

HPP Governors' Update: Autumn 2022



Welcome to Hampton Primary Partnership Governors' update

Welcome to this Autumn term's update from Hampton Primary Partnership's governors. We have had a busy term with some key staff changes and an Ofsted inspection still likely, any time soon!

The governors would like to personally thank our Chair, Sej Bharbra, for his extraordinary contribution to HPP over the last 4 years. Sej is a brilliantly dedicated, hard working individual and team player who has helped guide the partnership through a global pandemic, laser focused on the children's education, school improvement and with an eye on the Ofsted inspection. In his 'Notes from the Chair', Sej writes more about his time in post, but for now we would all like to say a heartfelt thanks for the time and effort he has put in, and the passion he has demonstrated in his role as Chair – thank you!

Later in our update we bring you updates from School Improvement and Resources, we welcome our new governance professional, Lucy Amoroso, and signpost resources where you will find more information about the schools, the governors and our work.

Notes from the Chair – Sej Bhabra



After four years as a Governor at HPP, my term comes to an end later this month, and I've made the personal decision to not to extend it. To be an effective Chair, or a governor in any capacity, it requires focus, commitment, dedication, and a lot of time! There have been some exciting and positive developments in my professional life, and as keen as I am to continue as Chair, I will no longer be able to provide the same level of time, so it's the right thing to do to pass on the baton.

An extraordinary quarter of a million people volunteer their time and skills to oversee state schools in England, in the interests of pupils. Over the last four years, my appreciation and respect for school governance, the staff and the leadership team has risen exponentially, and it's been a thoroughly rewarding and enriching experience.

HPP was already an excellent school when I first joined the Governing Board, and my remit was to ensure continued success and improvement. To quote HPP's own philosophy, we always want to "be the best we can be", and will never settle. There have been so many accomplishments that anyone connected to HPP should be immensely proud of. It would be impossible to list them all here, but some notable highlights include:

- The successful appointment of three new Heads of School (Mr Tidd, then Mr James at HJS, and Ms Cook at HIS).
- Combining the finance/admin teams across both schools as one department, initially led by Anita Clements, and now under the expert leadership of Lauren Drake.
- Great succession planning across the Governing Board with the successful appointment of new governors and clerks. There have been some wonderful innovations with how governance is conducted, with great forward planning around assessing the schools' Risk Register (looking at future risks and opportunities and mitigation strategies, including academisation), organisational changes, new templates and processes for the School Development plan and monitoring visits.
- Continued investment into the school; both in terms of staffing and resources for the staff, as well as physical improvements, such as the Reading Den at HIS, the new nursery which looks excellent and was successfully opened earlier this term), adding doors to all HIS classrooms, plus many others.
- Successfully navigating our way through a global pandemic. This experience was obviously challenging for all of us. I'm very proud of how the school managed through the lockdowns, partial school closures, the transition to Google Classrooms, and there have been some innovations that have remained post-lockdown. And it's great to have restored some 'normality', including the return of the Year 6 Bude residential.
- The preparation for the imminent Ofsted inspections! More on this later.

I would like to thank all governors, past and present, the leadership team, and in particular, Ms Lockey. It's been wonderful to get to know her over the past four years, and so much of the success of HPP is down to her. She really is an astounding leader, and is deeply passionate about the schools, her staff, the children, and the community/parents.

Some of you may have seen in the news over the past couple of weeks that only 17% of schools previously ranked as Outstanding have retained that title. I've mentioned this in several newsletters over the years – the bar has gone up considerably (as it should, again, we should never settle). Governors and staff alike have done a tremendous job studying the new Education Inspection Framework, which went through a major change a few years ago, and continues to evolve each year. HIS was last inspected in 2010 and was due for an “imminent” inspection in 2020. But with the pandemic, this was delayed. Every week, we prepare ourselves for the inspection, and I was hoping this would have been conducted by now (though at the time of writing, it may still happen this term). Furthermore, HJS is also due for an inspection (last done in November 2017). In fact, it's likely that HJS will be inspected before HIS, and that the two schools will be inspected in quick succession.

We are obviously striving for the Outstanding badge, but as mentioned in earlier editions, with what it takes to get a 'Good' grading, I will be more than satisfied with such a ranking. HPP continues to be the school of choice for so many in the community, and I expect that to be the case for many more years to come.

Finally, besides the inspection, and despite my transition, day-to-day governance must always continue, and the Board continues to do an excellent job. More on this later as we focus on the two main committees (School Improvement, and Resources). And to help us maintain this, I'd like to introduce our newest governor to the board after a very impressive performance during the recruitment process. Courtney Treco, who lives in Richmond Borough, brings a fantastic set of professional competences as a Program Management Office Lead at Barclays, but perhaps more importantly, has the passion, motivation and cultural attributes to continue to drive HPP on. I would also like to thank Lucy Amoroso for taking on the role as the HPP Governance Professional (Clerk). More on this later.

Finally, I'm delighted to officially announce that **Jane Fallon and Mary Buxton** will be taking over as Co-Chairs for HPP. The succession planning process has been taking place for several months, and I am thrilled for Jane and Mary, and thrilled for HPP. Both have been governors for several years in senior positions, and have been instrumental in driving many of the accomplishments outlined above.

I still have two children at HPP, and hope to be involved in other ways, so I hope to see you on the school run and at the school events!

Wishing you all a wonderful festive break, and best wishes for a Happy New Year.



School Improvement



The School Improvement Committee's focus this term has been the school's self evaluation (SEF), the school development plans (SDP) and updating the various policies they are

responsible for. With an Ofsted visit very likely in the near future we thought it was more important than ever to check on progress against the school development plans and confirm the SEFs. The governors on the committee have checked on progress by meeting with the school improvement partner – a highly qualified and experienced education professional – and through their own monitoring visits. This term it was the turn of Key Stage 1.

The School Improvement Partner Report

Visit focus: Phonics and writing

Governors Emily Boswell and Polly Rodway attended HISN, to hear feedback from the School SIP, alongside Helen Lockey and Claire Cooke. The SIP had observed HISN that morning, focusing on writing with some additional observations on phonics.

The SIP was very positive as regards his observations, as has been the case in previous visits. He was having to look for points to improve, rather than them being obvious. Particular successes included consistency of phonics teaching, appropriate reading and matching of books, and support by additional adults in the classroom, which in one case he described as exceptional. In the case of writing he observed good levels of work in books with lots of writing practice, and noted that teachers were very clear in what they were expecting from children.

In respect of one particularly engaged class he noted that "I wanted to sit down and take part", which was lovely to hear. The SIP was helpful in identifying small areas of improvement, which could be straightforwardly addressed.

Phonics

- Positive feedback with the SIP identifying a number of good practice areas
- Staff actively engaged in training to support the implementation of the [Sounds-Write](#) phonic system
- Identified consistency across groups and evidence of strong planning
- School has moved a long way in a short period of time
- Teachers are confident in role modelling reading good practice
- Supported the school to continue to develop staff to ensure fidelity of the programme delivery

Writing

Writing outcomes are incredibly strong - as evidenced by results in summer (+5 overall).

- Focused on progress and attainment of boys; identified a slight gender gap but was confident that the school are proactive in identifying strategies to continue to work towards closing the gap
- Said that leaders demonstrated a commitment to continuous improvement
- Praised practices seeing 'secure practices' and said that leaders and class teachers are held to account; seeing links between classroom practice and the wider performance management system of teachers
- Big writes show stamina for writing
- Where interventions are used, they are clear defined and implemented
- Evidence of differentiation supporting the development of greater depth writing
- Children's work books proved evidence that teachers are building fluency in the expected standard for writing

Resources



Many parents will have seen headlines over the past few weeks suggesting a national crisis in school funding. The recent higher than expected pay award

to teachers and support staff, whilst welcomed, is unfunded and consequently has put additional pressure on already squeezed school budgets at a time of unprecedented energy prices and general rises in costs. HPP is in a fortunate position compared with many schools locally and nationally, having healthy reserves set aside to offset the impact, and the Governing Body will continue to work with the leadership team to ensure we get the best value for money across all our activities.

Our annual Health and Safety audit took place at the end of the summer term, to coincide with the start of demolition works at the old nursery building. We are pleased to report that both schools were given a clean bill of health, and continue to be safe and secure environments for the children to learn in.

Welcome!



We are delighted to welcome our new Governance Professional, Lucy Amoroso, to the Board of Governors. Lucy joins HPP with a wealth of experience having supported other local primary schools and she is looking forward to working with the HPP Board of Governors to further improve our wonderful schools.

The Governance Professional's role is vital to the success of the Board of Governor's mission and we are lucky to have Lucy. In her role Lucy provides us with guidance on the ever-changing legislation and framework that the governors operate in. Lucy also provides clerking and administration support.

Welcome Lucy!

School Development Plans

The School Development Plans provide a roadmap for improvement and help focus resources on key priorities, as well as identifying why something is a priority. We are pleased to note that we are making excellent progress against the plans, and along with our external School Improvement Partner, the Governing Board regularly reviews progress. You can find out more about the schools development plans by following the links, below.

[HJS Development Plan 2022-23](#)

[HISN Development Priorities 2022-23](#)

The HPP School Governors

“We must promote the highest standards for all the pupils, help to set the overall aims and objectives and monitor the school's progress towards achieving them.”

You can find out more about the work of the HPP Governors and how we provide strategic direction for the partnership by clicking the link below.

[More about HPP Governors & their roles](#)

The HPP Partnership Principles



Contacting HPP Governors

As governors we always welcome constructive feedback and enjoy discussing how we can make the schools even better. If you have any additional comments or questions that are not answered here, or by the linked online resources, you can contact the Governors of Hampton Primary Partnership via email to the co-Chairs of Governors janefallon@hpp.school and marybuxton@hpp.school.
