent well

Training

All members of Governing Body have and continue to have significant training. The impact of this is that the Governing Body are kept abreast of their responsibilities regarding the latest requirements and expectations. Learning and actions from training is shared at Full Governing Body meetings.

Impact of Full Governing Body Meetings

Each term Governors are invited to attend committees: pupil progress and welfare and Finance and premises. In addition, Governors may also attend monitoring visits at the school; the purpose of this is determined by areas of focus on the school self-evaluation report. For example, meeting with the School Ambassadors, reviewing behaviour, or progress in books.

The impact of this is that governors understand and gain knowledge in areas of strengths and weakness in teaching and practices within the school. This enables us to praise the Head Teacher on how good practice within school is being shared to benefit the whole of all the school years, benefiting areas of weaknesses or concern which have been identified. We use

different sources of information from the school and around the country to try and get the full picture about how the school is doing, whether good, bad or in-between.

Head Teachers Appraisal

The Governing Body carries out the Head Teacher Appraisal annually (Autumn Term). Governors have undertaken Head Teacher's Appraisal Training, and with expert assistance from an independent educational advisor through the Local Authority, the appraisal is carried out. The appraisal process allows us to look closely at the performance of the Head Teacher, have discussions about areas of strengths and where necessary, areas for development. New targets are then set against criteria which the Head Teachers performance will be evaluated.

LEADERSHIP AND MANAGEMENT

Action	Impact	Evidence
Governors attend training through National College and National online safety webinars	All governors required to complete safeguarding training. AP/RC/CP completed safer recruitment training. CP completed complaints management training.	PPW minutes 22.9.22/26.01.23 FGB minutes 10.07.23
National leader commissioned to support School leaders (networking) and aid governors in their understanding of joining a MAT following the Ofsted Judgement	Richard Gill met with the chair and vice chair to share an overview of a MAT. Senior leaders invited to join ATLP monthly leadership meetings	PPW Minutes 22.9.22
Academisation	Discussions held to look at next steps for Hawthorn. HT to invite CEO's in to share information of their MAT.	FGB minutes 10.07.23
Monitoring of relevant outcomes for the key priorities from the School Development Plan	HT shared progress of key priorities and focus for next term.	PPW minutes 26.01.23
Staff performance management monitored	All staff completed their performance management objectives.	Finance and premises 26.01.23
Budget monitoring reports and school financial budget monitoring of school	Budget is being spent well, surplus looking good.	Finance and premises 26.01.23
Risk Register completed	AP completed a risk register that can be added too if required.	Shared with HT following Finance and premises 21.11.22

School Audit shared with Governors	Audit highlighted good practice with minor tweaks.	Finance and premises minutes 21.11.22
Dual funded agreed for resurfacing the school playground	School playground fit for purpose with markings and areas for pupils to engage in physical activities.	Finance and premises minutes 21.11.22
Authorised purchase of a second-hand minibus	Enhance educational visits to aid pupil skills and knowledge across the curriculum.	Finance and premises minutes 21.11.22

QUALITY OF EDUCATION

Action	Impact	Evidence
Governors monitor the quality of teaching and learning	Improvements made across the curriculum. Attainment is on an upward trend.	PPW minutes
Governors meet with the SEND team to monitor the progress of SEND pupils	SEND pupils making progress. Teachers aware of SEND needs/targets, adapting lessons to meet needs.	PPW minutes
Progress of SEND/Disadvantage to form part of staff performance management	SEND pupils making progress. Staff have a stronger awareness of SEND and how to adapt learning.	PPW minutes
Whole school data shared with PPW committee	Gaps addressed.	PPW minutes 22.9.22
School to use NTP funding on external tutors and recovery premium for school led tutors	Progress enhanced in phonics and arithmetic.	PPW 22.9.22

BEHAVIOUR AND ATTITUDES

Action	Impact	Evidence
Safeguarding governor monitors behaviour and attendance via discussions with the pastoral team and HT.	Behaviour to learning improved. Attendance monitored at all levels. Early Help implemented to support families.	PPW minutes 26.01.23
The headteacher reports to the PPW committee on pupils at risk of exclusion.	Pupils at risk of exclusion decreased. Restorative behaviour strategies in place.	PPW minutes 26.01.23

PERSONEL DEVELOPMENT

Action	Impact	Evidence
Staff wellbeing monitored by the headteacher and reported to governors. Mental Health action plan shared.	Staff wellbeing is at the forefront of leadership. Flexibility with PPA, appointments and protected leadership time.	PPW minutes 26.01.23 Finance and premises minutes 22.1.23

Appointment of two unqualified teachers	Enhance the pastoral offer and support pupil's wellbeing.	Finance and premises 26.01.23
Health for life bid completed	Resources purchased and cooking sessions delivered with key families.	PPW minutes 26.01.23

C Pritchard

Chair of Governors

July 2023