

Governing Body Annual Report to Parents

2017-2018



Working together, Achieving together, Growing together

Our School Mission Statement

"Equipping our children with an understanding of the wider world so that they engage effectively in modern society, moving forward with reliance, tenacity and confidence as independent thinkers who strive to become the very best they can be"



Introduction

We are fortunate to have a Governing Body with a wide set of skills and experience who fully support the school ethos and values. The Governing Body is comprised of local people who are either elected to represent the Local Authority, parents, and school staff or those who are co-opted on to the Board by the Governing Body because of the interpersonal or business skills they possess. We are a dedicated group of volunteers and staff who invest a huge amount of goodwill and hard work into improving the education of every child in the school. We are often in and around school and would like to think that we are approachable by all parents.

The governors are the key strategic decision makers and vision setters and we have a legal responsibility for the overall accountability of the school to the Local Authority. Governing bodies have a vital role to play in driving up school and pupil performance and ensuring that resources are used well to give every child the best possible education and it is our role to focus on these core functions.

We aim to be transparent on performance and finances of the school and hope that this annual report will assist parents in understanding our role.

Thank you

We would like to thank...

- All the school staff who work so hard to ensure every child receives the best possible education and the school runs smoothly. Their commitment and enthusiasm is infectious and it is thanks to their efforts that the school maintains such high standards both academically and in their behaviour
- All the hard-working and dedicated members of Friends of Hoylandswaine who work tirelessly to put on extra-curricular events for the children and raising money for the school.
- All the volunteers that come into school helping in class, listening to the children reading, running the library, helping on school trips and many other activities. We couldn't do it without you!
- All the benefactors who have generously given money to purchase much-needed resources and equipment or their company's time to enhance the school grounds – thank you so much

Who are Your Governors?

Firstly we should explain that the governing body, recognising the huge amount of work required from the Chair, has chosen an innovative solution and has appointed two Co-Chairs rather than a Chair and Vice Chair. This allows us as individuals to play to our strengths; it makes sure we both have a close relationship with the Senior Leaders and also allows us to share the time required to carry out the role effectively.

Zoe Blair – First appointed in October 2007 as a Parent Governor and now a Co-opted Member. Co –Chair of the Governing Body since March 2017 and Chair of the Personnel & Pay Committee. Sits on the Standards & Monitoring and OWLS Committees.

Beverley Paddey - Co-opted Member and has served on the Board since November 2012. Co-Chair of the Governing Body since March 2017. Chair of the Finance & Risk Committee and sits on the Monitoring & Standards Committee. Individual responsibility for monitoring English and Health & Safety. Beverley will be standing down as a full-time member of the governing body in December 2018. The Governing Body would like to place on record their thanks for the significant amount of work and time that Beverley has given to the school as a governor and volunteer over these last 6 years, which have been a period of considerable change for the school.

Laura Cole - Headteacher since April 2013. As the school's Chief Executive Officer, she is responsible for the strategic direction of the school and day-to-day operations to ensure that the children get the very best education. As Headteacher she attends all committee meetings.

Damien Bond - Deputy Headteacher and Staff Representative since September 2014. Along with his teaching responsibilities, Damien has line-management responsibilities as well as sitting on the Monitoring & Standards and the Finance & Risk Committees.

Mark Pawson - Local Authority representative since September 2007. Chair of the Monitoring & Standards Committee and sits on the Finance & Risk and the OWLS Committees. Individual responsibility for monitoring the teaching and learning of Special Educational Needs & Disabled children and those who are More Able. Mark will become a Co-Chair of the Governing Body from September 2018.

Rebecca Burton – Parent representative elected by parents on July 2015. Served as Chair of Governors during 2016-2017. Sits on the Monitoring & Standards and Personnel & Pay Committee. Individual responsibility for Parental Involvement monitoring.

Vicky Pearson - Co-opted Member since February 2015 and has served on the Board since June 2014. Sits on the Personnel & Pay Committee together with individual responsibility for monitoring the teaching and learning in the early years and foundation stage.

Richard Punshon - Co-opted Member since September 2016. Chair of the OWLS Committee and sits on the Monitoring & Standards Committee together with individual responsibility for monitoring the teaching and learning of Maths.

Helen Sanderson – Co-opted member since November 2016. Individual responsibility for monitoring Safeguarding.

Karen Schofield - Associate Member since February 2015. Individual responsibility for maintaining links with the village community and sits on the Monitoring & Standards and OWLS Committees. During the year Karen decided to stand down as Associate Member, accordingly, the Governing Body would like to put on record their thanks for Karen's contribution over the last 3 years.

Amanda Rose – Parents Representative elected by parents to the Governing Body in January 2108 and now Chairs the Finance and Risk Committee and sits on the Monitoring and Standards Committee.

Impact made by the Governing Body

As mentioned in last year's report, the visit by the Ofsted inspection team in June 2015 resulted in the school being rated as 'Good' overall and 'Outstanding' in Behaviour and Safety. We are proud of this achievement, and we have continued to work hard to consolidate and improve the Ofsted rating over the last year and seek further improvement from the school over the coming years.

'Effective support from the governing body, particularly to stabilise and strengthen teaching, has brought positive results'

All governors continued to attend professional training and events by external bodies. This allows us to keep up to date with our responsibilities as well as local and national best practice.

The three key roles of the Governing Body

1. Setting the Strategic Direction of the School

In September 2014 the Governing Body set its Ambition for the next three to five years:

"To become a stable organisation, that consistently achieves outstanding educational standards and well-being for all children and which is resilient to changes in staff and governors through sound succession planning"

Our Strategic Plan, which underpins this Ambition, forms the basis for the development of the annual School Development Plan that focuses on areas where we believe could do better.

School Strategic Priorities: September 2017 -September 2018

Priority 1: To be judged Outstanding using Ofsted criteria by 2018, and maintain this level thereafter

The school invited external educational professionals to review teaching and learning across the school against the Ofsted criteria. We received an excellent report, which demonstrated that the school is progressing well towards this objective. School leaders have taken the suggestions made at this time and quickly brought them into daily practice.

Priority 2. To identify and implement proposals that contribute to staff succession planning during 2017/18

The Senior Leadership Team have implemented original and exciting measures to make sure that the school sets a standard for continuing staff development at all levels. This has involved all the teaching staff contributing to the whole school progress through peer review and clear subject leadership. The governing body considers this high-level operating practice as exemplary and this has contributed to the school having developed into a learning organisation.

Priority 3. To actively investigate joining an existing MAT by 2018

The Governing Body wishes to reiterate their commitment to maintaining excellence and in pursuit of this objective we have explored the possibility of becoming part of a Multi Academy Trust (MAT). On completion of this activity we have identified the potential for some exciting, positive changes over the next academic year.

At the end of the academic year 2016, on the recommendation of a MAT working party, the Governing Body formally and unanimously resolved to actively look to join a specific MAT within the Barnsley Borough. The process is still ongoing and has not been ratified yet by either party. Both the MAT and Hoylandswaine PS continue to undertake due diligence, upon which a final decision will be made with input from the Regional Schools Commissioner.

2. Holding the Headteacher to account

Governors' view of the school's progress is informed by their monitoring roles, knowledge of the school, data analysis and through external reviews by educational professionals. The Full Governing Body, and the formal committee structure, allows governors to provide challenge to the Headteacher through questioning and a range of reports. We also identify where further support is needed. The Monitoring & Standards Committee investigates statistical performance data in detail, reviews staff and governor monitoring reports and monitors progress towards achieving the school's strategic objectives

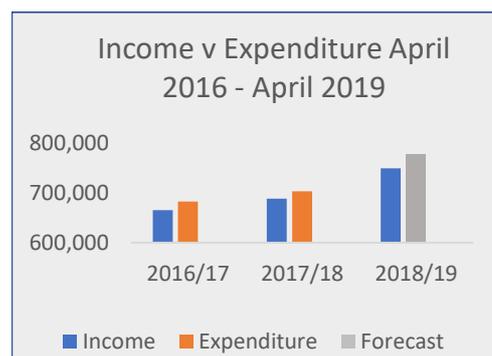
The Personnel & Pay Committee, together with an external consultant, set the Headteacher's objectives at the beginning of each academic year and reviews her performance termly. It additionally assists in the recruitment of new staff and is responsible for all staff issues including appraisal and pay; also approves pupil and staff-related policies and procedures.

3. Overseeing financial performance

The Finance & Risk Committee sets school budgets and monitors spend against forecast, maintains the risk register, and monitors asset management and approves financially related policies and procedures.

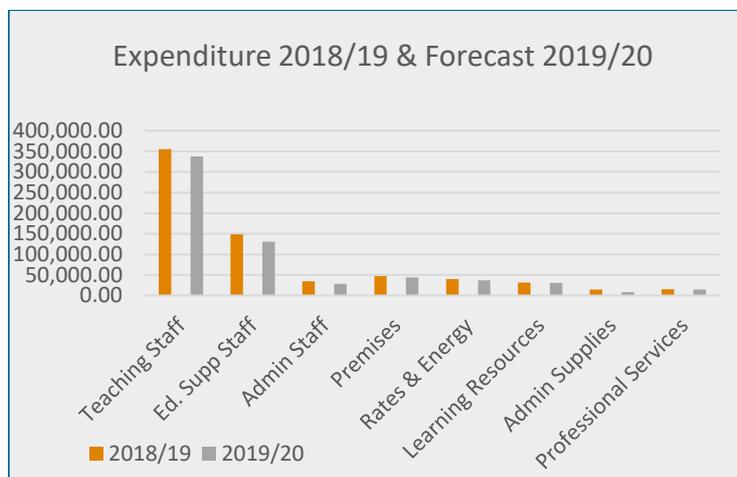
The OWLS Committee monitors income generation and bad debts; it is also responsible for ensuring that wraparound care provision meets regulatory requirements. The Committee members again reviewed the viability of offering a holiday club in consultation with parents. As in the previous year there was insufficient interest to make it financially feasible, therefore, we were unable to offer this additional service.

As explained in last year's Annual Report, the school is required to carry forward deficits into the following annual budget. The original deficit was incurred in 2016/17 due to the expenditure associated with the fifth classroom which was opened to increase capacity. This was in response to an increase in demand for primary school places in Hoylandswaine & Penistone. The matching of capacity to the demand profile is not an exact science and therefore there is a time lag matching up available spaces with a demand for specific year groups. Additionally, as you will be aware from school newsletters and ongoing media coverage, government funding per pupil is not keeping pace with the costs of running a school. However, the deficit at the end of 2017/18 only slightly increased on the previous year although this was because some payments were deferred into the following year to address cash flow constraints.



The current 2018/19 financial position and forecast for 2019/20

The main allocation income is directly related to the number of pupils in school at the autumn census point; in autumn 2017 this was 132. Based on this, the Local Authority set our budget for 2018/19 at £597,313. The total income, which include ring-fenced monies for PE & Sports, Pupil Premium Grant, and Special Education Needs, in addition to the income derived from the before and after school club, gives a total income for the year of £749,787, which will leave us with a projected deficit at the end of the financial year of around £28K as can be seen on the graph on the previous page.



In response to this deficit forecast the Leadership of the school and the Governing Body agreed to organisational changes (as well as other cost saving initiatives) to reduce our in-year costs through changes to staff hours and a reduction in the school day.

As the implementation of these changes did not take place until part way through the current financial year the cost savings do not fully accrue until 2019/20. The chart to the left displays the main expenditures for the current year with the reduction for 2019/20.

Closing Statement

The governing body of Hoylandswaine primary school prides itself on being as open and transparent as possible. In January this year governors updated parents regarding the school's financial situation. It highlighted some of our own exceptional budgetary constraints and problems around the National Funding Formula. As a result, offers of help and support were received and reflected the character of the school community that we are fortunate to be part of.

In June of this year, after scrutinising several options to improve our financial situation, parents were sent detail of our plans to improve the sustainability of the school. The supportive, positive response from parents was once again overwhelming and appreciated. Some concerns were raised, and parents were reassured individually on personal issues and by a letter to all highlighting general concerns, a selection of which are shown below.

Concern

Reducing the school day will reduce the amount of learning time.

Assurance

Despite the shortened day, junior children have the same amount of learning time as previously it is just organised differently. Infants lose 15mins however this is in line with the majority of schools across the country.

Concern

The loss of the 15-minute afternoon break would be difficult for children to maintain concentration particularly amongst the younger children.

Assurance

Our engaging active curriculum helps children to remain focussed and is highly active particularly for younger children. Afternoon learning time consist of, PE, music, DT, science investigations, computing and golden time, all of which involve moving around, working with a range of people and having lots of fun.

Concern

The allocation of monies from the council from the recent housing developments in the village could be used to reduce the school's financial predicament.

Assurance

When housing developments take place the local authority and the developer enter into a legally binding agreement or planning obligation. These agreements often involve the developer providing money to address matters that make the development more acceptable in planning terms. The Local Authority then ring fences how that money can be spent.

The £40K we received from the David Wilson homes development was ring fenced, we would have spent it differently had we been allowed. The money was spent on the provision of a staff car park as this was beneficial to the community because it removed cars parking on the roads outside the school. The school made a bid for £50k from the Conroy Brookes development in February 2018 which is still under review. If successful there will be again constraints, which require that money is spent on a building beneficial to the community. The LA would not allow money from these developments to subsidise the school budget.

Concern

The extended after school club hours could give an opportunity to changes in the club structure and variety of experiences offered to the children.

Assurance

The Owls Committee are working with the out of school club staff to look at how sessions, which could be up to 3hours for some children, could be restructured to enhance their experience.

A direct email address to the Co - Chairs of governors was set up as another communication method, increasing our approachability. governors@hswp.co.uk

We hope that you have found this report of interest and we would welcome any comments you may have or questions about the role of the Governing Body.

As Co-Chairs we would like to take this opportunity to thank all the Governors who dedicate their time and hard work to their roles. The responsibilities of Governors can be very demanding and require a lot of personal commitment. The school is fortunate to have such a good team of dedicated people.

Zoe Blair & Mark Pawson

Co-Chairs of the Governing Body
Hoylandswaine Primary School