

# Heathmere



**Respect Resilience  
High expectations**

## Annual Governance Statement September 2017

### Role of Board of Governors

Heathmere Primary School has a Board of Governors that is made up of co-opted Governors, parents, staff and an LA Governor. The governing body represents various walks of life and brings a varied and balanced level of relevant expertise. Governors have a role in our school to provide strategic leadership and ensure accountability, oversight and assurance for the educational and financial performance and wellbeing of the school, its pupils and staff. The three core functions of the Board of Governors are

1. Ensure clarity of vision, ethos and strategic direction
2. Hold executive leaders in the school to account for the educational performance of Heathmere and its pupils and the performance management of staff; and
3. Oversee the financial wellbeing and performance of Heathmere and make sure its money is well spent.

The Board of Governors shares the school's ambition and high expectations and is keen to support further enhancing the performance and educational wellbeing of each of Heathmere's pupils.

### When do we meet?

The Full Governing Body meets 4 times a year as a group and as well as this the Chairs of the Committees meet 3 times a year to discuss priorities for Governors and the strategic issues we need to focus on. The Children, Families & Community, Curriculum & Standards and Resources Committees meet once per term. Attendance by Governors is always good with apologies given for any absence where appropriate.

Outside the formal meetings the school is frequently visited by Governors to gain first-hand experience of learning and teaching, offer sounding support and discuss certain matters in more depth. More examples of the Governors' involvement can be found below.

### How are we involved?

The Board of Governors is committed to the success of Heathmere. We devote our time to the school by attending events, observing classes, meeting with teachers and pupils and speaking with external inspectors to ensure Heathmere keeps on track in all aspects. As a Board we also undergo regular training including safeguarding, data and finance.

Last year we conducted a Board of Governors' effectiveness study to check that we have the relevant skills, experience and strategic vision to guide the school. Overall the study was positive in that we have balanced mixture of skills and knowledge relevant to constructively challenge data and development plans and uphold accountability in the interest of pupil outcomes. In particular we felt that the school has continued to improve following our 'Good' Ofsted rating. Our future focus areas to enhance the Board of Governors' involvement with Heathmere's community are to increase periodic and interactive school Governors' visits, the encouragement of parents to become Parent Governors and to ensure that we conduct a fair annual review of each Governor's contribution to the school.

A number of specific and noteworthy matters

*In 2016 – 2017 the school was able to upgrade the Key Stage 1 playground by means of a charitable donation. This charitable foundation has also committed to a further donation that is going to enable us to provide a new Key Stage 2 playground. These investments are welcomed as they will have a direct impact on our children's sporting and recreational activities.*

*The school continues to invest further money from the budget to continue to upgrade the facilities to have a safe and enriched learning environment. For example the internal fire doors have been replaced and the Council will be replacing the boiler system next year. The staff room kitchen was also replaced enabling our teachers to have a better employee experience. In addition we have created a contingency fund to replace the school's guttering system in future years.*

*The school takes Health and Safety very seriously and our Health and Safety Governor carries out termly checks of the premises. The school is checked annually by a Health and Safety Officer from Wandsworth Borough Council and we achieved another 'Good' rating in our last inspection. In addition all premises documents are checked annually to ensure that all relevant legal documentation and risks assessments are in place and the pupils are safe.*

*Pupil Premium funding is reviewed by the Committee and is used to improve pupil outcomes and enrichment activities for disadvantaged children. This year we have continued to use this funding to increase specialist teacher provision and lowering the pupil per teacher ratio in certain classes. This has enabled attainment and progress to improve across the year.*

*A key strategic decision was taken by the Governing body to restrict Heathmere to having 45 children in each year group. This has been welcomed by teachers and support staff as it has enabled smaller class sizes, enabling the teachers to focus more time on individual children's needs.*

*Governors have received training on RaiseOnline for Governors and are taken through both internal and external data reports. There is a high level of competency in data analysis both in the school leadership team and on the governing body. Governors ensure that they challenge the school about different groups including pupil premium, gender, and the various ability groups and ensure that pupil premium is used to have an impact on the outcome of any disadvantaged pupil plus encouraging senior leaders to develop new tools to track pupil progress so that interventions can be earlier and have even greater impact.*

*The school has developed ambitious targets for the standards that Heathmere pupils will achieve for approval by the Full Governing Body and tracked progress against those targets each term using reports from external observers/inspectors (e.g. The Local Authority's School Improvement Partner and the Guided Peer Evaluation), reports from Link Governors for Literacy, Maths, Early Years and SEND and feedback from parents. Using a variety of data sources helps ensure that Governors have a strong evidence base for their conclusions and can be assured that what is happening in school is in accordance with agreed policies and aspirations.*

*In the area of staffing we recognise that attracting and retaining high quality teachers has to be an area of increasing focus for Heathmere. We are in a London borough where affordable housing is not readily available and the costs of living are higher than in other areas of the country. Our Governors are involved with recruitment and also carry out exit interviews with staff that leave, feeding back the results to our Head Teacher who takes action where she can to improve the working environment. The number of teachers who left Heathmere this year has fallen considerably which is encouraging.*

Minutes of full Board of Governors and committee meetings are public documents. If you would like to see any of the minutes, please ask at the school office.

## Looking ahead

Heathmere is in a good place, and this is thanks to the contribution and engagement of all involved with our school. We, as Board of Governors, look forward to continue to support, evaluate and guide Heathmere and will specifically focus on a number of strategic matters

- safeguarding a financially robust budget for Heathmere in the short and medium term, including considering any impact of a revised national funding formula and academisation
- continuous and equal development balancing the individual needs of Heathmere's pupils allowing them to excel and reach their goals. Working closely with teaching staff to monitor that pupil funding is allocated appropriately and assessing comparative performance reports of pupils and teaching staff
- securing a safe, stable yet encouraging environment for our pupils (and their Parents and Carers) and staff to learn (engage) and teach by encouraging that each has a voice that is heard and respected in an evolving society. Ensuring that additional funds available are used for extra-curricular activities for pupils and staff as one of the means available to further enrich the experience of Heathmere's community.

We always welcome Parents, Carers' and pupils input. Please contact the Board of Governors or an individual Governor through the school office with any question, concern or suggestion.