

## Haydn Primary School

### Governors' Impact Statement 2024-2025

Haydn is an exceptional school. The Governing Body follows the school's vision and centres on achieving the best possible outcomes for all their children. In line with the 5 R's, we aim for pupils to be reflective, resilient, resourceful, responsible and ready. The best outcome for every child is at the heart of every decision the governing body makes.

The following is a statement by the Governors of Haydn Primary School showing the monitoring that has been carried out by the board and the impact that their work has had for the education of the pupils.

The Governing Body have met at least twice per term through 2024-25. This year we altered the structure of our meetings to 6 Full Governor Board meetings per year. Each term one of the two meetings focused on Finance and the second on Pupil Progress. In addition, each governor has at least one subject focus area or strategic focus area. They met with their linked member of staff for this area at least once per term.

Two of our Board stepped down in 2024-25. Their contributions to the school and Governing Board were exceptional and we offer thanks to them both.

In Spring and Summer 2025 we recruited 4 new governors to our Board, meaning that we are now up to capacity. The recruitment was done via application forms, which were considered in view of gaps in our skills audits and in terms of availability to attend meetings and other visits. Our new governors were welcomed at our Summer Board meeting and bring a range of skills including accountancy, HR and education.

Skills on our Board include: procurement, finance, site management, health and safety, contract negotiation, childcare focusing on mental health and wellbeing, management and leadership, sustainability, capital projects, HR, occupational therapy and early years.

Here is a list of some of the actions and impacts taken by the Governing Body in 2024-25 considering the key functions of governance.

#### Effective Governance:

- Governors have accessed training, including compulsory safeguarding training, understanding the role of governance and preparing for Ofsted
- Governors participated in Ofsted, meeting with the Inspector and contributing to the final feedback meeting
- Governors have formed sub committees for pay reviews and finance
- We have a professional Clerk who supports all our meetings and ensures confidentiality and legality
- We share the school's strategic priorities and are updated on progress towards aims and development

- We have heard from stakeholders via parent and staff survey feedback

#### Clarity of vision, ethos and strategic direction:

- The board share the school's vision in line with the 5 Rs (reflective, resilient, resourceful, responsible and ready)
- We share the long term plans of the school focusing on developing leadership, focusing on maintaining and improving attendance, pupil progress with a focus on Maths Mastery and development of assessment across Foundation subjects, breadth of curriculum and transforming playtimes with the introduction of OPAL play
- Governors have been part of working groups for OPAL play and Staff Wellbeing
- Policies are reviewed by governors, with challenges and changes considered and made as a result. This year we have reviewed policies including: Communication, Pay Policy and Appraisal Policy amongst many others
- The board have verified the school's self-evaluation via external school advisor input and have received reports from audits via the school advisor

#### Educational Performance of the school and its pupils and performance management of staff:

- Internal and external attainment data was shared and governors questioned anomalies and issues
- Governors received Safeguarding training in line with KCSIE guidance
- Governors received reports and held discussions with their linked subject lead teachers each term, with a particular focus on the subject lead articulating the intent of their subject area and in relevant subject areas, a focus on the assessment within the subject
- The pay review committee met to agree teachers' appraisal process
- Governors, supported by the School Improvement Advisor, set and reviewed appraisal targets for the acting head teacher
- Governors were part of the successful Ofsted inspection
- Link governors have attended audits throughout the year reviewing: Safeguarding, EYFS, SEND, English and Attendance. This has involved participating in quality assurance.

#### Financial Performance and Regulatory Compliance:

- We have several governors from financial working backgrounds with high levels of understanding of managing budgets and setting controls. We have recruited a new governor with a background in accounting and auditing. We are well-equipped to challenge and support the school's financial decisions.
- The full board reviewed the budgets and spending and queried as appropriately
- A sub group of governors has been set up to support the Head Teacher and SBM with budgets in the current financial climate.
- The board approve larger spends to improve the school buildings and increase safety including the repairs to the roof. Risk assessments were shared, considered and approved by the Board.
- Staffing structures, including that of SLT, were agreed by the board, as were requests from staff for flexible working and extended leave.
- Governors supported the SBM with decisions to contract for Absence Insurance and Payroll systems.
- Pupil premium and Sports premium spending were reviewed in committee meetings, with the impact of each discussed

In 2025-26 as a Governing Board we aim to:

Support and challenge the Head teacher and Deputy head teacher in their roles

Take an active role in audits across our linked subject areas

Increase our attendance at school events

Support the incoming SBM with budgets and audits

Build relationships with HOSCA and consider effectiveness of our out of hours provision