



Northgate Primary School

Governors' Annual Report Sep'14-Jul'15

*Valuing the Individual, Celebrating Learning.
Every Child, Every Chance, Every Day.*



Term Dates 2015-2016

Dec

14th

17th

18th

Pantomime – KS2 Rhodes

St Michael's Carol service 1.45pm

Term ends at 2.00pm

Spring Term 2016

Jan

4th

Children return to school

Feb

Half term week

15th Feb – 19 Feb 2016

Mar

24th

Term ends at 2:00pm

Northgate Primary School

Cricketfield Lane

Bishop's Stortford

Hertfordshire, CM23 2RL

Tel: 01279 652376

Fax: 01279 759033

Summer Term 2016

Apr

11th

Children return to school

May

2nd

May Day – school closed

Half term week

30th May – 3rd Jun 2016

Email: admin@northgate.herts.sch.uk

Web: www.northgate.herts.sch.uk

Jun

6th

INSET day – school closed

Jul

22nd

Term ends at 2:00pm

Letter From The Chair...

As we are approaching the end of the Autumn term, I'd like to welcome you to this year's annual parents report covering the school year to September 2015.

The Governors and I have decided to change the focus of the parent report this year to share with you more on what we, as Governors do to help the school achieve its goals. You will still see information on performance, survey output and a summary from the Association. If you have any questions, please don't hesitate to get in touch with myself or any of the other Governors – we're listed over the page !
On behalf of the Governing body I hope you all have a great Christmas break



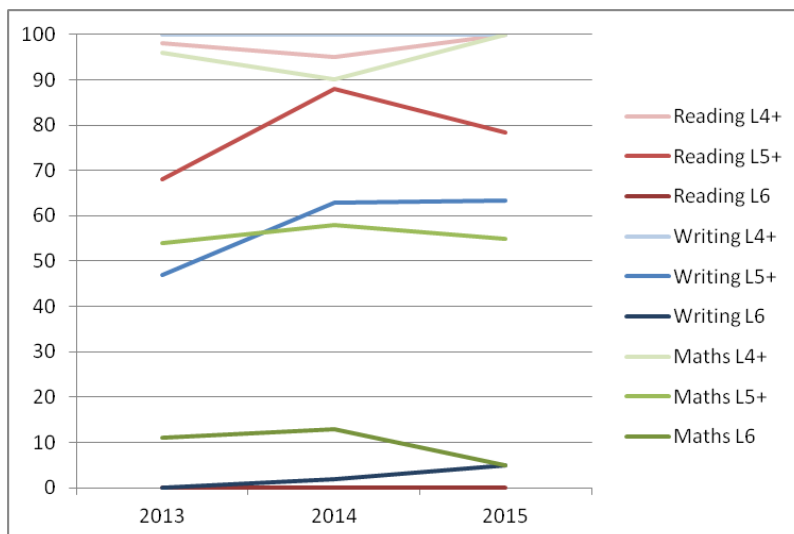
The role of a school Governor is often termed as a "critical friend", meaning that the Governors are there to support and help the school whilst at the same time providing challenge to ensure the right decisions are being made in the running of the school. This continues to form the corner stone of how we engage and interact with the school leadership team and staff.

Last year was a significant challenge for the school, with the introduction of our new creative curriculum. The objective being to create linkages from across the core subjects to a central theme, enabling a creative environment to enhance the learning. You will hopefully have had a chance to pop in and see your child's work, whether this was potions, mighty metals or the USA to name but a few. The teaching staff did a fantastic job bringing these subjects to life for the children.

Our results from last year have improved once again and continue to be above both the National and Hertfordshire County averages for both KS1 and KS2 attainment – we achieved 100% for L4 and above in Reading, Writing and Maths, which is a fantastic achievement. Further, it was pleasing to see that our progress from KS1 to KS2 improved slightly and in particular, with an improved progress in maths.

	Level 4 +	Level 5 +	Level 6
	Actual(%)	Actual(%)	Actual(%)
Reading	100	78	0
Writing	100	63	5
Maths	100	55	5

Historical Trend % Attainment



Level 4+% indicates the % achieving Level 4 or greater.
English now broken down into Reading, Writing & Grammar, Punctuation & Spelling.

So, as Governors, how did we support the school in delivery of the new curriculum and overall performance results ?

Well, here is a summary of the areas where we believe we have added value to the school;

- In **delivery of the creative curriculum** we have provided challenge throughout the year in the use of resources.
 - Reviewing how budgets were being spent.
 - Funding additional staff resourcing to implement and embed the new curriculum.
 - Supporting and holding subject leaders to account on delivery of the school development plan across Maths, Literacy and Science.
- Specific **additional funding was provided to Maths** to support the Maths leader in raising standards. This was one of our targeted focus areas last year.
 - Additional Dienes resources brought in across the class rooms.
 - Additional Numicon resources purchased.
- **Staff morale and well being** was considered, ensuring that with the pressures of completely changing the teaching material, staff were given appropriate time to ensure the right things were in place for the children and that they had the right environment around them.
- **Infrastructure and property decisions** to ensure an appropriate learning environment for the children
 - Progression and spend for new windows throughout the school.
 - Initiating the approval and progression of extending the music room to provide greater provision for Night Owls.
 - Through safety walks, ensuring that there were no hazards and that a safe environment was provided for the children.
- As we are an Academy, **managing the budget for the Academy trust** is a key responsibility. We have ended the 14/15 school year with a budget surplus, which was the target. This is important, particularly given that over the next few years we will start to see greater pressure on our budget from changes to pension costs and a drop in central Government funding.

In being able to play the role of the critical friend, it is vital that the Governors understand the running of the school and what happens on a day to day basis. Thus one aspect of the role is spending time in the school. All Governors are linked to a subject and a particular class, which not only provides the individual Governors with a focus, but provides the teaching staff a connection for help and support. The aim is for Governors to participate in targeted visits linked to their subject to help advance the school development plan priorities. I am pleased to say that over 14/15 the Governing body participated in more targeted school visits than ever before. This is something that we will continue to focus on this year.

Brian Neill
Chair of Governors

Your New Governing Board 2014/15



Brian Neill
Chair
Parent Governor



Louisa Hotson
Head teacher



Charlotte Winslow
Vice Chair
Parent Governor



John Ronco
Vice Chair
Community Gov



Jane Tanner
Deputy Head



Malcolm Hooker
Community Gov



Jonathan Hurd
Parent Governor



Catherine Waltham
Community Gov



Sue Skelton
Community Gov



Vanessa Smith
Parent Governor



Robin Newman
Community Gov



Graeme Young
Community Gov



Sarah Cran
LEA Governor

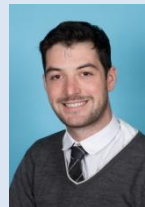


Nana Brown
Parent Governor

Minutes of all Governors' meetings can be obtained from the school office. If you would like further information please use the following contact details :

Mr Brian Neill
4 Willow Close
Bishops Stortford
01279 492324

Vacancy
Community Gov



Joe Glozier
Staff Governor

Changes to the Governing Board 2013/14

A big thank you to those Governors who have left the Board

- Linda Mitchell, Community Governor
- Joyti Henchie, Local Education Authority Governor

Other Changes

- Welcome to Nana Brown – Parent Governor & Sarah Cran – Local Education Authority Governor.

Reports of the Committees

PROPERTY

Following a fairly hectic 2014, this year has been relatively quiet on the surface, however work has been going on behind the scenes on up and coming projects.

A change of staff has brought in a fresh approach to the ongoing maintenance required to keep our school in as good and as safe a condition as reasonably practicable. We welcome Mr King into this role and appreciate his and Mrs Lanes efforts and support to the school infrastructure.

We were unlucky in our bid to be able to change the front windows in the latest round of government funding so this still remains on the agenda as a priority as does the remodelling of the school entrance.

There are due to be some changes to the school imminently in the area of the Music Room where a kitchen area is to be provided for after school clubs and also the remodelling to form one to one teaching suites.

We believe the parking issues outside the school have improved with the addition of the yellow lines on the opposing side of Cricketfield Lane however we are aware that the Staff car park remains extremely congested and realise this needs to be addressed in the near future.

The outside committee have been busy planning for a new covered area to be provided in line with the curriculum for early years pupils so the plan is to get this up to planning stage and look into the funding of the project.

Discussions are also underway with regards to the provision of an outdoor classroom to enhance the children's understanding, awareness and appreciation of nature enhancing the current teaching model for curriculum.

Jon Hurd [Chair]

HUMAN RESOURCES

This year has been another year of managing many changes within the school. Following the permanent appointment of Mrs Hotson as Headteacher in January 2014, we focussed on recruiting to, and ensuring the stability of, the Senior Leadership team. We were very happy to confirm the appointments of Mrs Tanner as Deputy Headteacher and Mrs Gavin as Assistant Headteacher, thereby completing the Senior Leadership team.

There were further staff changes during 2014-2015 academic year. We were very sorry to lose Mrs Layer, Mrs Bridle and Mrs Fraser as well as our caretaker Mr Mason. Furthermore, we were sorry to lose three teaching assistants and midday supervisors in the summer term. We have welcomed Mrs Godfrey, Mrs Witney and Mr McDonald to the teaching staff and are very happy to welcome our new site manager Mr King. Miss Freeman was appointed as PE co-ordinator to improve our sports provision for our children and Miss Harding is now responsible for special educational needs provision. We are pleased to say that we were able to welcome three new teaching assistants and four midday supervisors during the academic year thereby maintaining these important support roles.

As a committee, we focussed not only on the recruitment and stability of the Senior Leadership team but also on ensuring that staff at Northgate have the time, skills and knowledge to best deliver the new national curriculum to our children. With this in mind, INSET days were used at appropriate times for professional development, and, in addition, teaching skills were reviewed continuously. This continual assessment of skills ensures that staff are providing the best access to the national curriculum for our children.

In the coming academic year, we will continue to review the school's HR policies as well as maintaining the momentum of ensuring that staff have the right skills and training to deliver the new national curriculum to the highest standard.

Catherine Waltham [Chair]

Reports of the Committees

LEARNING & PUPIL PROGRESS INCORPORATING SEND

This year we re-established the LPP committee with a targeted approach to teaching and learning with a focus on the new National Curriculum.

The implementation of the new “Creative Curriculum” was wholly supported by the Governing Body and has had a significant impact on promoting the spiritual, moral, cultural, mental and physical development of the pupils at the school. The new innovative topics were designed to be engaging and exciting for the children and to enrich their learning through various cross-curricular themes. Staff and Governors were keen for the children to share their work with parents and the rest of the school in a variety of ways to enable a collaborative working relationship between the school and parents and to empower the children with pride in their work.

Assessment under the new curriculum is something that most schools are finding tough. Northgate adopted the Hertfordshire Assessment System this year with a view to having some structure for assessment. Year 2 and 6 continued to be assessed under the old system of levels this year – the 2015/16 will be under the new Assessment System and although Northgate have worked hard to put a structure in place, all schools are finding this a testing time. The Governing Body were (and remain) keen to ensure that parents were kept abreast of how the school has been implementing the changes and an Assessment Presentation by staff and various communications from staff throughout the year have endeavoured to do this.

Maths was a whole-school focus this year and Mrs Layer led the staff in the implementation of improved differentiation through the use of the chilli challenge approach and extension work for the more able. The Governing Body encouraged the purchase of an array of practical resources including Numicon and Dienes which were rolled out throughout the school in conjunction with training for effective practical work for teachers. Teaching staff adopted the lesson study approach (a collaborative staff group teaching system) to explore barriers to children’s learning and teachers implemented an engaging new curriculum. All of this culminated in the new Calculations Policy which was shared with parents at a Workshop in the Summer Term. Maths will continue to be a key area of focus for the year 2015/16.

Reading was also a focus this year and this has culminated in a change in the guided reading system to the new carousel system in KS2, the purchase of new books (kindly assisted by Northgate Association) and the implementation in the year 2015/16 of the Home School Reading Record, which was trialled in the Summer Term 2015.

Other changes throughout the year included the reintroduction of the identification of gifted and talented children. This is now known as High Potential Learners with an emphasis on the potential of children to excel not just their current ability, and is led by Mrs Hotson who (together with their Class Teacher) assesses, monitors and teaches those children that are identified. The Governing Body also monitored the necessity for a PE teacher and were fully supportive of the Senior Leadership Team in the appointment of Mrs Freeman, our part-time PE teacher. The impact of her hard work evident at Sports Day.

As reported in 2013/14 New legislation came into effect on September 2014 changing the way in which children and families receive support from the local council, health and social care service and from school.

With the purchase of new assessment materials, encouraged by the Governing Body, the emphasis this year was on the correct assessment of children with Special Educational Needs and consequently the correct provision of support. Key to this was the review of the use and deployment of Teaching Assistants and their skill set and collaborative sharing of best practice, in order to ensure that all Learning Support children are supported correctly in the classroom (and out of the classroom where necessary) and that the correct interventions are put in place.

In addition, key this year was the consideration of the emotional and social well-being of Learning Support children and ensuring that the correct pastoral care is in place for them. Some of the main strategies put in place for such support and care were the introduction of the Sensory Room at the end of the Summer Term, the collation of a Nurture Group and the use of a Workshop and Information Sharing Session with parents to open lines of communication with parents to ensure support is consistent and effective.

Fully encouraged by the Governing Body, Learning Support at Northgate has changed enormously in the last year and an enormous amount of work has been done to ensure that Learning Support Children are correctly assessed and supported both academically and emotionally. Communication between SENDCo, Class Teacher and Parents was something that the Governing Body felt needed development and this has been assisted not only by the Parent Workshop and Information Sharing Session but also this term with the organisation by the Senior Leadership Team, SENDCo and parents, of the Group “Stepping Stones” for parents with children who require learning support or who have concerns about their children in this regard.

Sadly, we said goodbye to Mrs Bridle at the end of last year, but we are incredibly fortunate to have Miss Harding as our new full-time SENDCo this year. Miss Harding continues to work incredibly hard in developing Learning Support at Northgate.

Charlotte Winslow [Chair]

Reports of the Committees

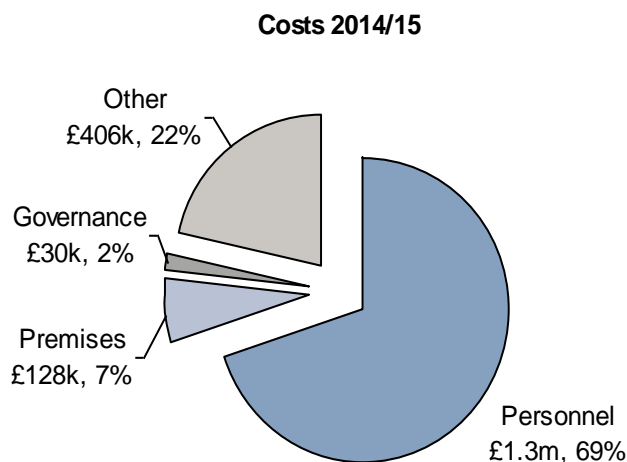
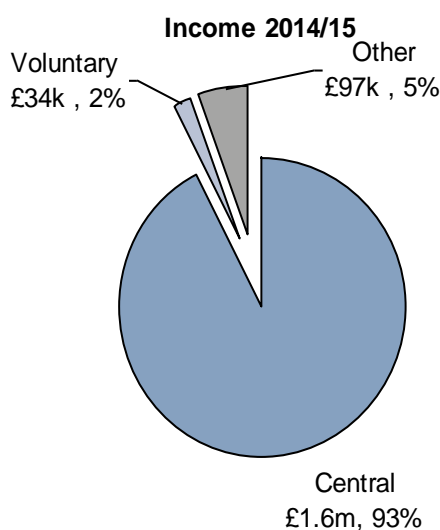
FINANCE

In the year to 31/8/15 Northgate continued to operate as an Academy (converted 1st August 2012). As a result, the basis of its funding changed from Local Authority funded to directly funded by the UK Government (Department of Education). As an Academy, the school is subject to an independent external audit and the Audited Accounts to 31/8/15 can be found on the School's website. An external audit of the year ended Aug 15 has recently been completed and no adverse findings were highlighted. The School's income and expenses are monitored via the Finance Committee and the full Governing Body. The key objectives of the Finance Committee are:

- To allocate funding received and to control and monitor income and spending.
- The objective is to 'spend' the money received by the School for the benefit of the Children's education.
- The Finance Committee looks forward over a 3 year period to ensure that the School's spending plans can be met.
- Ensure the School operates within the recommended guidelines for financial governance within Schools, as they apply from time to time. To assist with this, the Governors subscribe to 'internal audit' services provided by an independent 3rd party who visit the school, test processes and compliance to policies, reporting to the Governors. The School was reviewed three times in the year to 31st August 2015, with no material issues highlighted.
- To benchmark the School's spending profile against similar schools to ensure allocation of resources at Northgate is in line with peer group.

FINANCIAL SUMMARY

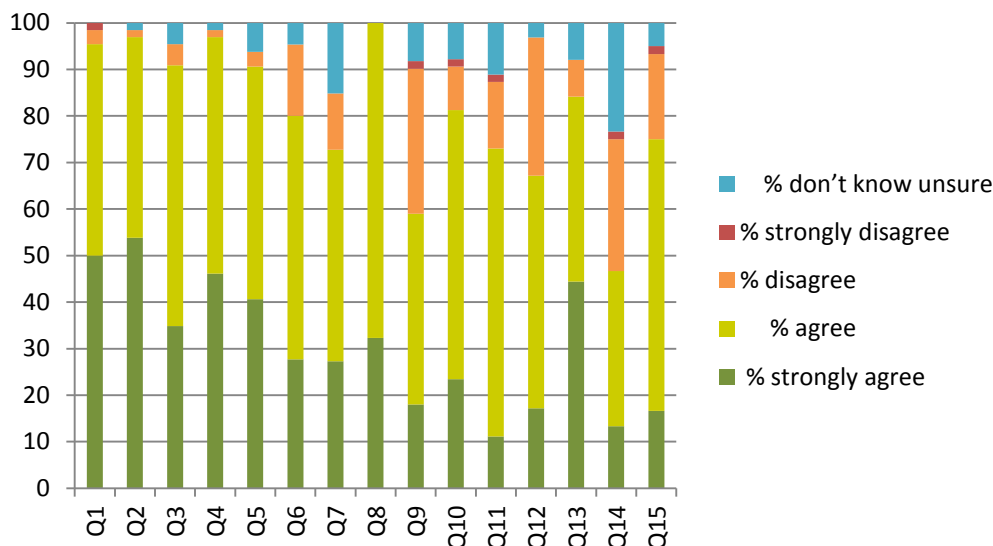
- In Year ending 31/8/15, the School's total income (including capital grants) was £1.8m approx. Expenditure (including capital expenses) was also £1.8m approx, excluding depreciation. At 31/8/15, the school held £249k cash on Balance sheet, £172k of which was unrestricted. The main sources of income and expenses are shown below. The 2015/16 Budget anticipates income of £1.7m approx & expenses of £1.7m approx.



Grahame Young [Chair]

School Feedback

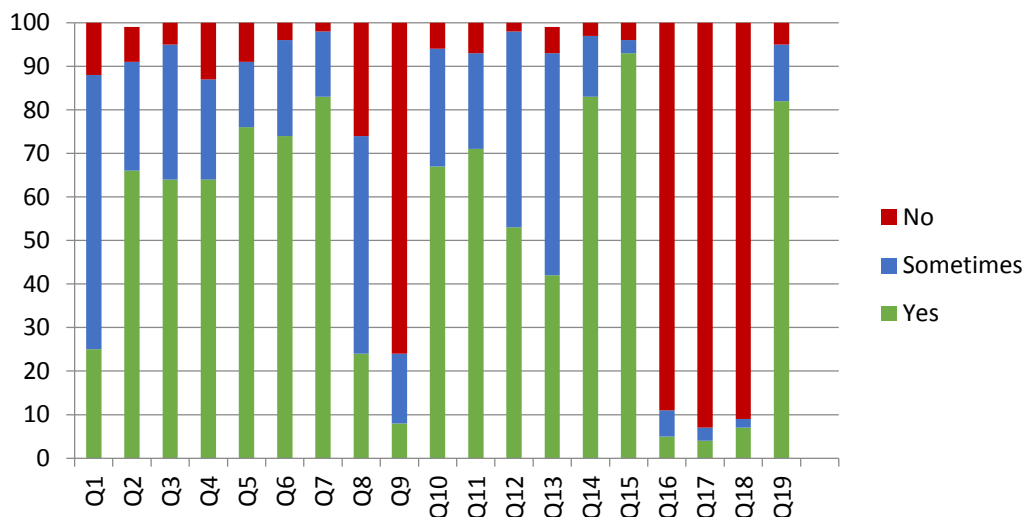
School Parents Survey



Q1 : My child is happy at this school
 Q2 : My child feels safe in this school
 Q3 : My child is makes good progress at this school
 Q4 : My child is well looked after at this school
 Q5 : My child is taught well
 Q6 : My child receives adequate homework for their age
 Q7 : My child is aware of how to deal with bullying behaviours
 Q8 : The school ensures pupils are well behaved

Q9 : I would like to know more about role of Governor
 Q10 : The school is well led & managed
 Q11 : The school responds well to any concerns I raise
 Q12 : I receive valuable information about my child's progress
 Q13 : I would recommend the school to another parent
 Q14 : I would like more opportunity to meet with the school Governors
 Q15 : I would like to receive a newsletter from the Governors

School Pupils Survey



Q1 : Sometimes my teacher lets me choose what work to do
 Q2 : I know how well I am doing at school
 Q3 : My teacher likes to listen to my ideas
 Q4 : My teacher always lets me choose my chilli challenge tasks
 Q5 : I have enjoyed choosing my maths chilli challenge task
 Q6 : I feel my learning has improved due to the topics covered
 Q7 : I have enjoyed the topics we have covered this year
 Q8 : Some of the children in my class call others by unkind names
 Q9 : I am bullied in the playground
 Q10 : When unhappy at school there is always an adult to help me

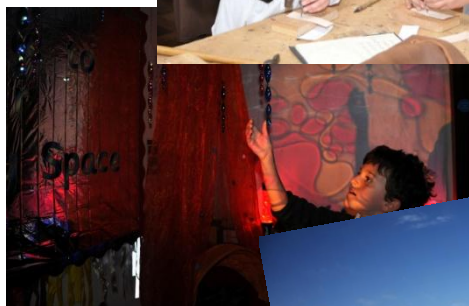
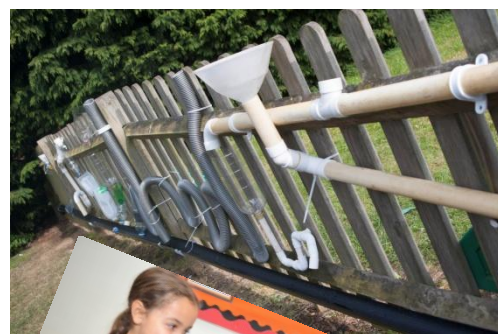
Q11 : When children quarrel in class the teacher always sorts it out
 Q12 : Behaviour is good in my school
 Q13 : Behaviour is good in my class
 Q14 : I feel safe at school
 Q15 : I would tell the teacher if I saw something nasty on the internet
 Q16 : I would give out my telephone number to other people
 Q17 : I would arrange to meet someone I met on the internet
 Q18 : I would send a picture of myself to a friend I met on the internet
 Q19 : My teacher reminds me of how to stay safe on the internet

School Activity Summary

The school year saw Northgate go through one of the biggest changes over the last few years in the adoption of a new creative curriculum.....

The new creative curriculum creates linkages from across the core subjects to a core theme, whether this is Potions, America, Metals, enabling a creative environment to enhance the learning. Hopefully you will have had the opportunity to come into school and see this through the work of the children in the classroom.

There continued to be a number of themed events and activities for the children in what has been another very busy year. Below are some of the moments captured through the year covering the school environment as well as the creative curriculum themed events.



Association Update



NORTHGATE SCHOOL ASSOCIATION

Northgate School, Cricketfield Lane, Bishops Stortford, Herts. CM23 2RL

Dear Parents and Friends,

Sept 2014 - July 2015 was yet another great year the Northgate Association.

This was my final year standing as Chair and also being on the Association committee.

It gives me great pleasure in putting together a summary of our achievements for the last school year.

Last year the committee ran on a body of 9 with myself as Chair, Helen as Treasurer and Kay as Secretary, and with Peter, Paula, Nicky, Caroline, Kate and Louise as Trustees.

The committee was supported by Class Reps and different parents who stepped forward during the year to run separate areas of fundraising, some examples were: Cake Sales, Recycling and second hand uniform.

As a collective body we raised just over £17,000 – another amazing fundraising achievement!

I would personally like to thank each and every one that has made this possible, thanks also to Rachel for maintaining our great Association website.

So let's run through some fundraising areas for last year:

KEY EVENTS – Raised Over £12,000

- May Fayre – Oh how we were blessed with the weather - £4K
- Children's Discos £2K
- Xmas Fayre £2K
- Fireworks Night £2K – Another fantastic display attended by school and non-school families, a real testament to the quality of our offer!
- Bounce & BBQ – A new event for us that worked really well, £1,400
- Camp Out – a real family favourite, £600
- Cake Sales – which everyone loves, £550
- And the Comedy Night gave us all a laugh and raised £450

OTHER SMALLER EVENTS – Raised £1,400:

- Sponsored Matchbox Challenge £420
- Xmas T Towels £550
- Xmas Cards £250
- Nursery Bags £180

Through Commission we raised £570:

- £235 from the 100 Club
- £200 from the Giving Machine
- £108 from hire of equipment
- And £27 from Yellow Moon, craft brochures

Through recycling Projects we have raised £1,600 last year, this is from:

- Ink toners & teracycle £400
- Happy Bags – Clothing recycling £750
- Second hand uniform & water bottles £450
- Welly Sale £5

Association Update



NORTHGATE SCHOOL ASSOCIATION

Northgate School, Cricketfield Lane, Bishops Stortford, Herts. CM23 2RL

Many thanks to Helen Gor, Jo Dearnley and Alison Greet who were involved with the above activities.

In our joined up efforts with the schools Eco Team we have helped the school to maintain Green Flag status for the third consecutive year running.

Through Corporate Donations and Sponsorship we have raised a whopping £1015

This is broken down into: GSK £500, Sainsbury's £200, Intercounty £200, Baracudas £75 and Contexture £45

Could your company offer match funding? Financial support or would they be happy to get involved supporting a working group and help with a school project, painting, gardening? Please ask your HR section or look on your company's website, we are also a registered charity (that might help!), you'll be surprised how many companies actually offer this to employees as part of their working package. This is always a great way for the Association to generate more funds and get more people involved with the great work we do.

Mother's & Father's Day

We changed our focus last year and the children made special gifts, which were absolutely lovely for both Mothers and Fathers days, there really are some great budding artists and designers at Northgate Primary, we hope you all loved your gifts.

Gardening Club

Its great too how the Association continues to engage with the schools **gardening club**, we supply plants to enable the children to plant out the **hanging baskets**, and they plant up lots of lovely things for the **May and Christmas Fayres**, the children love to get mucky and do this.

Spending our Hard Earned Funds

Working with the school is a key factor when agreeing what the school would like and what the Association can fund.

Our big project last year was fundraising to purchase an outside classroom, which will enable a whole class of children can go out and study in an outside environment throughout the year, also to brighten up the outside area by planning spring bulbs, paint the outside gazebos and to purchase a couple of additional pieces of outside play equipment, all of these are still to be finalised.

For me it has been a joy being on the Association, I have made lots of great friendships and had lots and lots of fun.

I would like to thank Joanne Taylor and Peter Fowke as the new Joint Chairs for stepping forward to take on this important role and I wish them and their committee every success for the year.

It is really important that the Association has a great working relationship with school staff and governors alike as we are all working really hard to enhance our children's time and experiences whilst at primary school.

Please continue to support the committee and the events they run, after all, **ALL** of the money raised gives direct benefit to your children whilst they are at Northgate Primary.

Thank you.

Sue Commercial– Outgoing Chair of the Northgate Association