



## Haydn Primary School

### Governors' Impact Statement 2023-2024

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 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 met at least twice per term through 2023-24. We have a termly committee meeting which joins both financial and strategic pupil progress discussions and a termly full governors meeting. All governors are required to attend the committee meeting in person in school, and to join this with a subject leader review with their allocation subject.

We recruited several new governors to the board in summer 2023 who have remained with us this year. We currently have 2 vacancies on the board which we are recruiting to for September 2024.

We have completed a governor's skills audit and a diversity audit with the support of Nottingham City Council's Governor Services. These have identified areas of need for training for our new governors and considerations for recruitment for the two remaining posts.

Skills on our Board including: procurement, finance, site management, health and safety, contract negotiation, 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 2023-24 considering the key functions of governance.

#### Effective Governance:

- Governors have accessed training, including compulsory safeguarding training, understanding the role of governance and preparing for Ofsted
- Governors have formed sub committees for pay reviews and finance
- We have a professional Clerk who supports all our meetings and ensures confidentiality and legality
- We share the school's strategic priorities and are updated on progress towards aims and development
- We have heard from stakeholders via parent and staff survey feedback

#### Clarity of vision, ethos and strategic direction:

- The board share the school's vision in line with the 5 Rs (reflective, resilient, resourceful, responsible and ready)
- We share the long term plans of the school focusing on developing leadership, pupil progress with a focus on achieving greater depth and recall of learning, and breadth of curriculum
- Policies are reviewed by governors, with challenges and changes considered and made as a result. This year we have reviewed policies including: Finance, Capability, Safeguarding, Attendance, Anti-bullying and Equality amongst many others
- The board have verified the school's self-evaluation via external school advisor input and have received reports from audits via the school advisor

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Head Teacher: Ms L Paulson

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



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

- Internal and external attainment data was shared and governors questioned anomalies and issues
- Governors received Safeguarding training in line with KCSIE guidance
- Governors received reports and held discussions with their linked subject lead teachers each term, with a particular focus on the subject lead articulating the intent of their subject area
- The pay review committee met to agree teachers' appraisal process
- Governors, supported by the School Improvement Advisor, set and reviewed appraisal targets for the acting head teacher
- Governors recruited a permanent head teacher with support from the School Improvement Advisor and Local Authority HR
- Governors supported the head teacher to recruit a deputy head teacher and assistant head teacher into permanent positions
- Link governors have attended audits throughout the year reviewing: Safeguarding, EYFS, SEND, English and Attendance. This has involved participating in quality assurance.

### **Financial Performance and Regulatory Compliance:**

- We have several governors from financial working backgrounds with high levels of understanding of managing budgets and setting controls. We are well-equipped to challenge and support the school's financial decisions
- The full board reviewed the budgets and spending and queried as appropriately
- The board approve larger spends to improve the school buildings and increase safety with the installation of a new, camera controlled, entry gate
- Staffing structures, including that of SLT, were agreed by the board, as were requests from staff for flexible working and extended leave
- Governors supported the SBM with decisions to change from SIMS to Arbor systems and approval of providers such as Absence insurance
- Pupil premium and Sports premium spending were reviewed in committee meetings, with the impact of each discussed

### **In 2024-25 as a Governing Board we aim to:**

Support and challenge the Head teacher and Deputy head teacher in their roles

Take an active role in audits across our linked subject areas

Develop our own understanding of SEND and vulnerable groups

Support the SBM to maximise income

Build relationships with HOSCA and consider effectiveness of our out of hours provision