

## HPP Governors' Update: Spring 2022

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### Welcome to Hampton Primary Partnership Governors' update



As we near the end of the Spring Term the Governors' Update will give you a chance to hear about recent changes and improvements at HPP schools. Our Chair, Sej Bhabra, will update you on the new Ofsted framework and when inspections might take place, amongst other things. COVID continues to be a challenge for us all, not least for HPP staff who continue to rise admirably to the challenge of colleague absences at short notice. We commend our brilliant team at HPP for all their hard work and bring you highlights from the recent staff survey. We also report on the work being carried out by our two core committees School Improvement and Resources – this is where the real work of the school governors goes on. After some recent governor departures we are glad to welcome new governors who are joining the team – they bring with them valuable new skills and experience to HPP.

## Notes from the Chair – Sej Bhabra



As always, It's been a busy term of governance activity, and I appreciate you taking the time to read this update so you get a sense of all the hard work that happens behind the scenes to make HPP the best it can be for the children. Since the last update, the governors - who are all volunteers and give up a significant amount of their personal time - have been focusing on a number of things, including but not limited to:

- Curriculum and safeguarding monitoring visits, more on this later
- Recruitment of new staff, including the new School Business Manager – more on this later – and the new Head of Schools for both HIS and HJS.
- Mentoring and orientation of our new governors, more on this later
- Budgeting, I can tell you that having spoken with many other Chairs in the borough and despite the ever-increasing costs, we are in an excellent shape, and helped by the high demand for places.
- Staff survey – more on this later – and thanks to Simon Turner for spearheading this, and for putting together this newsletter too.

I've mentioned in previous newsletters about the potential of being inspected by **Ofsted**, and the (now, not-so-new) [Education Inspection Framework](#). HISN was last inspected nearly twelve years ago (and received an Outstanding rating) and has been well overdue for a new inspection. The pandemic over the past two years has delayed things somewhat. HJS was inspected just over four years ago (Good rating) and is also due for an inspection.

Governors and staff have been busy preparing for some time now for an imminent inspection, and confident that any inspectors will see the great work being put into action. During the inspection, inspectors will observe lessons, check records and gather a range of evidence to inform their judgements, including speaking to staff, governors, pupils and parents and scrutinising pupils' work.

Inspectors also sit in on lessons, look through children's books and folders and talk to them about not just their understanding, but also how engaged they are in their learning, and about other issues like behaviour and bullying.

Ofsted inspectors look at four main areas:

1. Quality of education; how well the school provides the education pupils need at that stage of their learning.

2. Behaviour and attitudes; how pupils, staff, parents and governors feel about the school, and how pupils behave in and out of lessons.
3. Personal development of pupils; how well the schools provide services such as pastoral care, PSHE etc., preparing them for the future.
4. Leadership; how well the school's Senior Leadership Team and governors manage the school.

The new Ofsted framework puts less emphasis on test results than previous inspections did. There will be a greater focus on how schools foster pupils' broader development, including character, citizenship and resilience. They will also look at how schools manage behaviour, from smaller issues such as chatting in class (known as 'low level disruption') to more serious problems such as bullying.

Ofsted have inspected 15,465 primary schools since 2012. Of those:

- 1,597 received an Outstanding rating (10%)
- 11,871 received a Good rating (77%)
- 1,540 received a Requires Improvement rating (10%)
- 457 received an Inadequate rating (3%)

However, since the introduction of the new Education Inspection Framework in 2019, 2,102 primary schools have been inspected in England. Of these:

- 33 have been judged Outstanding (2%)
- 1,657 have been judged Good (79%)
- 353 have been judged Requires Improvement (17%)
- 54 have been judged Inadequate or Special Measures (3%)

Governors and staff alike have known for some time, and I've mentioned in previous newsletters, that the criteria of the new framework has much stricter guidelines for schools. The data above shows that only 2% (vs 10% from the old framework) have been judged as Outstanding. Everyone involved at HPP is obviously aspiring for an Outstanding rating, but given the new framework, we will also be very proud with a Good rating.

A school with an overall Good rating will receive a 'good' rating for most if not all inspection categories, with one or two categories rated 'outstanding' or 'requires improvement'. Good schools will provide for all their pupils' educational needs, and prepare them well for the next stage in their lives. Good schools usually receive a short, one-day inspection from Ofsted once every four years. They will only be put through a full school inspection if there is a dramatic fall in performance.



## School Improvement

The governors' monitoring visits are key to measuring the progress our schools are making towards the agreed goals, and there have been two governor visits so far this academic year. In the Autumn Term we focused on reading and this term we have turned our attention to writing skills.

The focus of the monitoring visits are driven by the priorities in the School Development Plan – there is one for each school – and by the focus provided by our School Improvement Partner (SIP).

As well as posing a range of challenging questions to the leadership team, to explore practices at the schools, the governors met with the SIP. The SIP is tasked with carrying out termly visits to monitor teaching and learning against the priorities outlined in the school development plan.

### Autumn term

HPP's School Improvement Partner met with the schools' leadership teams and the reading leads. They also had an opportunity to meet with a group of school pupils who shared their thoughts about reading at HJS.

The visit was focused on the priorities outlined in the school development plan and the SIP's report praised the *'culture of reading across the school'*. He also commented on how the children's responses *'were very positive and they were able to communicate their enjoyment of reading'*. He also noted the pupils' opportunities to visit the school library frequently and that they had access to a range of reading genres.

At the Infant School, the *'enthusiasm and dedication of staff'* was praised, with the SIP describing the range of interventions to support the children to be the best they can be as *'impressive'*. The SIP was particularly impressed with how a group of year 6 children had initiated a book exchange, in order to actively share their favourite books.

The monitoring governors met with HJSN's assistant head and reading leads. They used this opportunity to ask questions and get an insight into the activities that have been put in place to drive a culture of reading at the school.

### Spring term

The focus of the Spring term visit across both schools was on writing – an area that is identified as a priority in the school development plan and is also a key focus for Ofsted.

During the debriefing meetings with the monitoring governors the SIP was complementary and highlighted a range of good practice across the schools.

The governors were pleased to hear such positive feedback from the SIP and would like to thank the Partnership staff, including the leadership team, involved in the monitoring visits for being so generous with their time, and in answering the myriad of questions posed by the School Improvement Committee members.

## Resources

The end of the financial year is always a busy time for the Resources Committee, as we bring the current year budget to a close and sign off on the next one. Budgets are set on a rolling

three-year basis, which allows the Leadership Team and Governors to plan well ahead and hopefully avoid any surprises further down the road. This year-end has been particularly challenging as it falls during the period where we have no School Business Manager. We are especially grateful to Anita Clements who returned to HPP to help us through the process, whilst simultaneously getting to grips with her role at her new school. HPP is in a fortunate position – the majority of school income is based on pupil numbers – and ours are currently very healthy, so consequently we're able to report a positive longer-term financial outlook. Of course there is no room for complacency and the Partnership is experiencing cost pressure, as are we all.

However, previous years' near full school rolls and careful cost management means we can make contributions towards exciting improvements at both schools, including a new nursery classroom at HISN and a multi-use games area (MUGA) for HJS. Work on the MUGA is likely to start over the summer while we hope the work on the nursery will start later this year.

Away from finance, we're pleased to welcome James Leverton to the Resources Committee. James is one of our newly-elected Parent Governors, and will be taking on responsibility for Health and Safety as link governor. The School Business Manager is a key point of contact for the Resources Committee, and we also look forward to welcoming Lauren Drake to HPP as new School Business Manager at the start of the summer term.

## Staff Survey

This year our staff survey focused on:

- Staff and their role
- School leadership and management
- Wellbeing
- Safeguarding

Over 42% of Partnership staff responded to the survey (consistent response rates to previous surveys), which is sent out to teaching, administration and support staff.

We are delighted to report that in all areas feedback was very positive with some great suggestions on how the schools could be even better. Staff indicated that they are highly engaged with a good amount of challenge in their roles and a sufficient knowledge of the Partnership's strategy and vision. Staff reported their workload was manageable while noting the challenges COVID continues to bring, especially with short notice staff absences – we commend them for their resilience!

Staff well being continues to be a focus for us and the vast majority of staff reported positively in this area.

Staff reported that they felt supported in their own career development and learning, which helps them better support children's learning and school improvement. The schools are

actively working with children for COVID recovery and this initiative gained an over 86% positive rating from staff.

Finally, Safeguarding was seen as an absolute priority by the staff and its implementation continues to be highly effective and supported by training.

The governors are now working with the Partnership leadership to plan further improvements which were identified in the survey. We thank everyone who took part, especially those who took time to provide additional feedback. The governors will report on the improvements in our next update.

## **Welcome to our New Governors & Business Manager**

### **Polly Davies, Parent Governor**



Polly was elected as a parent governor in January 2022. Polly is a qualified solicitor and a partner in a specialist employment law firm. She has three children, two of whom presently attend Hampton Infant School.

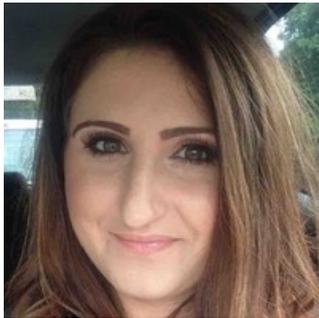
### **James Leverton, Parent Governor**



James was a regular volunteer for the School Streets initiative at Hampton Infants during 2020, and thoroughly enjoyed being involved in the school society. When his daughter progressed to Hampton Juniors he was keen to find another way in which to offer support to the school and its children.

Professionally James sits on The Board at a large London estate agency business where his focus is both strategic and operational, leading many of the support teams at their Head Office including Customer Service, Recruitment, and Facilities. When not behind a desk James is happiest outdoors either cycling, running, or walking. He is passionate about the creation of energetic and inclusive environments and relishes the opportunity to work with HISNA in support of their school community.

### **Lauren Drake, School Business Manager**



Lauren joins us in the Summer term from a local primary School where she currently holds a School Business Manager position. Lauren recently joined her first HPP Resource Committee meeting and we are looking forward to welcoming her properly next term.

## **School Development Plans**

You can find out more detail about the development plans for each school via the links below. We are pleased to note that we are making excellent progress against the plan, and along with our external School Improvement Partner, the Governing Board regularly reviews this and you can find out more about the schools development plans by following the links, below.

[HJS Development Plan 2021-22](#)

[HISN Development Plan 2021-22](#)

## **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 Chair of Governors – [governorchair@hampton-jun.richmond.sch.uk](mailto:governorchair@hampton-jun.richmond.sch.uk)

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