



2018/19 HPP Governing Body Impact Statement

Over the past year, the Governing Body has fulfilled its core functions:

- 1. Setting the strategic vision for our schools**
- 2. Holding our Executive Headteacher to account**
- 3. Ensuring the school budgets are spent appropriately**

We continually evaluate our performance by:

- Conducting an annual skills audit of the Governing Body and an annual review of Governance
- Performing a 360 review of the Chair's leadership
- Surveying parents and teachers about their experience of our schools
- Listening to pupil voice through student council reports to Governing Body

What we've done and the impact it has had:

Setting the strategic direction for our schools:

1. We have worked with school leaders to share our vision with parents. We held two sessions with the senior leadership team at each school to explain to parents the new leadership structure and to introduce five key areas on the school development plan.
2. Together with school leaders we have articulated our "diamond nine" core values. These are: excellence, inclusivity, partnership, resilience, aspiration, independence, opportunity, pride, and challenge. Our job as governors is to ensure that these values are reflected in our school development plans and in our reviews of spending and teaching and learning.
3. We held an away day to identify key risks and opportunities to ensure continued success within our schools. This has led to the development of our risk register, which documents national and local issues that may impact our schools. We review these regularly to minimise any risks to our school successes.
4. We have worked hard to improve our visibility and communication with parents. We have hosted governor stalls at parents evenings, providing the opportunity to engage with families and find out what is working well and what we can continue to improve. We have also developed our governor newsletter to give more details about the link roles each governor fulfils within the school.
5. We have published our annual survey to parents. The comments parents provided have been discussed with school leaders and we have clear actions to address any concerns raised. We are particularly mindful of the need to improve communications with families and school leaders have been working on this through the school websites over the summer.
6. We have spent considerable energies this year improving our succession planning. We have identified a new chair of Governors, and have appointed a number of new governors who fulfil the need identified in our skills audit. Our governors have a full induction programme and our mentored to ensure smooth transitions.



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Holding the Executive Headteacher to account:

1. Governors oversee the performance management of the Executive Head, set targets focused on pupil progress and staff development, and ensure targets are met.
2. Our School Improvement Committee continues to monitor the progress and attainment of all pupils, including focus on pupils from disadvantaged backgrounds and pupils with SEND. Governors use internal data, external data, reports from our school improvement partner, and observations of lessons and small group work to monitor pupil progress and pupil experience across HPP. We challenge any underperformance in progress or attainment across key groups to ensure the optimal measures are in place to support pupil development.

Ensuring school budgets are spent appropriately:

1. Governors monitor the Pupil Premium Grant (PPG) and Sports Premium Grant spending. PPG funding is allocated to specific initiatives at the start of the academic year, and governors monitor the spending of that budget to ensure it remains focused on the improvement of outcomes for children in receipt of this funding. The activities funded by these grants and their impacts are detailed on the school websites.
2. Our Resources Committee works with the school business managers and senior leaders to ensure best value for money. A measure of our effectiveness is that in our recent benchmarking exercises, HPP was one of only a handful of schools in the locality that is not in deficit. The funding situation for schools continues to be extremely challenging and we continue to work with the school community to find additional funding streams. This year we introduced a terminally voluntary contribution of £10 per child. These additional funds allow us to provide the extras that enable a broad range of learning activities.
3. Governors form a Pay Equality Review Panel that reviews teacher pay annually. This ensures that teacher pay is fair and equal within each school and across the partnership. If anomalies exist, these are discussed with both schools and action taken, if appropriate. Governors also approve teacher pay and increases in salary, where appropriate, based upon pupil progress data for each individual's class (measured against targets set at the beginning of the academic year) and supplementary evidence provided by the Executive Head and Heads of School – all of which is gathered throughout the year during performance reviews with each teacher.
4. **We have approved the budget for both schools for the next academic year, and monitored spending against last year's budgets to ensure final balances are in line with expectations**

All governors are volunteers and bring a range of experience and expertise to our schools. Our work is conducted through termly committee meetings and our Full Governing Body meetings. In between committee meetings, Governors make school visits and meet with teachers, school leaders and school business managers to ensure compliance with our statutory duties, assess progress against targets, and ensure our schools are the best that they can be.