

**GOVERNING BODY IMPACT STATEMENT 2024-25**

|                                                                              |                                         |
|------------------------------------------------------------------------------|-----------------------------------------|
| <b>Honeywell Ethos</b>                                                       | <b>Rights Respecting Article</b>        |
| <i>A community that cares about excellence, wonder and learning for life</i> | <b>Article 28 (Access to Education)</b> |

**GOVERNORS' CORE FUNCTIONS:**

- 1. Ensuring the vision, ethos and strategic direction of the Schools are clearly defined**
  - 2. Ensuring the Headteachers perform their responsibilities for the educational performance of the Schools**
  - 3. Ensuring the sound, proper and effective use of the Schools' financial resources**
  - 4. Legislative responsibility**
  - 5. Strategic oversight for the Schools' safeguarding arrangements**
- (Department for Education maintained schools governance guide)*

**Structure of the Governing Body, Governors, Areas of work, Administration**

This year has seen the biggest change to our governance structure in many years. Building on the successful collaboration of Honeywell Infant and Junior Schools at many levels, the Schools' Governors made the decision to **form a Federation**. A single Federation Governing Body now governs both Schools. This smaller, streamlined Body will hold the Headteachers to account and is already delivering on other core governance responsibilities in an efficient and productive way.

Three committees (Curriculum & Achievement, Pupil Welfare and Community and Resources) have successfully monitored delivery of **strategic priorities** identified in their action plans for 2024-25. These priorities mirrored those published by the Schools on their Website at the start of the academic year. Information about this work is set out further below.

Four Governors have retired and we made a **new appointment**: Stefan Herz. We are currently recruiting to fill a vacancy. We continue to use Wandsworth LA Clerking Services and Governor Hub for administration.

Our various Link Governors have used enhanced knowledge in their areas of responsibility to provide an extra layer of "**critical friendship**" to the Schools. Information about who they are, and what they have been up to, is set out further below.

Governors held their **4<sup>th</sup> Annual Strategy Day** in June. This year it was held on one day for both Schools with a significant part of the day spent together discussing mutual strategic objectives. Each School also has individual objectives which have been drafted in line with **Ofsted's proposed new report card** criteria. Industry training will be taking place in the autumn and, after the reforms are finalised, Governors will receive



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their own training. The Schools' **Strategic Plans for 2025-26** will be published in September/October after final approval.

### **Curriculum and Achievement (C&A) Committee**

- Governors are regularly monitoring action plans for completion of the outstanding steps in curriculum set out in Ofsted's reports. Governors have focused on the completion and implementation of **lesson plans** in both schools.
- Governors have also monitored the consistency of formative and summative **assessment** practices in both schools.
- Another important aspect in the strategic plan of the committee has been to evaluate the curriculum delivery across schools for different **key stages**. Using English as a focus subject, governors have seen that teaching methods are coordinated. The schools have put a concerted effort into increasing the diversity of texts taught at school and improving writing skills, by blending the English curriculum with other subjects such as Science.
- Throughout the year Governors tracked internal data showing pupil attainment/progress, which was moderated and set against targets. Early data for 2025 continues to show that **Honeywell Schools perform strongly** against the National and Wandsworth picture.
- Governors have monitored **sports** provision this year –in the context of statutory PE requirements (for example swimming) as well as enrichment and competitive opportunities. Honeywell pupils have been incredibly successful in diverse sports and competitions in the 2024-25 academic year
- Governors have also monitored that **sustainability** is embedded in different aspects of the curriculum.
- Governors have also supported the school in the organisation of **enrichment** activities related to STEM disciplines as part of British Science Week, the presentation of TED Talks and through visits to Museums.
- Governors are working with the schools evaluating the pros and cons of using **Artificial Intelligence** to support teaching practices with the aim of establishing a framework for its safe and ethical use.

### **SEND Link Governor**

After many years as the Special Educational Needs Co-ordinator in the Infants School and then as the Link Governor for SEND, Sarah Hall is leaving the Honeywell community at the end of this term. Sarah's successor, Charlotte Elston comes to her new role with a high level of energy and enthusiasm and after a detailed handover from Sarah.

In 24-25 Sarah has continued to work closely with the Inclusion Managers/SENCOs in both schools, with the children and with the staff who support them in the classroom and in the playground.



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- Supported the Schools on matters of additional provision for the increasing number of children with an Education, Health and Care Plan (EHCP)
- Delivered **EHCP specific SEND training** to the whole governing body
- Closely monitored the **progress** of children with an EHCP and those children for whom an application is in process
- Monitored the progress and completed observations in class of the non EHCP children on the SEND register
- Supported the **wellbeing** of staff on the SEND teams
- Participated in all the Governing Body initiatives and meetings

### **Equality, Diversity and Inclusion Link Governor**

The link governor for Equality Diversity and Inclusion (EDI) has responsibility to ensure that everyone at Honeywell is treated fairly, has the same opportunities, regardless of their differences. Their role is to make sure Honeywell schools are celebrating and respecting diversity including race, gender, religion, disability, and sexual orientation. Ensuring we are an inclusive community means creating an environment where every individual (children and adults) feel valued and have a sense of belonging.

- Anna Grimstone led infant and junior **monitoring visits** with a focus on equality, diversity and inclusion in May 2025. The visits provided evidence that both schools are teaching concepts of equality, diversity and inclusion both explicitly and implicitly through the curriculum and in enrichment activities. The **EDI action plans** were reviewed with Amy Walker and Natasha Ojo to ensure we are on target to meet our EDI objectives for 2025. As member of the curriculum and achievement community, Anna is able to review the attainment data for all pupil groups including children with special educational needs and those entitled to pupil premium. Thereby, ensuring the schools are supporting pupils to achieve best outcomes e.g. through early birds teaching, special interventions, subsidising school trips and after school club availability.
- In the infants, review of the **subject EDI** impact statements and lessons plans show how the school are drawing in EDI themes through all lessons. Anna observed English lessons in year 1 and 2 this term featuring two stories which celebrate diversity and inclusivity (Bathe the cat and The Perfect Fit). She also attended a No Outsiders led by the EDI lead for infants, Amy Walker. On this day Anna led pupil voice interviews, where children spoke with confidence about challenging unkindness and celebrating other religions and cultures.
- In the junior school lessons in English, History and French were observed by Anna alongside the EDI for the juniors Natasha Ojo. The school is incorporating high quality teaching on equality and diversity into its **curriculum** in a natural and sensitive way across all subjects. Children speak about their thoughts and feelings towards equality and diversity with confidence. There were examples of where



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teachers encouraged children to challenge their assumptions and children responded positively to this and demonstrated critical thinking and empathy.

- The junior school **survey** included questions written by school council pupils and rights respecting ambassadors demonstrating the school is dedicated to involve pupils in feedback and promote leadership opportunities for all children. The junior school still holds **gold rights respecting** role model status, which a tribute to their ethos and hard work towards respecting diversity and being inclusive.
- Through the numerous **enrichment** activities offered in the junior school children are exposed to places of faith, music and arts from other cultures such as Brighter Sounds concert at the Royal Albert Hall and inclusive sporting events to name just a few.
- In May another fantastic International Day was created by the **PTFA** providing the Honeywell community with an enjoyable afternoon to come together in celebrate the different cultures represented throughout the school.

Anna is looking to ensure the schools achieve even greater collaboration in their EDI ethos, action plans and continuity of equality, diversity and inclusion teaching. She is looking forward to closer working relationships between Amy Walker (infants) the new EDI lead Katie Thompson (juniors) who is replacing Natasha Ojo who is leaving Honeywell at the end of the year.

### **Pupil Welfare and Community Committee (PW&C)**

The primary function of PW&C is to ensure that all essential policies, procedures, and systems are in place to **safeguard** the wellbeing and safety of every child across both schools. This includes overseeing statutory safeguarding compliance, ensuring all staff receive suitable safeguarding, first aid and wellbeing training.

The Committee meets at least once each term and receives regular updates from Headteachers and Designated Safeguarding Leads at both schools. It also carries out learning walks in key areas such as PSHE and RSE to gain direct insight into how the schools support pupil welfare.

Additionally, PW&C keeps track of areas such as admissions, attendance, healthy eating, and maintains continuous oversight of the number of Children Looked After and any referrals made to Children's Services.

The Committee Chair also reviews the **Single Central Record** - a statutory requirement for all schools and academies in England and Wales - which holds details of pre-employment checks, regulated activities, and recorded data for all staff, governors, and volunteers.

- In response to new government guidance introduced last year on Filtering and Monitoring, aimed at shielding pupils from harmful online content, Designated Safeguarding Leads have continued working in close partnership with the schools'



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IT infrastructure provider to ensure appropriate measures are firmly in place for **online safety**.

- This year saw sustained attention on student **behaviour**, with regular updates provided by Headteachers at each committee meeting.
- The Committee has continued to review **attendance** data to ensure consistency with the schools' Attendance Policy.
- PW&C has monitored enrolment trends at Honeywell, paying particular attention to pupils joining or leaving mid-year, to better understand movement dynamics across the schools.
- Throughout the year, the Committee reviewed the outcomes of **surveys** distributed to pupils, staff, and parents. These findings were also presented to the full Governing Body.
- Learning walks were also undertaken focusing on Monitoring & Filtering and SEND.
- Lastly, PW&C is responsible for maintaining a number of key **policies**, including but not limited to the Child Protection & Safeguarding Policy, Communications Policies, Children Looked After Policy, First Aid Policy, Behaviour Policies, Suspensions and Exclusions Policy, Visits and Visitors Policy, and the Children with Medical Needs Policy. All of these are available on the website.

### **Staff Link Governor**

The Staff Link Governor works in collaboration with PW&C to ensure there is a focus on staff and staff wellbeing. Gail Jermyn meets with staff and headteachers, conducts headteacher appraisals and carries out monitoring visits.

- Gail worked with the Headteachers to analyse the data from the **staff survey** (the second year using the redesigned staff engagement survey) and to produce a set of next steps to be discussed with the staff during INSET days. The aim was to show the staff that they are being listened to and their comments and suggestions are being acted on.
- Gail took part in a SENCO coffee morning with ADHD focus for parents and carers. The event was extremely well-attended and demonstrated collaboration between the two schools as well as Honeywell's commitment to providing SEN support.
- Gail completed a monitoring visit with the SENCO at Honeywell Infant School to see first-hand the teaching methods which have been put in place to support children with SEN. It became very clear that **teaching and support staff** have a high level of understanding of the children's needs and apply measured and thought-out techniques to great effect.
- Gail conducted Headteachers' **appraisals** (full and half year), monitoring delivery of agreed personal objectives and checking wellbeing, which is also done regularly at Committee meetings.
- Gail ensured that all teaching staff performance management took place in a timely and appropriate way.



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### Resources Committee

The Resources Committee continues to manage its responsibilities across a series of action plans: HR, Finance, Benchmarking, Premises and Environmental Sustainability. Governors liaise closely with the School Business Manager and a governor supported the Schools in the recruitment panel for a new SBM recently. The schools have continued to use the Wandsworth LA suite of HR policies.

- Governors have supported the senior leadership teams in migrating to a new **financial accounting system** provided by Wandsworth LA. This transition involved significant challenge and scrutiny to ensure that rigorous oversight of the budgets could be maintained.
- **Budgets** for 2025–26 were submitted and are both realistic and deliverable. While it was particularly challenging year and budgets necessarily remain tight, Governors have exercised financial prudence in leaving both schools with cash reserves to face what continues to be an uncertain economic climate.
- The **generosity of families** through the **PTFA** is hugely appreciated by the Schools and Governors. Their contributions had a significant impact on what would otherwise have been possible within the budget constraints. The financial pressures also required a renewed focus on the major budget drivers—both income and expenditure—to assess whether more can be done in these areas. This work is essential to ensure that all financial decisions remain aligned with Honeywell’s overall strategic plan and the quality of its educational offering.
- As part of the annual budgeting process, governors agree the **staffing** structures for both schools for the upcoming academic year. This ensures financial prudence while enabling the schools to continue delivering on their strategic plans. Senior changes in the Infant School included approving the succession plan and new staff structure following Jane’s retirement. In the Junior School, the departure of the Deputy Head led to a reshaping of the senior leadership team, including the appointment of two full-time Assistant Heads.
- Each year, both schools are required to submit their ‘**Schools Financial Value Standard**’ (**SFVS**) survey to Wandsworth for review. The committee finds this process extremely valuable as it provides an opportunity to audit our practices and ensure we are fulfilling our responsibilities and asking the right questions.



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### **Environmental Sustainability Link Governor**

Sarah Richardson continues to support the Schools in her role as Link Governor for Environmental Sustainability. Environmental Sustainability remains a strategic priority and represents a core value in all aspects of School life from operation of the school buildings to embedding sustainability in the curriculum and culture of the Schools.

This year the Schools have focussed on increasing the teaching of environmental sustainability in the curriculum and have taken the significant step of appointing a teacher in each School as an **Environmental Sustainability Lead**. It is thanks to these teachers that Honeywell now participates in Wandsworth Council's **Food Waste** Collection in Schools Scheme thereby leading to a further reduction in the Schools' carbon footprint.

- Environmental Committee continued to meet; this year focussing on Food Waste Collection, Air Quality and CPD for staff.
- Supported the installation of **LED lights** throughout the Schools in August 2024.
- Introduced Climate Ed who delivered Climate Literacy and Action workshops to Year 6.
- Continued focus on environmental initiatives leading to Junior School Cut Your Carbon, Farm to Fork and Upcycling Workshops and TedX Talks on Climate Change and Infant School celebrating World Earth Day and Walk to School Week.
- Governors continue to support the focus on outdoor learning with the Junior School trips to Paradise Co-operative and learning on Wandsworth Common and Infant School organising numerous nature and environmental trips.
- Introduced **Air Quality Workshops** by Wandsworth Council to the Infant Green Team and Years 3&4 in the Junior School.
- Supported Environmental Sustainability leads with options for **CPD** which led to WWF training 'Empowering Young People to Take Action' being delivered to all Infant teaching staff.
- Environmental Sustainability 3 Year **Action Plan** reviewed and shared with all Committees of the Governing Body.
- Environmental issues identified at the annual Governors Strategy Day in June with new targets for next year to be included in the Strategic Plans.

### **Financial Benchmarking Link Governor**

- The new Government Financial Benchmarking and Insights Tool has been used to benchmark Honeywell expenditure against similar schools
- Ainsley Chrishan has regularly monitored financial sustainability metrics and staff/pupil ratios as part of ongoing benchmarking



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### **Health & Safety Link Governor**

As the Health and Safety Link, Asia Underwood has:-

- Worked closely with the School Business Manager and Premises Officer to ensure the Schools' premises are safe and well-maintained
- Conducted regular monitoring visits and reviews of maintenance logs, risk assessments and statutory inspections
- Helped to identify areas for improvement and measures to mitigate risks
- By working collaboratively with school leaders and staff, supported the Schools in maintaining a **safe and healthy environment** for pupils, staff and visitors, which is essential for effective learning and wellbeing.

### **Monitoring Visits**

Please see attached schedule of Governors' visits to the Schools during 2024-25.

### **Training**

Training is undertaken by the whole governing body as well as by individual governors relevant to their role and responsibilities. Individual training records are kept on Governor Hub. All Governors completed the following training in 2024-25:

- Keeping Children Safe in Education
- Understanding EHCPs.

**Honeywell Schools Federation**

**Full Governing Body**

**17 July 2025**



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### HONEYWELL INFANT AND JUNIOR SCHOOLS

#### Schedule of Learning Walks, Visits, Monitoring Activities

(Where applicable, please comply with Governor Visit Protocol and complete Monitoring Report)

| Date    | Activity                      | Activity/Subject area/Focus                                                                                                                                              | School | Governors                                                                      | Report                                       |
|---------|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------------------------------------------------------------------------------|----------------------------------------------|
| 4/10/24 | <b>Performance Management</b> | Headteachers' annual performance management review with Gulshan Kayembe (LA Link Adviser)                                                                                | Both   | Tim Carlton<br>Jones<br>Sarah<br>Richardson<br>Gail Jermyn                     | Y/ Confidential                              |
| 9/10/24 | <b>Monitoring visit</b>       | Meeting with SBM and Heads ahead of resources committee to update on budget monitoring systems, new financial system and action plans with objective to agree next steps | Both   | Rebecca<br>Horgan                                                              | Resources autumn 1 papers & agenda           |
| 18/9/24 | <b>Monitoring Visit</b>       | Meeting with heads to discuss federation proposal and communication strategy                                                                                             | Both   | Rebecca<br>Horgan<br>Charlotte<br>Elston<br>Sarah<br>Richardson<br>Emma Healey | Federation proposal, townhall slides and FAQ |
| 25/9/24 | <b>Monitoring Visit</b>       | Meeting with heads to discuss federation proposal and communication strategy                                                                                             | Both   | Rebecca<br>Horgan<br>Charlotte<br>Elston<br>Sarah                              | Federation proposal, townhall slides and FAQ |



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|          |                            |                                                                                                               |        | Richardson<br>Emma Healey                                                                                                                   |                                            |
| 2/10/24  | <b>Attendance to event</b> | Governors' open Town Hall with Head Teachers for parents on subject of Federation proposal                    | Both   | Emma Healey<br>Rebecca Horgan<br>Anna Grimstone<br>Sarah Richardson<br>Charlotte Elston<br>Sarah Hall<br>Nick Burberry<br>Jen Barton Packer | Summary of meeting in November EGM papers  |
| 7/11/24  | <b>Monitoring visit</b>    | Meeting with Natasha Ojo, Kathryn Jessett and Sam Bessant from IT Wavenet to discuss filtering and monitoring | Both   | Jen Barton Packer                                                                                                                           | PWC                                        |
| 13/11/24 | <b>Monitoring visit</b>    | Meeting with heads and ES leads to discuss ES Action plans for the year                                       | Both   | Sarah Richardson                                                                                                                            | FGB autumn 2                               |
| 28/11/24 | <b>Monitoring visit</b>    | Meeting with Junior SENCO                                                                                     | Junior | Sarah Hall<br>Charlotte Elston<br>Jen Barton-Packer                                                                                         | FGB autumn 2 and notes in SEND Link folder |
| 3/12/24  | <b>Attendance to event</b> | Attendance to TEDtalk presentations by year 6 pupils on sustainability                                        | Junior | Sarah Richardson<br>Jose Jimenez<br>Jen Barton-Packer                                                                                       | N                                          |
| 9/12/24  | <b>Visits</b>              | 3 short visits during w/c 9/12/24 to Reception                                                                | Infant | Sarah Hall                                                                                                                                  |                                            |



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| 16/1/25 | <b>Monitoring visit</b>    | E-safety learning walk with Natasha Ojo (plus filtering/monitoring meeting with Sam Bessant)                                                                                                                                                     | Both   | Jen Barton<br>Packer                                                                   | PWC                                                   |
| 21/1/25 | <b>Learning Walk</b>       | Curriculum & Achievement Committee: Assessment Policy in action                                                                                                                                                                                  | Both   | Jose Jimenez<br>Charlotte Elston<br>Anna Grimstone<br>Jen Barton-Packer<br>Emma Healey | FGB spring 1                                          |
| 22/1/25 | <b>Monitoring visit</b>    | Meeting with SBM and Heads ahead of resources committee to view asset register (ahead of Federation), update on budgets, monitoring systems, resources policies and agenda for spring 1 meeting                                                  | Both   | Rebecca Horgan                                                                         | Resources spring 1 papers and agenda                  |
| 5/2/25  | <b>Attendance to event</b> | SENCO coffee morning with ADHD focus for parents and carers featuring the schools' educational psychologists                                                                                                                                     | Both   | Charlotte Elston<br>Gail Jermyn                                                        | N                                                     |
| 13/2/25 | <b>Learning Walk</b>       | All year groups plus action plan review and meeting with SENCO and Headteacher                                                                                                                                                                   | Infant | Sarah Hall<br>Charlotte Elston<br>Gail Jermyn                                          |                                                       |
| 6/2/25  | <b>Monitoring visit</b>    | Meeting with Gareth Evans and Charles Roberts from Wandsworth Financial Advisory department together with all heads and SBM. Objective of meeting was to review service being provided and agree a way forward to overcome identified challenges | Both   | Rebecca Horgan<br>Nick Burberry<br>Emma Healey                                         | Follow up email with actions and meeting was recorded |
| 12/2/25 | <b>Monitoring visit</b>    | Meeting with heads and ES leads to discuss 3 Year Climate Action Plan                                                                                                                                                                            | Both   | Sarah Richardson                                                                       | FGB Spring 2                                          |



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| 19/3/25 | <b>Learning Walk</b>    | Curriculum & Achievement Committee: English                                         | Both   | Jose Jimenez<br>Charlotte<br>Elston<br><br>Jen Barton-<br>Packer | FGB spring 2                                         |
| 29/4/25 | <b>Visit</b>            | Health & Safety walk with Premises Manager and Meeting with School Business Manager | Both   | Asia<br>Underwood                                                | Monitoring report                                    |
| 8/5/25  | <b>Monitoring visit</b> | EDI Meetings and learning walks with EDI leads Amy Walker and Natasha Ojo           | Both   | Anna<br>Grimstone                                                | Monitoring reports<br>on governor hub                |
| 8/5/25  | <b>Monitoring visit</b> | Meeting with SBM to update resources action plan                                    | Both   | Rebecca<br>Horgan                                                | Revised action plan<br>for next resources<br>meeting |
| 23/5/25 | <b>Monitoring visit</b> | Meeting with JC to review staffing structure and discuss budget implications        | Junior | Rebecca<br>Horgan and<br>Emma Healey                             |                                                      |
| 11/6/25 | <b>Monitoring visit</b> | Meeting with heads to discuss staff survey results and next steps                   | Infant | Gail Jermyn<br>and Rebecca<br>Horgan                             |                                                      |
| 20/6/25 | <b>Monitoring visit</b> | Meeting with Infant SENCO                                                           | Infant | Sarah Hall<br>Charlotte<br>Elston<br>Gail Jermyn                 | On Governor Hub                                      |
| 20/6/25 | <b>Monitoring visit</b> | Meeting with Junior SENCO                                                           | Junior | Sarah Hall<br>Charlotte<br>Elston<br>Gail Jermyn                 | On Governor Hub                                      |



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| 20/6/25 | <b>Follow up visit</b>  | Junior staff survey meeting with Headteacher and Deputy to discuss next steps                                                                | Junior | Gail Jermyn<br>Emma Healey                                                                                                                     |                                                     |
| 24/6/25 | <b>STRATEGY DAY</b>     | Review of current Strategic Plan, SWOT, survey results to set objectives for 2025-26 with Headteacher and Deputy                             | Both   | Rebecca Horgan<br>Emma Healey<br>Sarah Richardson<br>Asia Underwood<br>Charlotte Elston<br>Jose Jimenez<br>Jen Barton-Packer<br>Anna Grimstone | Draft SP for 2025-26 to be available early autumn 1 |
| 26/6/25 | <b>Monitoring visit</b> | Meeting with SBM to brief Stefan as a new governor on the financial monitoring reports and the background the the current financial position | Both   | Rebecca Horgan and Stefan Hertz                                                                                                                |                                                     |