**Governor Impact Statement Academic Year 2024/25**

**Mission Statement**

As Governors we uphold The Hermitage Schools’ Mission Statement:

*“The Hermitage Schools provide all children in the community with a quality education, supporting families to prepare their child for success in our ever-changing world. Our nurturing safe environments and stimulating curriculum harness each child’s unique skills through a range of opportunities, whilst embedding a love to learn.”*

**Governors’ Whole School Aim**

To enable The Hermitage Schools’ achieve its [Vision](https://www.hermitageschools.com/our-schools) and to grow confident and independent pupils who, through teaching and nurture, can reflect and uphold our motto to: ***Inspire***, ***Learn***, ***Achieve***.

**Who are the Local Governing Committee (LGC) and what is their role?**

The LGC is an intrinsic part of The Hermitage Schools. The Governors are a group of dedicated volunteers with the aim of improving the education of every child in the school. As Governors we are expected by The Swan Trust to work together and using our collective expertise and experience to provide supportive challenge to the Executive Head Teacher and Senior Leadership Team (SLT) and help to shape the strategic direction of the school.

The LGC is a committee of the Swan Trust with delegated responsibility for strategically assessing the continual improvement of The Hermitage Schools’ educational outcomes. The LGC will keep local oversight of educational outcomes, health and safety, local policy implementation and safeguarding. Budget setting and overall financial management remains the overall responsibility of The Swan Trust. However, the LGC will look at finances and their impact on achievement and improvement. The purpose of the LGC is to:

* Build an understanding of how the academy is led and managed
* Monitor whether the academy is working within agreed policies, plans, and targets set by The Swan Trust
* Engage with pupils, staff, parents and the wider local community, being a point of consultation and representation
* Meet the statutory and regulatory requirements for the academy
* Meet and report regularly and in a timely manner to The Swan Trust, particularly when exceptional situations, or significant risks and issues are identified.

**Training**

All members of our LGC commit to significant training and ongoing development throughout their tenure. This is to ensure that every committee member is kept up to date with their responsibilities in regard to the latest requirements and expectations. This is regularly reviewed by the LGC in its skills audit to identify any gaps.

**Day to Day LGC Activities**

The LGC meets twice per term. We discuss a variety of different issues, including safeguarding, teaching and learning, attainment, financial matters and budget monitoring, attendance, our buildings, SATs, SEND data, and behaviour. We review all related data which helps us to form a clear picture of what is happening in our school and the areas that we need to focus on for further development. We are guided by a comprehensive and detailed report provided to us by the Executive Headteacher and the SLT.

Within this structure individual Governors adopt roles with responsible for the following areas: Safeguarding, Wellbeing, Curriculum, English, Maths, SEND, Health and Safety and our Buildings.

As Governors we must supportively challenge the Executive Headteacher and SLT by producing a termly report on these areas. We gather evidence by undertaking learning walks, interviews with staff and children, drop ins to assemblies and visits, and accompanying our children on trips. This further helps us to support good practice and identify areas for improvement.

**Governors at the School**

At The Hermitage Schools we are fortunate to have a Governor who supports a class once a week as a TA and another who reads weekly with our Reception, supporting their developing phonic knowledge and reading skills. Recently, we were also very lucky to have a serving Governor supporting our Orchard children. This further helps us to understand the strengths and points for development of our schools.

**LGC Achievements 2024/2025**

We are pleased to report on the achievements and progress we have made this year: Through our supportive challenge and monitoring we have championed the ongoing development of wraparound care, the growth of the Nursery, the development and embedding of the curriculum and the development of our teachers and support staff to enable them to better support a range of complex needs.

We have seen the completion of CIF Bids which have benefitted our schools enormously which we helped to bring to fruition through shared decision making and collaboration with the SLT. This year has seen the launch of our new school website the design of which was developed by one of our Governors. We continue to review school policy documents whilst ensuring, through our effective monitoring, that these policies are upheld or amended if necessary.

We have strived to help facilitate leadership by providing this strategic oversight and accountability to the SLT. Another area of focus was our school budget. Two of our termly meetings incorporate detailed presentations of The Hermitage Schools’ finances and our supportive challenge has ensured that they continue to thrive and maintain stability in these fiscally challenging times.

Our efforts have also focused on supporting the SLT in advance of and during the Ofsted of THIS making sure that we were aware of any changes to the Ofsted inspection, that our reports were available and our training up to date. We attended an interview with the lead Inspector where we were challenged on all aspects of the school, testing our knowledge and contributions in our roles. We were thrilled that THIS was recognised as “Good” overall and “Outstanding” in its Early Years provision.

**Retention and Recruitment of Governors:**

We are delighted to have two long serving Governors on our committee. One who has served a stunning 22 years at our schools and another of 12 years’ service. We are fortunate that our Governing body has seen few changes for some years, with a growing wealth of knowledge and experience between us. This year we were pleased to have welcomed our newest recruit, our Wellbeing Governor, who will be an invaluable part of our team going forward.