



HAMPSTEAD SCHOOL

Learning together Achieving together

Chair of Governor's Annual Report to parents and carers of students at Hampstead School - the 2021-22 academic year in review

Introduction:

The purpose of this report is:

- to enable governors to be more accountable to parents
- to celebrate the successes of the school
- to help to inform parents of what the governors do
- to help enable the governors to continue our self-review and the impact of their governance.

You can find out more about the governors from Hampstead School's website:

<https://www.hampsteadschool.org.uk/governors>

Contact details:

The Chair of Governors in the 2021-22 academic year was Brian Netto.

The email contact for the school is enquiries@hampsteadschool.org.uk

The telephone contact for the school is 020 7794 8133.

Who we are and our main responsibilities:

The membership of the governing body can be found on the website. Our 4 core functions are:

1. ensuring clarity of vision, ethos and strategic direction;
2. holding the executive leaders to account for the educational performance of the organisation and its students, and the performance management of staff;
3. overseeing the financial performance of the organisation and making sure its money is well spent;
4. ensuring the voices of stakeholders are heard.

Background to the report:

The autumn term 2021 was a busy one, with a new committee and governing body structure in place, which meant revised documents such as the standing orders, the delegation log, and terms of reference for each of the five new committees. Additionally the school was inspected by Ofsted under Section 8, and a final report was received during the spring term.

During the year four new governors were recruited, two of whom were elected by parents, joining two other previously appointed governors. All six new governors undertook induction, both via the school and Camden Learning.

As we expect a further Ofsted Section 5 inspection, at the earliest in March 2023, with six governors fairly new to the position, and with a new chair elected in July to take office in September 2022, the governing body will face further challenges.

Governors recruited a new clerk (now called 'governance professional'), to replace Margaret Johnson, who has performed this role highly effectively over many years. Governors were also involved in the recruitment of a new Director of Business Operations and Assistant Headteacher.

The governors' vision for the school.

The 2021-22 academic year was the first time that the governors and the governance professional collaborated to produce our own strategic plan. This plan was in place in December 2021, and has been RAG-rated (Red – yet to start, Amber – on the way, Green – completed) against key targets.

An updated plan was presented to governors during the summer term 2022, to reflect priorities arising from the October Ofsted inspection. Plans are in place for governors to work with senior leaders on the school's vision during the autumn term 2022. The plan shows that most of our targets have been met, but that there is still more to do.

At its final meeting of the year, elections took place for a new chair of governors – Jacob Sam was elected for a period of one year. The new chair is likely to be leading the school through some potentially significant changes, as we anticipate a Section 5 Ofsted inspection, and consider how we respond to the government's plans for all schools to be part of a multi-academy trust by as early as 2030. The government has also issued a white paper on changes to SEND, which is being reviewed by the Local Authority (Camden).

Holding leaders to account:

Named governors take on specific statutory responsibilities for the following areas, and report back to the governing body each year:

- safeguarding
- special educational needs and disability (SEND)
- careers guidance
- pupil premium spend
- health and safety
- data protection.

Governors have been supporting the senior leadership team with imbedding good behaviour and procedures in the culture of Hampstead School. The governors have visited the school to ensure all aspects of the school are observed.

Training:

Governors attended training on Ofsted preparation, on equity, inclusion and diversity, and on effective recruitment during the year. Individual governors have also attended training sessions, mostly through Camden Learning and The National Governors' Association. Camden Learning is a school supported structure to enhance education in Camden schools.

Finances:

Governors were able to approve a sensible budget for the financial year 2022-23 so the school doesn't fall into deficit, and staffing looks quite healthy for the 2022-23 academic year. Governors and senior leaders have initiated a process of establishing more strategic approaches to fund raising, alongside the already well established hiring out of the premises, particularly the sports facilities and swimming pool.

Stakeholders:

Governors are at an early stage of involving key stakeholders in the life of the school – such as via the Parent-Teacher Association (Friends of Hampstead School) and student involvement in governor meetings.

Let us know how we are doing.

Governors are keen to know what parents think of the school, and how you think the governors are doing. We welcome any suggestions. Please send any comments marked for the attention of the Chair of Governors to enquiries@hampsteadschool.org.uk.

Brian Netto
Chair of Governors
2021-22 academic year



Jacob Sam
Chair of Governors
2022-23 academic year