

IMPACT STATEMENT 2023-24

Honeywell Ethos <i>A community that cares about excellence, wonder and learning for life</i>	Rights Respecting Article Article 28 (Access to Education)
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GOVERNORS' IMPACT STATEMENT 2023-24

Structure of the Governing Body, Governors, Areas of Work, Administration and Performance of Core Duties including Strategic Direction

For many years the respective governors of Honeywell Infant and Junior Schools have met and governed as one full governing body (FGB), making best use of the various skills and experience of the governors for the benefit of both schools. This reflects and enhances the degree of collaboration that exists between the Schools on many levels and strengthens delivery of the core functions of governance. Three committees are delegated the majority of our work: (1) Curriculum and Achievement (2) Pupil Welfare and Community and (3) Resources. The Committees are streamlined and have, via action plans for 2023-24, focussed attention on the strategic priorities of both Schools. A calendar of our meetings and governors' attendance is on the Website. The strategic priorities were as published in autumn 2023 on the Website. Specific progress monitored by each Committee is set out later in this impact statement.

There were a number of changes to our governor membership this academic year. We welcomed newly elected Infant School governors: Jen Barton Packer and Nick Burberry and saw new individuals taking on Link Governor roles and assuming Chairs positions (more information below).

A range of governance information is on the Website. Clerking services for FGB has continued to be provided by Wandsworth LA and we continue to use Governor Hub for our administration, registration of business interests, training logs and records. In March 2024 the Department for Education published new guidance on strategic leadership and governance of maintained schools (to replace the Governance Handbook 2019) – however our core duties remain the same. We have continued to hold the Headteachers to account for educational performance and sound use of financial resources in an effective and consistent manner this academic year: specific details are below.

2023-24

- In respect of our third core duty – ensuring clarity of strategic direction - for the third year running both Schools held Strategy Days in June. We discussed progress towards the schools' aims and ambitions and reflected on the threats faced by all schools and from which Honeywell is not immune. The discussion was strategic and forward thinking and in October 2024 revised

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Strategic Plans will be published to the school community. The focus will continue to be on regaining Ofsted outstanding together with building a sustainable future.

- With focus on strategic direction, a working group conducted research into modelling for a sustainable future with maximised opportunities for success and achievement and community cohesion.
- The annual policy review highlighted e-safety and communications as two priority areas and new policies have been developed.

Curriculum and Achievement Committee (C&A)

This Committee has responsibility for the Curriculum and the academic achievement and progress of all pupils, with particular regard to pupils with SEND and those in receipt of Pupil Premium grant. Core work includes data monitoring, school visits, and regular updates on curriculum development and assessment. Reports for Pupil Premium as well as Sports Premium grant funding are on the Website. Staff governors are currently members of C&A and they provide valuable insight.

2023-24

- 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 development of the 'small steps' lesson plans in the Infant school and the process of embedding 'Big Questions' in the Junior curriculum.
- Governors have also monitored the learning maps developed for all subjects by the corresponding subject leads at both schools. These maps are important as they set a cohesive plan for the delivery of the curriculum.
- Another important aspect in the strategic plan of the committee has been to evaluate the curriculum delivery across schools for different key stages. Using Maths as a focus subject, governors have assessed that teaching methods are coordinated and well-aligned in both schools.
- Throughout the year Governors tracked internal data showing pupil attainment/progress, which was moderated and set against targets. Early data for 2024 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 which is something the schools know from parent/carers surveys is important. These activities have been significantly increased during the 2023-24 academic year.

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- Governors have also supported the school in the organisation of enrichment activities related to STEM disciplines as part of British Science Week and the Hello World Hack aimed at promoting Computer Science for girls in primary education.

SEND Link Governor

After many years as the Special Educational Needs Co-ordinator in the Infants School, Sarah is the Link Governor for SEND and works closely with the Inclusion Managers/SENCOs in both schools. She visits the school regularly, meeting parents at social events and children and the staff who support them in the classroom and in the playground.

2023-24

- Support given to both parents and Inclusion Managers on matters of additional provision for children with an Education, Health and Care Plan (EHCP)
- Involved in an unusually large number of applications for places for children with an EHCP from across the Borough and from further afield
- Closely monitored the progress of children with an EHCP and those children for whom an application is in process
- Supported the wellbeing of staff on the SEND teams
- Liaised with the Place2Be lead practitioner regarding the involvement of children with SEND
- In her capacity as SEND Link Governor involved in strategy workshops for both schools and all the Governing Body initiatives and meetings

Pupil Welfare and Community Committee (PW&C)

Tim Carlton Jones took over as Chair of PW&C this year, succeeding Lucy Taffs who had held the role for 15 years! We are hugely grateful for all Lucy has done for the schools. Tim is now also the Safeguarding Link Governor.

The role of PW&C is ultimately to ensure that all policies, procedures and measures are in place to guarantee the safety and wellbeing of every child in the schools. This includes the monitoring of statutory safeguarding requirements, appropriate safeguarding training for all staff, and first aid and wellbeing training for relevant staff. Relevant policies are on the Schools' website.

The Committee meets termly and receives regular reports from the Headteachers and Designated Safeguarding Leads in both schools. It also undertakes learning walks in areas such as PSHE and RSE to gain a first-hand understanding and experience of how the schools ensure the children's welfare.

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In addition, PW&C monitors pupil numbers, admissions, attendance, healthy eating, and maintains regular oversight as to the numbers of Children Looked After as well as any referrals made to Children's Services.

The Chair of the Committee also monitors the Single Central Record – a record of pre-employment checks, regulated activity, and recorded information of all staff, governors and volunteers. This is a statutory requirement for all schools and academies in England and Wales.

2023-24

- At the beginning of the academic year, the government introduced new guidance around Filtering and Monitoring with the aim of keeping pupils protected from harmful content online. The Designated Safeguarding Leads have worked closely with the schools' IT infrastructure provider to ensure all necessary and appropriate measures are in place to keep the children safe when using the internet.
- A major highlight this year has been the re-awarding of Honeywell Junior School continues to meet the gold standard for UNICEF UK's Rights Respecting Schools Award.
- There has been an ongoing focus on the general behaviour of children this year, with Headteachers reporting on this at each committee meeting.
- PW&C has overseen extensive monitoring of attendance figures and a new Attendance Policy has been approved to bring it in line with new government guidance. Both schools are continuing to use the services of an educational welfare officer (EWO) which continues to improve attendance and reduce unauthorised absence.
- PW&C monitors the number of children at Honeywell, especially those arriving and leaving mid-year to gain a better understanding of the fluidity of movement within both schools.
- Throughout the year PW&C reviewed results of both schools' wellbeing surveys to gather pupil voice information. This was then discussed by the Committee.
- A learning walk was also conducted with the schools' Place2Be provider to gain a greater understanding of the fantastic mental health support service available to the children.

Equality, Diversity and Inclusion Link Governor

Anna Grimstone has taken over from Tim as the EDI link governor. She has visited both schools in the Summer term to monitor the progress made towards the 2023-24 EDI action plan.

2023-24

- During these visits Anna met with both schools' EDI leads (Amy Walker for Infants and Natasha Ojo for Juniors). Together they reviewed the many positive steps taken, in the last year, towards meeting the schools EDI objectives and goals.

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- These include staff training, No Outsiders assemblies, school trips and Rights Respecting Role Models. Increasing the diversity of the lead literature texts and books and topics available to children in both schools, shows a purposeful focus on equality and representing diversity across all subjects.
- A history lesson observation in the infant school demonstrated maturity in the childrens thinking with regard how the world is changing in its approach to equality
- A learning walk within the juniors demonstrated the children’s appreciation for the nine protected characteristics and work displayed around the school across a wide range of subjects shows how they celebrate individuality and diversity.
- There has been progress towards closing gaps in attainment across pupils. This has been through initiatives put in place to accelerate pupil learning, improve attendance and make parent-teacher meetings more accessible and inclusive.

Resources Committee

In September 2023, the Resources Committee revised it’s terms of reference to ensure there was no duplication between Full Governing Body meetings together with ensuring all matters were being dealt with by the most appropriate committee. As part of this reconfiguration, the staff wellbeing and the parent survey was moved to PWC committee so that all stakeholder voices (pupils, staff and parents) were being reviewed by one committee and health and safety was moved centrally to be reported at FGB level. Consequently, this provided efficiencies so that the number of overall Resources meetings could be reduced down by two across the year.

The Resources Committee manages 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 SBM recently. The schools have continued to use the Wandsworth LA suite of HR policies.

2023-24

- Governors have supported the senior leadership teams in embedding the move to using a new Financial Advisory Service provided by Wandsworth LA – where we migrated to more sophisticated budgeting tools. This has produced monthly budgeting reports that provide more detailed insight and enable more rigorous scrutiny.
- Despite a very challenging year with the pressures of inflation, a teachers’ pay award (that was agreed by Government after schools had budgeted with year-end being in March) together with pressures on pupil numbers (impacting all London boroughs) both schools successfully managed their finances to meet their budgets.
- The generosity of families through the PTFA was regularly acknowledged by governors in their meetings throughout the year for the incredible difference it makes to the school experience for

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our pupils, which is above and beyond what would otherwise be possible within the ordinary financial constraints that the Schools must operate within.

- As part of the annual budgeting process, Governors agree the staffing team structures for both schools for the following academic year ensuring there is financial prudence while the schools can still deliver on their strategic plan. Senior changes in the Junior School included the recruitment of a new Assistant Head alongside a full time SENCO.
- Annually, each school must submit their 'schools financial value standards' survey to Wandsworth to be reviewed. The committee find it an incredibly useful procedure to audit that as a committee we are fulfilling our responsibilities and asking the right questions.

Environmental Sustainability Link Governor

Sarah Richardson has supported the Schools in her role as Link Governor for Environmental Sustainability. The schools have continued their work to ensure that Environmental Sustainability is a strategic priority and 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. All Governors have had training in Environmental Sustainability from the National Governance Association and the Headteachers have also undertaken CPD in ES.

This year the Schools have taken two very significant steps to reduce their carbon footprint, thanks to the efforts of the SBM with support from the ES Link Governor:-

1. The Schools energy contracts have been renewed from October 2024 with electricity on a Renewable Energy Tariff from British Gas.
2. The planned installation of LED lighting across the Schools over the summer holidays.

2023-24

- The Environmental Sustainability 3 Year Action plan was reviewed and new targets set.
- The Environmental Committee (ES Link Governor, SBM, HTs, teachers and support staff) continued to meet, this year focussing on recycling, supporting the Green Team and Eco-Warriors and improving air quality within the Schools.
- The Green Team pupil group in the Infant School continued and the Eco-Warriors pupil group was established in the Junior School. Eco-Warriors have been engaged in greening the school, promoting recycling and a trip to the Wandsworth Waste & Recycling Centre, recycling art project, Big Plastic Count for Greenpeace, Water Aid campaign.
- Recycling rates have been improved across the Schools with the purchase of new recycling bins in classrooms and support from the Green Team and Eco-Warriors.
- Outdoor learning opportunities have been encouraged with the Junior School providing regular trips to Paradise Co-Operative and outside learning sessions on Wandsworth Common and the

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Infant School refurbishing the garden area and introducing the Outside Learning programme for Reception children.

- Numerous ES initiatives have taken place in both schools eg TedX Talks on Climate Change, Junior School Climate Café, Infant School Walk to School Week, Eco-Schools 'Cut Your Carbon Campaign', Green Football Weekend workshops.
- Environmental Sustainability on the agenda at the recent Strategy Days for Infant and Junior Schools and will feature on the Strategic Plans for both schools next year.

Financial Benchmarking Link Governor

Ainsley Chrishan is the link governor for this area. His role has evolved throughout this year alongside a number of initiatives implemented by Resources Committee. Budget scrutiny and efficiencies have significantly improved.

2023-24

- The Link Governor has worked closely with the School Business Manager and the Resources Committee throughout the year to ensure any possible cost savings, efficiencies and additional sources of income are identified.
- This year, access to the Wandsworth LA Financial Advisory Service has significantly helped the School Business Manager with financial resource management and planning going forward.
- From a benchmarking perspective, there are a number of DofE resources now available to ensure that the Schools are using their resources as efficiently as possible.
- The Resources Committee and SBM have spent significant time ensuring adherence to the Schools Financial Value Standard ("SFVS"). Indeed, our Schools' SFVS is being used as a best practice example by Wandsworth LA Financial Advisory to train other schools.

Monitoring Visits

Monitoring visits are wide-ranging and used to enhance our knowledge of the Schools. We explore progress being made, school priorities being implemented, policies in action and monitor wellbeing. We record our visits centrally. Governors also liaise regularly on an informal basis with school leaders as part of their core monitoring, to ensure consistency between formal meetings and for wellbeing checks.

2023-24: Please see the attached schedule of visits.

Training

Keeping up to date with the latest developments and advice on effective governance is an important responsibility. Training is undertaken by the whole governing body as well as by individual governors relevant to their role and responsibilities and FGB meetings are routinely used to actively encourage

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training. Governors make use of an annual subscription to National Governors Association e-learning platform. Whole school training focuses on areas of strategic priority or statutory importance.

Keeping Children Safe in Education is a key statutory responsibility and Governors confirm they have read the updated guidance (Part 1) each year. A record (together with certificates) of all Governors' training is kept centrally on Governor Hub.

2023-24

- This year whole school training was undertaken on Environmental Sustainability and Cyber Security.

Full Governing Body

Honeywell Infant and Junior Schools

23rd July 2024

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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
4/10/23	Performance Management	Headteachers' annual performance management review with Gulshan Kayembe (LA Link Adviser)	Both	Rebecca Horgan Sarah Hall Gail Jermyn	Y/ Confidential
12/10/23	Monitoring Visit	Meeting with Charles Roberts (LA Advisory) to update on transition to new accounting system	Both	Rebecca Horgan Sarah Richardson	Monitoring Report
12/10/23	Monitoring Visit	Meeting with Ms Sertin (Science subject lead) to discuss curriculum and enrichment activities	Junior	Jose Jimenez	Monitoring Report
2/11/23	Monitoring Visit	Catch up meeting with Frances Hunt	Junior	Sarah Hall	Report in Link Gov/FGB
2/11/23	Monitoring Visit	Catch up meeting with Kathryn Jessett	Infant	Sarah Hall	Report in Link Gov/FGB
17/1/24	Monitoring Visit	Chair Climate Action Team Meeting	Both	Sarah Richardson	Report Spring 1 FGB
24/1/24	Learning Walk	Maths learning walk	Both	Jose Jimenez, Charlotte	Reports by Jose on GH Visit Reports
26/2/24	Learning Walk/Monitoring Visit	Health & Safety walk with Premises Manager and Meeting with School Business Manager	Both	Emma Healey	Reported to FGB
5/3/24	Monitoring Visit	Environmental Sustainability Learning Walk	Infant	Sarah Richardson	Report Spring 2 FGB
13/3/24	Monitoring Visit	Meeting with Frances Hunt	Junior	Sarah Hall	
13/3/24	Monitoring Visit	Meeting with Kathryn Jessett	Infant	Sarah Hall	
5/3/24	Monitoring Visit	Chair Climate Action Team Meeting	Both	Sarah Richardson	
20/6/24	Monitoring Visit	End of year meeting with Frances Hunt	Junior	Sarah Hall	Report in Link Gov/FGB
27/6/24	Monitoring Visit	End of year meeting with Kathryn Jessett	Infant	Sarah Hall	Report in Link Gov/FGB
24/4/24	Monitoring Visit	Meeting with Milli Place2Be	Both	Katie Price Sarah Hall Gail Jermyn	Report by Gail
9/5/24	Monitoring Visit	Meeting with Charles Roberts (LA Advisory) to review service and discuss benchmarking	Both	Rebecca Horgan Sarah Richardson	Monitoring Report
10/6/24	STRATEGY DAY	Review of current Strategic Plan, SWOT, survey results to set objectives for 2024-25 with Headteachers	Infant	Rebecca Horgan, Sarah Hall, Emma Healey, Charlotte Elston, Sarah Richardson, Nick Burberry, Jen Barton-Packer	Draft SP for 2024-25 to be available early autumn 1
17/6/24	STRATEGY DAY	Review of current Strategic Plan, SWOT, survey results to set objectives for 2024-25 with Headteacher and Deputy	Junior	Rebecca Horgan, Emma Healey, Sarah Richardson, Charlotte Elston, Nick Burberry, Jen Barton-Packer	Draft SP for 2024-25 to be available early autumn 1
27/3/24	Performance Management	Head teachers half year appraisals	Both	Rebecca Horgan Gail Jermyn	Confidential emails
28/11/23	Monitoring Visit	Wellbeing update and finalising objectives	Both	Rebecca Horgan Gail Jermyn	Confidential emails
26/2/24	Monitoring Visit	Meeting with heads re. SBM recruitment	Both	Rebecca Horgan	N/A
4/6/24	Monitoring Visit	Meeting with infant heads to further discuss strategy following summer 1 FGB	Infant	Rebecca Horgan, Charlotte Elston, Sarah Richardson	Confidential slides
7/6/24	Monitoring Visit	Meeting with junior head to further discuss strategy following summer 1 FGB	Junior	Rebecca Horgan, Charlotte Elston, Sarah Richardson	Confidential slides
18/6/24	Monitoring Visit	Meeting with Amy walker to discuss progress towards EDI action plan and lesson observation	Infant	Anna Grimstone	Monitoring report
11/7/24	Monitoring Visit	Meeting with Natasha Ojo to discuss progress towards EDI action plan and learning walk	Junior	Anna Grimstone	Monitoring report