



Haydn Primary School

Governors' Impact Statement 2022-23

Haydn is an exceptional school. The Governing Body follows the school's vision and centres on achieving the best possible outcomes for all their children. In line with the 5 R's, we aim for pupils to be reflective, resilient, resourceful, responsible and ready. The best outcome for every child is at the heart of every decision the governing body makes.

The following is a statement by the Governors of Haydn Primary School showing the monitoring work that has been carried out by the board and the impact that their work has had for the education of the pupils.

The Governing Body have reviewed the way we meet throughout 2022-23. We have moved from having two committees each monitoring different areas to now meeting as a full board twice per term. Governors are encouraged to attend one meeting per term in school during which they meet with their allocated Subject Lead for focused discussion.

In Autumn 2022 our previous Chair of Governors, Frances Rowland, stepped down from the role along with one of our co-opted Governors. We had several vacancies during the Autumn and Spring terms. A recruitment campaign during Summer 2023 has led to successful appointments of 3 co-opted governors. We will have a full complement of Governors going into September 2023.

We carried out a skills audit during the recruitment process to identify any gaps within the Board's knowledge.

Skills on our Board include: procurement, finance, site management, legal, contract negotiation, education, childcare focusing on mental health and wellbeing, management and leadership, sustainability, capital projects, HR, occupational therapy and early years.

Here is a list of some of the actions and impacts taken by the Governing Body in 2022-23 considering the key functions of governance.

Effective Governance:

- Vacancies in the Governing Body have been identified and recruited according to position and according to need. We have gained 2 elected parent-governors, a new staff governor and in preparation for 2023-24 3 new co-opted governors. We have ensured we have 2 governors who can support with finance and 2 who can support with HR.
- We have a professional Clerk who supports all our meetings and ensures confidentiality and legality.
- We share the school's strategic priorities as indicated above.
- We heard from stakeholders via parent surveys and staff feedback and stakeholders know how to contact the Chair of Governors.

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Acting Head Teacher: Ms L Paulson

AT HAYDN WE ARE COMMITTED TO THE SAFEGUARDING AND WELFARE OF CHILDREN.
HAYDN IS A NUT FREE SCHOOL.



Clarity of vision, ethos and strategic direction:

- The board share the school's vision to achieve the best possible outcomes for all their children. In line with the 5 Rs, we aim for pupils to be reflective, resilient, resourceful, responsible and ready. The best outcome for every child is at the heart of every decision the governing body makes.
- We share the long term plans of the school focusing on developing leadership, pupil progress with a focus on writing, and breadth of curriculum.
- Policies are reviewed by governors, with challenges and changes considered and made as a result. This year have reviewed policies including Attendance, Behaviour and School Uniform.
- The board verified the school's self-evaluation via external school advisor input

Educational Performance of the school and its pupils and performance management of staff:

- Internal and external attainment data was shared and governors questioned any anomalies or issues
- Governors have received Safeguarding Training in line with updated KCSIE guidance
- Governors received reports from their subject lead teachers each term and entered into discussions with them about the progress in core and foundation subjects. This also ensures that subject leaders are being supported by the senior leaders and that whole school priorities are addressed across all subject areas, e.g. writing is embedded.
- Governors were involved in the performance management and appraisal of the headteacher, with support from external advisor
- Governors were involved with the Recruitment Process for the Head Teacher Vacancy with support from the School Improvement Advisor and Local Authority HR. This included creating recruitment documents, shortlisting candidates and interviewing.
- Governors made the decision to appoint the interim Head teacher and supported the Leadership team in restructuring to support this decision

Financial Performance and Regulatory Compliance:

- We have two governors who are from a financial working background and are well-equipped to challenge and support the school's financial decisions
- The Finance Committee reviewed the budgets and spending and queried as appropriate for further information and evidence
- Staffing structures and any amendments were brought to the Governing Body for discussion and approval, including any staff requests for flexible working.
- Governors supported the SBM with decisions to change Payroll Provider and Absence Insurance
- Premium spending – Pupil Premium, Sports Premium and Covid – were all reviewed in committee meetings, with the impact of each discussed.

In 2023-24 as a Governing Board we aim to:

Be more visible to Parents and Stakeholders, taking opportunities to attend events and share our contribution to the school

Support the interim Head teacher in her role

Recruit to the Head Teacher role

Take an active part in monitoring and Quality Assurance within our subject lead link areas

Raise additional funding for some school projects