



## **Hollydale primary School Board of Governors - Statement of Impact 2015/16**

### **Introduction**

The Governing Board would like to thank all the staff at Hollydale for their commitment and hard work over the past year. Their dedication to the happiness and welfare of all our pupils was rightly recognised by Ofsted, it is this sense of community that makes Hollydale Primary School such a special place.

In January 2016 Ofsted judged Early Years provision; Personal Development, Behaviour and Welfare; and Leadership and Management to be good. Ofsted also identified areas for improvement; these areas have been closely monitored by the Governing board through committee meetings, governor visits and progress reviews by the Local Authority. Teaching and Learning continue to improve and it was great to see our Year 6 pupils score above the National Average in all subjects in their final SATs.

Governance is now recognised by Ofsted as a strength of the school, they said that "The reorganised governing body is rigorous in the way it carries out its duties. Governors are well trained and have a very clear picture of what is needed for the school to improve further:

- Governors responded quickly to the recommendations of the review of their performance following the last inspection. The restructuring of their organisation has enabled them to develop their expertise and to hold school leaders more closely to account for the school's performance.
- Governors' visits to the school enable them to focus sharply on the progress of priorities in the school action plan. These visits and the information they receive on pupil progress enable them to have a very realistic picture of the quality of teaching."

We will continue to work together with school to be the best governing board we can be in order to ensure our pupils get the best all round education, preparing them for Secondary School and giving them skills for life.

### **Full Governing Body**

#### **Chair of Governors: Toni-Marie Spong**

The Full Governing Body Met 4 times.

We started the year by reviewing how effective the Governing Board was and creating an action plan to improve our effectiveness. The main focus was on filling all vacancies on the governing board and ensuring the Governing Board works in a more systematic way, we have recruited 5 new governors this year. Annual agendas have been created for all committees and the full board to ensure we review all relevant aspects of the school and its management over the course of the year and continue to improve the way we hold the school to account. It will help us take a more planned approach to our visits.

All Committees have worked with the Leadership team to ensure that they provide consistent data and robust reports to allow governors to monitor progress, and hold them to account.

Seven Governors met with the Lead Inspector during the Ofsted inspection to talk about our role at the school. A similar number attended the feedback session at the end of the inspection.

We held a very successful half-day workshop with parents, pupils, staff and governors to find out what these key groups of stakeholders like about Hollydale and what they would like to improve. This event, along with results of parent and pupils surveys, and what we learn through meetings and visits is helping us really understand the school. This work will help inform our strategy going forward as we think beyond the Ofsted improvement points to develop the Hollydale of the future.

We still feel we have a gap in our skills around Financial Management so are actively seeking a governor with financial qualifications and experience to help us monitor the school budgets more effectively.

### **Governor Visits:**

The Chair of Governors and Head Teacher meet on a weekly basis. As a result the relationship between the school and the governing body is a lot closer and we work more effectively together.

The Chair of Governors and Chair of the Attainment and learning Committee have attended two progress review meetings with the Local Authority.

### **Attainment and Learning Committee**

#### **Committee Chair: Fred Sharrock**

The Committee met 5 times.

The committee holds the school's Senior Leadership Team to account for the performance of the school by regularly reviewing the attainment and progress of children at Hollydale. This year the school has been implementing a new assessment system that is compatible with the new national curriculum. The committee has been monitoring its progress and reviewing how well the school is adjusting to the new curriculum and the new ways of assessing children's achievements.

The committee remains very focussed on English and maths, but as achievement in these subjects continue to improve it has now broadened its focus. The committee regularly receives data about achievement in science and it started the year with a presentation from the science curriculum leader. It has now begun regularly receiving reports from a range of subject leaders: English, maths, music, PSHE, art, French and ICT.

The committee is scrutinising the quality of teaching in lessons as well as pupils achievements. Looking at quality of teaching and pupils achievements – which should go hand in hand – gives the governors a more rounded view of how effective the school is.

The committee is responsible for overseeing the work the school is doing to implement the recommendations of the school's most recent Ofsted report. It identified a need for further improvements in assessment and in how maths is taught in some classes. The committee has received a report from a recent review conducted by the local authority, which reported that the school had made great strides in addressing the issues Ofsted had identified.

### **Governor Visits**

Maths Link governor has met with the Maths lead and attended a feedback meeting following a local authority maths teaching review.

Literacy Link governor visited the Literacy Link

SEND Link governor visited the SENCO and inclusion team twice, in October and July

### **Pupils, Parents and Community Committee Committee Chair: Emily Dimmock**

The Committee met 3 times.

The PPC Committee is responsible for overseeing and reviewing the welfare and safety of the pupils, and the school's engagement with parents and the community. Its most fundamental role is in overseeing safeguarding and at the beginning of this school year, the committee received a report from Southwark School's Advisor following her review of safeguarding at Hollydale, the outcome of which recommended a review of procedures and policies, which were overseen by the committee. The recent Ofsted report noted the careful attention paid to safeguarding the pupil's welfare and the committee remains committed to ensuring this is maintained.

The committee has been very focused on attendance and behaviour this year, particularly following the most recent Ofsted report, and closely monitors data and progress in these areas. It has overseen the implementation of a number of positive action initiatives around rewarding children for good performance and engaging with parents on the impact of poor performance on their child's education. Whilst attendance is improving, there continues to be an issue with particularly low attendance from a small number of pupils and in Reception, and the committee continues to support and review the school's strategies for addressing this.

The committee now gets regular updates from the Friends of Hollydale, a key point of reference in understanding parental engagement within the school. It has also been involved in reviewing the questions and results of the parents' survey, which in summary highlighted that parents are generally very positive about the school and teaching. The committee has also been involved in the appointment of the new Family Support Worker, due to start in September.

### **Governor Visits**

Safeguarding link has reviewed the Single Central Register and process for risk assessment on school trips.

Two governors attended the Autumn term parents' evening to speak to parents about the school and to encourage parents to stand in the parent governor elections, letting them know what was involved in the role.

Governors met with parents in March following the Ofsted report, to address any concerns. Parents said they would like to know more about the work of the governors.

Governors were interviewed by members of the school council in March.

### **Resources Committee**

#### **Committee Chair: Tomas Thurogood-Hyde**

The Committee met X times

Governors recognised that their oversight of the school's resources would be critical in the coming years. School budgets, especially in London, will come under increasing pressure and Hollydale's premises have considerable maintenance needs.

The appointment of a new school business manager, who has worked closely with the finance link governor, has improved office support for the head teacher and new systems have been implemented for budget control and projections. The school has worked closely with the Council to support its maintenance needs and governors have continued to support and challenge the school over its capital spending.

A new fundraising link governor has been recruited to boost income from grants and other voluntary sources and governors encouraged the school to put more money into the staff training budget to ensure that teachers and support staff continue to improve and offer Hollydale children the best education and experiences possible.

In the recent Ofsted inspection, governors demonstrated a strong grasp of the spending of Pupil Premium and Sport Premium grants and a recent strategy session allowed governors to discuss potential changes with staff, pupils and parents, including expansion and nursery provision. Governors will continue to give consideration to these opportunities.

### **Governor Visits**

Personnel Link met with several teaching and support staff, and the Head Teacher to review CPD arrangements at the school.

Finance Link has worked with the School Business Manager throughout the year.

### **Governor Development during 2015-16**

Governors have attended a range of training courses to help them keep their skills up to date and fulfil their responsibilities. Our Clerk tells us we are one of the most well-trained governing boards in Southwark!

Training attended by governors this year:

- Safeguarding
- Achieving Outstanding Governance
- New governor induction modules
- Governing Body's self evaluation
- Pupil Premium and sports funding
- What is expected of Governors during an Ofsted inspection
- Tackling extremism and radicalisation
- Child Protection Serious case review
- Leading in partnership
- Role of the company secretary and clerk to governors in an academy trust
- Business continuity and disaster management in schools
- Managing complaints
- Developing the strategic role for governors
- Pupil performance data

Representatives of the board have attended all three Southwark Governors Association Meetings.