
Annual Governance Statement 21/22



Kindness



Focus



Creativity



Responsibility



Collaboration

Federation Name	New Wave Federation
School Addresses	<p>Grazebrook Primary School (main Federation office) Lordship Road, London N16 0QP</p> <p>Shacklewell Primary School Shacklewell Row, London E8 2EA</p> <p>Woodberry Down Primary School Woodberry Grove, London N4 1SY</p>
Main Telephone number	020 8802 4051
Contact email addresses	gboffice@newwavefederation.co.uk / swoffice@newwavefederation.co.uk / wdooffice@newwavefederation.co.uk
Websites	www.https://grazebrook.hackney.sch.uk/ www.https://www.shacklewell.hackney.sch.uk/ www.https://woodberrydown.hackney.sch.uk/

Category of schools	Community Schools
DfE numbers	<p>Grazebrook – 204/2864</p> <p>Shacklewell – 204/2545</p> <p>Woodberry Down – 204/2654</p>
OFSTED grading and date of last inspection	<p>Grazebrook (OUTSTANDING) Feb 2012</p> <p>Shacklewell (OUTSTANDING) March 2019</p> <p>Woodberry Down (OUTSTANDING) Jun 2012</p>

Name of Executive Headteacher	Ms Nicole Reid
Name of Headteachers	<p>Grazebrook – Ms Katie Beecroft</p> <p>Shacklewell – Mr Rory McGrath</p> <p>Woodberry Down – Mr Derek Hewie</p>

Date of Annual Governance Statement	5 th October 2022
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Whole Federation Aim

'Excellence for All'

Governors' Role

The Governing Board is key to the leadership of New Wave Federation. The Governing Board supports and challenges the Headteachers and Executive Headteacher to continually improve the school and provide the best education for every child.

This Annual Governance Statement is one way in which the Governing Board communicates its work and the impact we have had on school improvement to our stakeholders.

The core functions of the Governing Board

As defined by the Department for Education (DfE) in The School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 and the statutory Governance Handbook, the core functions of the Governing Board include:

- **Ensuring clarity of vision, ethos, and strategic direction;**
- **Holding the headteacher to account for the educational performance of the school and its pupils; and**
- **Ensuring the sound, proper and effective use of the school's financial resources.**

In exercising their functions, the Governing Board shall

- **Act with integrity, objectivity, and honesty and in the best interests of the school; and**
- **Be open about the decisions they make and the actions they take and in particular shall be prepared to explain their decisions and actions to interested parties.**

Our Governing Board has a code of conduct which is reviewed and agreed annually. All governors are obliged to abide by this code.

Legal constitution of the Federation Governing Board

The Governing Board was formally constituted on

22nd Nov 2018

Category of Governor	Appointed or elected to the Federation Governing Board?
2 Parent Governors	Elected on to the Governing Board by parents of pupils at the Federation.
1 Executive Headteacher	Governor by virtue of employment by the school
1 Staff Governor	Elected on to the Governing Board by all staff employed by the Federation
1 Local Authority Governor	Nominated by the Local Authority (Hackney Learning Trust/Council), and appointed by the Governing Board
6 Co-opted Governors	Elected on to the Governing Board by the Governing Board
Total number of governors = 11	

Who volunteers on the school's Governing Board?

Category of Governor	Full Name	Term Start	Term End
Co-opted governors			
	Mr C Howard	01/09/2021	31/08/2025
	Mr M Sharman	30/07/20	30/07/2024
	Ms M Crawford	04/04/2019	03/04/2023
	Mr G Davies	04/04/2019	03/04/2023
	Ms G Johnson-Brandy	11/06/2021	11/06/2025
	Mr O Koshin	18/06/2020	17/06/2020
Executive Headteacher			
	Ms N Reid	04/2019	
Parent governors			
	Mr G Evans	09/11/2020	09/11/2024
	Mr S Olalere	09/11/2020	09/11/2024
Staff governors			
	Mr P Middleburg	11/03/2020	10/03/2024

LA governors	Mr D Young	11/06/2021	11/06/2025
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The Clerk to Governors is	Mr D M Laird
The Chair of Governors is	Mr C Howard
The Vice Chair of Governors is	Mr M Sharman

How the Governing Board delegates and distributes its duties?

The Governing Board agreed to reappoint the following committee on **4th October 2021**. This is reviewed annually.

Resources Committee
<ul style="list-style-type: none"> ▪ The Committee's membership includes 3 Gobs, the Executive Headteacher, Federation Business Manager & the Federation Bursar. ▪ The remit of the C'ttee is expressly outlined in its Terms of Reference agreed at the start of the academic year. ▪ The committee is delegated responsibility for oversight of finance, personnel and matters relating to premises (buildings & facilities) ▪ The Committee meets 3 times per academic year. ▪ Key decisions and impact are recorded in the minutes of C'ttee meetings.

Specific panels of the Governing Board are convened as required for:

- Executive Headteacher's Appraisal Panel
- School Complaints
- Staff Grievance and Discipline
- Pupil Discipline

The Governing Board delegates some specific functions to some governors covering specific areas of school life. These governors are known as Link Governors. Our school has the following link governors.

Area of responsibility	Named Governor	Number of visits to school in this role in academic year
Safeguarding & SEN	Greg Davies	1
Curriculum (Spanish)	Gareth Evans	1
Health & Safety	Mike Sharman	1
Teaching School & English Hub	Nicole Reid	1

Register of Interests

The Board maintains a separate Register of Interests which is published on the school's website.

Governing Board & Committee meeting attendance

Y = Attended, N = Apologies Accepted, NA = Apologies not Accepted, NS = No Apologies sent

GOVERNOR	CATEGORY	GOVERNING BOARD				Resources Committee			
		4 th OCT 2021	13 th DEC 2021	28 th MARCH 2022	4 th JULY 2022	22 nd NOV 2021	24 th JAN 2022	25 th APRIL 2022	11 th JULY 2022
Mr C Howard	Co-opted	Y	Y	Y	Y				
Mr M Sharman	Co-opted	Y	Y	Y	Y	Y	Y	Y	Y
Ms N Reid	Exec Head	Y	Y	Y	Y	Y	Y	Y	Y
Ms M Crawford	Co-opted	Y	Y	Y	On approved Leave				
Mr G Davies	Co-opted	Y	Y	Y	Y				
Ms G Johnson-Brandy	Co-opted	Y	Y	Y	Y				
Mr O Koshin	Co-opted			Y	Y				
Mr P Middleburg	Staff	Y	Y	Y	Y				
Mr G Evans	Parent	Y	Y	Y	Y				
Mr S Olalere	Parent	Y	Y	Y	Y				
Mr D Young	LA	Y	Y	Y	Y	Y	Y	Y	Y

Training

To effectively fulfill its role, the Governing Board must ensure that all its governors have the required skills and knowledge to support the achievement of the school's priority objectives. All members of the Governing Board have undertaken extensive training and supported by the training governor, continue to do so. During the pandemic, training has been provided remotely by the Local Authority and members of the school's leadership team.

The impact of this is that the Governing Board has kept up to date regarding the latest requirements and expectations from the Department for Education, vital during this period of uncertainty with policies and plans changing rapidly, and governors are able to understand and challenge the information and data presented to them by the school.

Impact of Governing Board Meetings

The Governing Board met three times over the 2021/22 academic year to inspect, review and agree school policies and monitor progress against the School Improvement Plan which identifies the key areas on which the school and the Governing Board wish to focus during the academic year.

The School Improvement Plan includes measures and milestones that the Governing Board uses to satisfy itself that progress is being made against objectives and that all actions being taken are improving teaching and learning outcomes for all children.

Despite long periods of lockdown in 2021/22 the Governing Board continued to meet virtually with every meeting being quorate and overall attendance and commitment by governors remaining high. As well as continuing to meet its statutory obligations, the Governing Board maintained a particular focus on the wellbeing of the Executive Headteacher, Headteachers, the staff, and children and on the complexities of rebuilding after the disruption of the pandemic.

Between Governing Board meetings, members of the Governing Board remained in close contact with the Executive Headteacher and Headteachers throughout this challenging period – providing support, considering, and approving risk assessments, and monitoring the continued provision of learning. Despite some comparative data being unavailable due to the cancellation of national tests in the summers of 2020 and 2021, at Governing Board meetings governors continued to ask questions to ensure the school's standards and expectations are high and scrutinised pupil progress across all ability groups including vulnerable groups, with a particular view to ensuring post covid catch up support is well targeted.

The schools' budgets were scrutinised and reviewed in detail at Governing Board meetings, as well as by the Resource Committee who monitor expenditure and income reports from the Federation's Bursar. Using benchmarking information, governors compare the school's spending with similar schools and ensure resources are being used in the most effective ways to support the best education outcomes for all children. In 2021/22 the Governing Board was particularly keen to ensure the school was making effective use of the Pupil Premium and Catch-Up Funding to deliver positive educational outcomes and mitigate some of the impact of the pandemic on pupil progress, particularly on vulnerable pupil.

Performance Management

Governors are responsible for undertaking the Executive Headteacher's performance management review each year. A panel of governors, who have undertaken training, supported by an expert external advisor, carry out the Executive Headteacher's annual appraisal, which is reviewed at points throughout the year. The appraisal process allows the Governing Board to look closely at the Executive Headteacher's performance, and discuss areas of strength and, where necessary, areas for development. New targets are then set against criteria on which the Executive Headteacher's performance will be evaluated.

Monitoring Focus Areas in 2021/22

The Governors usually formally visit the school up to 3 times during the year to monitor priority areas. Governors usually use monitoring visits as a chance to get to know the school better, to observe and communicate with staff and to hear the pupil's voice. Visits enable

governors to ensure that actions agreed in the School Improvement Plan are being taken forward by the school.

A monitoring visit report is prepared and presented at the Governing Board meeting following the visit, allowing other governors to ask questions. In 2020/21, governors were unable to visit the school in person for much of the year due to covid restrictions but monitored schools regularly by meeting with staff via zoom. The Governing Board's focus on wellbeing has had a positive impact, with the Executive Head Teacher noting that she felt supported well by governors during this most difficult of academic years.

Specific governor monitoring areas identified for 2021/22 were:

- Early Years and Nursery
- Health & Safety
- Safeguarding
- Finance
- SEND and Pupil Premium (noting the significant rise in children eligible for Pupil Premium during the course of 2021/22)
- Teaching & Learning – with additional focus on writing and 'closing the gap'.
- Wellbeing – there is no separate wellbeing monitoring visits as all governors looked at staff and pupil wellbeing on every visit, recognising the significant impact of the pandemic on wellbeing of all those in the school community. Staff surveys were conducted to measure wellbeing with one-to-one meetings of staff with the Business Manager to complete COVID Risk Assessment.

It should be noted that there was significant disruption in 2020/21 due to national and regional covid restrictions, and class 'bubbles' being required to isolate. Remote learning including live and recorded lessons was provided for pupils at home, with the school sourcing IT equipment for those children without access.

The periods of home learning were lengthy. In October 2020, the year 3/4 bubble closed, and all pupils were absent from school for four days before half term. Then, on 5th November 2020 the Second Lockdown caused school to close except for key workers and vulnerable children. On 2 December 2020 the school reopened subject to tier 3 regional restrictions school did not reopen to all children until 8 March 2021 following the lifting of the third national lockdown. Most children spent a significant part of the 20/21 school year at home.

Governor focus areas for 2022/23

The Governing Board, the Executive Headteacher and senior management team and indeed all members of staff are constantly striving to improve and develop the school.

As we aim to recover from the pandemic, the Governing Board will continue to closely monitor the wellbeing of headteacher, staff, pupils and parent communities and the progress and attainment of all pupils as they catch up after two disrupted academic years.

Specific monitoring areas will remain as in 2021/22 and allow governors to continue to monitor closely the measures in place to help pupils' progress to get back on track and the implementation of the School Improvement Plan.

Governors will also focus on increasing and improving two-way communications with parents and carers, pupils and the community and will embrace the renewed possibilities to get to know our school that are brought by governors being able to visit in person.

Governors will review the long-term vision for the school in light of the events of the past two years and assess what is still relevant, appropriate, and achievable, always with the best interests of all children in mind. The monitoring of the School Improvement Plans and working towards achieving those objectives will be a key focus.

In conclusion, the schools in the New Wave Federation are exceptional in many ways. Academically strong, it achieves outstanding results. It is an honor to serve these schools and its Governing Board.

Christopher Howard
Chair of Governors