

Hadley Wood Primary School



Governors' Key Activities Plan 2021 - 2022

Our Vision	... that every child will leave our school confident in their own abilities and excited about the future, with the strategies and skills to tackle tasks and situations in a capable manner and caring about their planet and their fellow humans
Our 2021-22 Values	... pride, respect, self-belief, community, perseverance, leadership, equality, curiosity, kindness, teamwork, tolerance.
Core Functions of Governing Body	... ensuring clarity of vision, ethos and strategic direction ... holding leaders to account for the educational performance of the school and its pupils, and the effective and efficient performance management of its staff ... overseeing the financial performance of the school and making sure its money is well spent.

Key Activities for 2021-22 Academic Year

School Development Plan Priority	Governor Activities	Accountable	Progress
Quality of Education	Understand what the school has done to thread equality, diversity and inclusion (ED&I) throughout the curriculum (Intent)	Curriculum Committee	
	Do learning walks to review what action has been taken on the teaching and learning of P.E. and Music during this academic year (Implementation)	All Governors (incl CC members)	
	Review how support staff are trained, developed and supported this year to enhance their skills and confidence to support SEND, SEMH and Disadvantaged children throughout the school (Implementation)	Staffing Committee	
	Review whether all SEND pupils make at least expected progress from their individual starting points and understand reasons if this does not happen, and review whether curriculum provision has been tailored to meet the needs of Disadvantaged children by monitoring impact on individuals (Impact)	Inclusion Governor	
Behaviour & Attitudes	Do a learning walk to review and understand the ways in which pupils are encouraged to take a positive role in creating a school environment in which commonalities are identified and celebrated, difference is valued and nurtured, and bullying, harassment and violence are never tolerated (including how ED&I curriculum development has contributed to this)	All Governors (incl CC Members)	
	Do a learning walk to review and understand the development and embedding of growth mind-set and metacognition, and how the school is ensuring that all children are actively engaged in all aspects of the learning by embedding the Hadley Wood Approach to Learning in all aspects of the curriculum	All Governors (incl CC Members)	
Personal Development	Do a learning walk to understand the range and scope of enrichment activities, including Forest School and before/after school clubs, with focus on the level of attendance and involvement of Disadvantaged children	Chair + GB	
	Do a learning walk to review and understand how the Learning Mentor and Inclusion Manager are working with staff within classes to develop a consistent approach to supporting SEMH across the school, and to review the initiatives being implemented to develop children's understanding and attitude towards good mental health and wellbeing	All Governors (including Inclusion Governor)	
Leadership & Management	Monitor the implementation and impact of initiatives to develop the quality of leadership across the school (including the senior leadership team, phase leadership, SEND and subject leadership), and review the scope, amount and quality of CPD provision for all staff	Staffing Committee	
	Review Headteacher, SLT and staff wellbeing initiatives that are in place to support the whole team through the ongoing challenges presented by the Coronavirus pandemic	Staffing Committee	
	Support Headteacher to increase involvement of parents in strategic matters for the school, and ensure governors are visible/approachable in parent forums/meetings if these are possible this year	Chair + All Governors	
Early Years Foundation Stage (EYFS)	Attend one of new parent coffee mornings and talk to parents about their experience of joining the school, and the measures being taken to involve parents and carers in their children's learning	EYFS Link Governor	
	Do a learning walk to review/understand how the EYFS curriculum is being delivered, measures taken to ensure high quality teaching of phonics and early reading, and support for SEND and disadvantaged children in EYFS	EYFS Link Governor + Inclusion Governor	
Premises Development	Support the music room replacement project by reviewing quotes, assisting planning development & making appeal to local community for funding (in conjunction with FHWS)	Premises Committee Finance Committee	
	Transition to a new Chair for the Premises Committee, and determine list of priorities for future development	Premises Committee	
Long-Term Vision & Governance			Progress

Key Activities for 2021-22 Academic Year

School Development Plan Priority	Governor Activities	Accountable	Progress
To ensure long-term sustainability of the school	Reconvene working group in Spring term 2022 for a further review of whether any different structural options or additional partnerships could bring significant advantages or benefits to Hadley Wood School (based on external developments since the 2021 review)	Structure & partnerships working group	
	Find ways to strengthen local community links for the benefit of the school	All Governors	
To ensure the Governing Body delivers effective school governance	Complete a skills audit and develop a succession plan for key GB roles (including adjusting roles and responsibilities of Governors to expand their experience), then run an election for the parent governor vacancy in the autumn term, followed by recruitment for the co-opted governor vacancy	Governor Recruitment Panel	
	Commission review of governance in 2021-22 academic year, through Local Authority Governor Support Service or another external body	Chair	
	Ensure all governors attend external training courses and have completed all the requirements of the HWS induction policy when they first come back on site	Training & Dev Link Governor	
	Work with Head and Deputy to streamline policies and improve policy management, so that review dates are clearly visible to Committee Chairs and distributed across the year	Vice-Chair	

Key:

	Green – on target / on track for completion in 2021-22
	Orange – generally on target but areas needing attention / work to do to complete
	Red – concerns that not on target and corrective measures needed
	Grey - activity not started