

Forty Hill CE School

Governing Body Annual Statement to Parents

September 2022



Review of the 2021-2022 Academic Year

The 2021-22 academic year got off to a running start following the OFSTED decision to inspect the school – its first full inspection since December 2006 - and, as you will all be aware, a very different inspection system, 15 years later. The school was judged to be GOOD in all areas, testament to the hard work and dedication of all the staff.

Having competently and calmly lead the school through its OFSTED inspection in her capacity as acting HT, and following an exceptional interview performance, the Governing Body were delighted to appoint Ms Izard as Headteacher in September 2021, followed by Mrs Saunders appointment as Deputy Headteacher in January 2022 after a similarly robust interview process.

With some Covid restrictions still in place, the Governing Body monitored the work of the school from a predominantly remote position; via Zoom committee meetings; full Governing Body Meetings; subject discussions between link governors and subject teaching leads; wonderful videos of children at work; weekly check-ins between the Chair and Headteacher; weekly newsletters and regular comprehensive reports from the senior leadership team. We also had occasional opportunity when restrictions were lifted somewhat to attend special celebratory events.

Our aim for this coming academic year will be to make more frequent visits into the school building to see the curriculum in full action, and the children at work, but we will be complying with all safety measures the school has in place.

A major focus of the governors is to ensure that our pupils progress appropriately in their education and as individuals. We understand that pupils must be supported by a well-led, enthusiastic, professionally competent and motivated staff, working together within a safe, nurturing environment. We also acknowledge our role in ensuring high standards of management and leadership.

To achieve our objectives, we as governors must continually evaluate the role we play within the school community, and publish relevant information to all interested parties.

This annual statement is part of that evaluation and publication process.

The Governing Body (2021-22)

During the 2021-22 academic year, the Governing Body comprised of 11 governors. All governors are volunteers and offer a wide range of skills and experience.

Foundation Governors are nominated by the London Diocesan Board for Schools (LDBS), Enfield Deanery Synod and the Parochial Church Council (PCC) of Jesus Church. The Vicar of Jesus Church is also a Foundation Governor, *ex officio*. Representative Governors include elected parent and staff Governors, a Local Authority (LA) Governor, as well as the Headteacher and Deputy Headteacher, *ex officio*.

We thank Ms Hannah Bawden who gave generously of her time as a Representative Governor (LA) before stepping down in July 2022.

We started the 2022-2023 academic year with 3 vacancies on the Governing Body (LDBS; PCC; LA). The LDBS vacancy has since been filled, and a nominee has been put forward for the PCC vacancy, leaving one current vacancy (Representative Governor – Local Authority).

The following is a list of the current Governing Body, as of September 2022:

| | |
|--------------------------------|---|
| Ms Laila Barbe | Foundation Governor (LDBS) |
| Reverend Ian Crofts | Foundation Governor – <i>Ex officio</i> (Vicar of Jesus Church) |
| Mrs Zoe Dickson | Foundation Governor (LDBS) |
| Mr Richard Eckles | Representative Governor (Elected Parent Governor) |
| Ms Sue Hamment | Foundation Governor (PCC) |
| Mrs Harika Icoz | Foundation Governor (PCC) |
| Ms Jonquil Izard | Representative – <i>Ex officio</i> (Headteacher) |
| Ms Natalie Keane | Representative Governor (Elected Staff Governor) |
| Mrs Ruth Moore (Chair) | Foundation Governor (Enfield Deanery Synod) |
| Mrs Lauren Saunders | Representative – <i>Ex officio</i> (Deputy Headteacher) |
| Dr Jane Valentine (Vice-Chair) | Representative Governor (Elected Parent Governor) |

Clerk to the Governors

Mrs Anna Keelan, BSc (Hons) DipSBM.

All communication to the Governors should initially be made through the school office via email (office@fortyhill.enfield.sch.uk), telephone (020 8363 0760) or letter.

Function of the Governing Body

The Governors of the school provide strategic leadership and accountability and make an important contribution to the school's wellbeing and effectiveness.

As the Governing Body, we have four core functions:

1. ensuring clarity of vision, ethos and strategic direction

Governors are responsible for setting the school's strategic framework, identifying priorities for school improvement and monitoring progress towards these goals. We are also responsible for setting a school ethos of high expectations of behaviour, progress and attainment of all pupils and of conduct of staff and governors.

2. holding the headteacher and Senior Management Team to account for the educational performance of the school, its pupils and the performance management of the staff

Governors must provide challenge to the school and hold the headteacher and senior leaders to account for improving the quality of teaching and learning and school performance. We do this through questioning and through regular monitoring and analysis of data on children's performance and progress. Governors hold the headteacher to account for the performance management of teachers. The headteacher's performance management is conducted by governors.

3. overseeing the financial performance of the school and ensuring that the budget is spent effectively

Governors look at financial statements and ask questions to ensure that the school makes efficient use of its budget and provides best value for money. Each year the Governing Body considers:

- *Standards of attainment and progress of all year groups and groups of children across the school*
- *Attendance and punctuality*
- *Staffing*
- *Finance*
- *Health and Safety*
- *Regular review of the School Development Plan and the School's Self Evaluation*

4. realising a shared Christian vision for the school

Governors provide further challenge to the school leaders to ensure that the school maintains and promotes a distinctive Christian character and holds leaders to account for evidencing this. Questioning, learning walks, surveys and engaging with the whole community allows the Governors to oversee this feature of school improvement and development.

The 2020-21 academic year continued to be one of real challenge due to the ongoing Coronavirus pandemic. During this time, the Governors have continued with their support of the Headteacher, leadership team and all staff.

The Governing Body

The Governing Body has extensive knowledge from different walks of life, both educational and non-educational. This ensures a wide scope of challenge and accountability for the leadership and management of the school. Governors continue to develop their leadership role by completing Governor training conducted by the Local Authority and online.

The Governing Body has 5 meetings per annum as a Full Governing Body, as well as committees to review:

- Pay and performance of staff
- Vision & SIAMS (Statutory Inspection of Anglican and Methodist Schools)
- Admissions
- School Finance
- Premises.

Staffing

Ms Golebiowska joined us in nursery mid-way through the academic year, and is now a permanent member of the nursery team.

At the end of the 2021-22 academic year, Ms Holly Clifford moved on to be Deputy Headteacher of a Hertfordshire School. We thank her for the contributions she made to the school and wish her well in their new role. The biggest 'goodbye' went to Mrs Allen who had worked in the school office for 15 years. We know that staff, children, parents and Governors will miss her, but we wish her well in her retirement.

In light of the changes seen within senior leadership during 2021-22, Miss Bissett began training as a Special Educational Needs Co-ordinator (SENCo), and takes on this role in the 2022-23 academic year, as well as teaching year 6 for one day per week. Mrs Vial has taken on some of Mrs Allen's role, in addition to remaining our Welfare Officer.

There is a full staff complement to start 2022/23, including some new faces:

- Mr Hemmings – Sports Coach
- Mr Kansara – SCITT student
- Ms Campion – has become one of our SCITT students
- Miss Gaughan – Year 5 class teacher

Quality of Education

The Ofsted inspection in September 2021 confirmed that Quality of Education was GOOD. Ofsted conducted 'Deep Dives' in the areas of Maths, Early Reading, Art/Design and History and they were satisfied with the provision of all these subjects. They acknowledged the clear progression of the curriculum in most areas particularly Maths, Reading and History, and provided the school with targets to apply this model to all areas of the curriculum. Despite interruption from outbreaks in the Autumn Term, delivery of the full curriculum in tandem with an extensive programme of interventions and in school tutoring, ensured filling of gaps, new and rich learning and consistent support for those who needed it. The focus on writing was addressed via CPD, learning walks, monitoring and moderation. Visits from both Sally Moor (LDBS advisor) and the Beatrix Simpson (LA advisor) confirmed that teaching and learning of writing was good or better, with particular reference to the high quality of provision in EYFS and KS1. The Little Wandle Phonics scheme was implemented by the EYFS and KS1 but training and resources provided to the whole school. Mrs Saunders and Miss Hills began a two-year project with a visiting artist which resulted in new skills and materials being filtered down to teachers and into the education of our children. The Governors have continued to support the lead-

ership team in their creative use of the curriculum through Topic Fridays as well as the exciting opportunities provided by Forest Schools, John Gilbert, Debating Competition and Forty Hill College. Internal moderation took place as well as external moderation workshops for Year 6 and Year 2, and an official moderation visit from the Local Authority for Year 2. This moderation visit confirmed all the teacher judgements in the key areas of Maths, Reading and Writing were accurate. Monitoring was conducted by the Senior Leadership Team, School Advisors and Governors throughout the year and confirmed that teaching and learning in all a range of subject areas was good or better. Statutory assessments were resumed this year, although they are not being published. The key headlines include: Reception GLD 76.66%, Year 1 Phonics Test 96.66% pass and KS2 results were of our usual high standard and testament to the hard work and structure put in by the school to ensure our children continue to achieve well above national levels despite interruptions to learning from Covid. Every class has also made significant progress in our focus area of Writing, with writing attainment now almost back to its pre-Covid levels. These results reflect the high quality of education that Forty Hill have provided in response to, and following, the pandemic.

Behaviour and Attitudes

Behaviour at the school was judged as GOOD by Ofsted in September 2021. The Leadership Team reviewed the Behaviour Policy and adapted the classroom approach to more suitable process for the different age groups. The school continues to have a positive behaviour approach, and has continued to support staff to deliver this alongside the strong emphasis on wellbeing and pastoral support. The school has seen less incidents of poor behaviour choices this year and the number of children involved in poor behaviour choices has also decreased. The Governors fully support the introduction of the Zones of Regulation this year as whole school initiative to provide children with the language and strategies to regulate their emotions, and this has contributed to the fall in poor behaviour incidents and increase in emotional literacy. The school's Vision and Values are integrated into every aspect of the school and are revisited and enhanced by regular Acts of Worship.

Personal Development

Personal Development was judged as GOOD by Ofsted in September 2021. The Governors continue to support the leadership and school community with the high profile of mental health awareness and wellbeing within the school. The Deputy Head Mrs Saunders had completed her training as a Mental Health First Aider alongside the Headteacher Ms Izard, as well as starting a qualification as a Senior Lead in Mental Health. The Governors recognize the significant impact of Mrs Watson, as pastoral lead, in the provision of talk time and support for children and families. The Leadership Team continue to place a strong emphasis on the development of the whole child, with opportunities to develop as human beings as well as learners, and this is evident in the teaching of PSHE, British Values, the Reaching Out Programme and the school's participation in the Intergenerational Project, which has involved our children building relationships with the residents of Elysyng House Care Home. The development and growth of the Forty Hill Garden has provided so many of our children with the experience of growing fruit and vegetables from seed as well as playing active part in caring for our beautiful grounds.

Leadership and Management

Leadership and Management were judged as GOOD by the Ofsted inspection in September 2021. The Governing Body is fully supportive of the Headteacher and her Senior Management Team, and have supported the transition of a new leadership team and the changes brought about this year for school improvement. As part of School Leadership, the Governing Body works co-operatively with the headteacher and SMT to monitor the School Development Plan and be part of the Self Evaluation of the school. The School Development Plan in a yearly document that sets the aims for the school based on priorities identified from data, the Self Evaluation Form and Ofsted priorities. These aims need to be purposeful and actively move the school forward. The SDP is monitored and reviewed termly, with an evaluation overview being completed and presented to Governors within the Headteacher Report. The Chair of Governors meets regularly with the Headteacher to discuss improvements and progress towards the aims of the SDP and be kept informed about school developments.

EYFS

EYFS was judged as GOOD by Ofsted in the inspection in September 2021. EYFS is a key part of every child's learning journey through Forty Hill and the Governors recognise the need for a high quality and strongly led EYFS in a school's overall success. The Governors continue to take a keen interest in the continued development of the EYFS provision and environment. The governors have noted that the EYFS environment reflects the challenge and opportunity that we wish our youngest children to have, as well as the freedom and exploration that allows them to learn. The placement of a qualified and experienced EYFS teacher in our Nursery reflects the importance the school places on the quality of education from the very beginning of a child's education.

Focus for the 2022-23 Academic Year

The Governors will particularly focus on:

- Working with the parent community to encourage a relationship with the school based on trust and respect
- Reviewing and analysing the School Development Plan
- Maintain Christian Distinctiveness and effectiveness as a Church School
- Ensure that the Spiritual, Moral, Social and Cultural Education and the wider curriculum (including the implementation of a Global Citizenship curriculum and ethos as part of the school's provision and vision) continues to be a strength of the school.
- Ensuring curriculum resources (including staffing), premises, IT infrastructure and site security is continually updated and purchased whilst maintaining financial stability in uncertain times for school finance particularly with the rising energy costs.
- Ensuring Governors are best equipped to support the school.

This Annual Statement was co-written and published in September 2022 by Ms Jonquil Izard (Headteacher), Mrs Ruth Moore (Chair of Governors) and Dr Jane Valentine (Vice-Chair of Governors).