
ANNUAL GOVERNANCE STATEMENT 2024/25

Governing Body of Hitherfield Primary School and Streatham and Norwood Better Start Areas

*This statement can be read in conjunction with information on the school's website at
<https://www.hitherfield.co.uk/our-school/governors>*

In accordance with the Government's requirement for all governing bodies, the 3 core strategic functions of Hitherfield Primary School Governing Body are:

- Ensuring clarity of vision, ethos and strategic direction;
- Holding executive leaders to account for the educational performance of the organisation and its pupils, and the effective and efficient performance management of staff;
- Overseeing financial performance of the organisation and making sure its money is well spent.

1. Vision and Values

The Hitherfield Primary School Vision:

'Our vision is to create a school community where everyone feels valued, has the opportunity to explore and develop their strengths and is able to participate in new experiences. We aim to become an inspirational school to produce good citizens for the future in an atmosphere that promotes confidence, high academic achievement, physical health and emotional well-being.'

2. Governance Arrangements

In 2024/25 there were 15 full members of the Governing Body and 3 Associate Members:

- Staff Governor (Headteacher) 1
- Appointed by the Local Authority 1
- Parent Governors (elected) 4
- Staff Governor (elected) 1
- Co-opted by the Governing Body 8
- Associate Members (appointed by the Governing Body) 3

The Full Governing Body meets four times a year, and we also have a number of committees to consider different aspects of the school in detail. The Resources Committee and Learning and Personal Development (LAPD) Committee each meet six times a year. We convene special committees if required to consider pupil discipline and staffing matters.

The Chair of Governors and the Executive Headteacher serve on Resources and LAPD Committees as *ex officio* members. All other Governors serve on one Committee.

- The Resources Committee covers finance, personnel and premises matters, and deals with data protection and the Better Start Areas. (Hitherfield's Better Start Area Manager is also an Associate Member of this Committee). It sets the school's annual budget and monitors implementation with reports from the Executive Headteacher and the School Business Manager.
- The Learning and Personal Development Committee has spent time considering development of the curriculum. Governors discuss key data giving the results of pupil achievement and progress, so that we can be sure that the school is on track to fulfil its ambitious targets for all pupils. We are also concerned about "vulnerable groups" of children and focus on how the Pupil Premium Grant is being spent by the school and what impact this has on their outcomes.
- Safeguarding is the responsibility of the Full Governing Body and is discussed within each of the Committees. Two governors have been nominated to lead on safeguarding matters and they meet regularly with the school's Designated Safeguarding Lead.

3. Governor Attendance

A record of Governors' attendance at meetings is kept by the Clerk to the Governing Body. (See Annex 1 for details). To be quorate, allowing formal decisions to be made, there need to be at least 50% of Governors in attendance at the Full Governing Body meetings and at least three Governors (who are members of the Committee) in attendance at Committee meetings. To date, all meetings have been quorate.

4. Strategic Plan

Finance was the overriding strategic concern during 2024/25, as it had been in the previous year. Historically, Hitherfield has been in a healthy financial situation, carrying forward a surplus each year to support teaching and learning in the school. External financial pressures have altered this: (1) part-funded national pay award; (2) revised national funding formula giving less weight to deprivation, distributing money away from London schools; (3) falling school rolls in Lambeth and other London boroughs.

The Executive Head Teacher and School Business Manager met more frequently with members of the Resources Committee to present detailed projections and actions. The school finished the fiscal year 2024/25 with a small surplus but the forward look is exceptionally challenging. Expenditure has been reduced sharply throughout the year to keep pace with income reductions, taking an inevitable toll on staffing resources and staff wellbeing.

SEND had been identified as a strategic priority for governors in the previous year 2023/24. The Inclusion Governor, Jade Koch, did an enormous amount of work in designing, administering and analysing a questionnaire survey to Hitherfield Families in Summer 2024 with feedback to parents in Autumn 2024. 222 questionnaires were completed (representing a healthy response rate of 43%) relating to 274 children out of a school roll of 642 children. The vast majority of responses were positive but Governors scrutinised every comment.

In May 2025 Governors held a Strategic Away Day to shape a new strategic programme. These are the areas identified for special focus by governors:

1. Securing the Financial Stability of the School

2. Special Educational Needs and Disabilities
3. Governors Roles and Responsibilities / Succession
4. Nursery and Better Start Areas
5. School Structure, Links and Partnerships (including pupil rolls)
6. Staff Wellbeing

5. Assessing Hitherfield's Performance

Governors use many information sources to understand how well the school is serving its children, drawing on OFSTED, examination/assessment results, presentations about the curriculum from subject leads, and school visits.

OFSTED inspection Hitherfield Primary School was inspected by OFSTED on 8 and 9 October 2024, grading the school as Outstanding in children's personal development and Good across all other areas.

● The quality of education	Good
● Behaviour and attitudes	Good
● Personal development	Outstanding
● Leadership and management	Good
● Early years provision	Good
● Previous inspection grade	Good

HM Inspectors found that *"Hitherfield Primary School is a welcoming, inclusive environment where pupils are safe and happy. Parents and carers are overwhelmingly positive about the school. Leaders make significant efforts to work with the community. Staff are nurturing and build positive relationships by getting to know pupils and their families well. As a result, pupils thrive."* They also noted that *"Governors understand the school's strengths and areas for development. They have taken effective steps to support both the workload and well-being of staff."* The full report can be found at <https://reports.ofsted.gov.uk/provider/21/131824>.

The Ofsted inspection has informed the School Development Plan for 2025/26 onwards. Key areas for improvement, discussed by Governors at every Governing Board meeting, have been defined as:

- Further clarify **Intent** across the curriculum with regards to disciplinary vocabulary and the most effective strategies for teaching this to pupils.
- Embed the school's provision for SEND, implementing phase group intervention support in relation to support plans and EHCPs and ensuring staff are appropriately trained in specific interventions. **Implementation**
- **Implement** clear and consistent school rules (Ready, Respectful, Safe) so that all children know how to behave successfully at school. Provide equitable behaviour support that accommodates individual needs, with high expectations and positive recognition for all pupils.
- Embed the new staffing structure to ensure all Leaders demonstrate excellence in leading their assigned areas and this is reflected in the quality of provision and standards across the school. **Intent, Implementation and Impact**
- Meet the school's achievement targets in every year group with a focus on maximising the number of children attaining Reading/Writing/Maths combined by the end of KS2 and

*ensuring all key groups, especially Pupil Premium, Black Caribbean and SEND children attain well in relation to local and national outcomes. **Impact***

- *To ensure the on-going financial sustainability of the school.*
- *Ensure the Better Start Areas offer appropriate, high quality support to our communities.*
- *The SLT and Governing Body fully understands the changes to OfSTED **Intent, Implementation and Impact***

Standard Assessment Tests (SATs) at Key Stage 1 and Key Stage 2 give an indication of how well the teaching and learning is functioning against external benchmarks. Annex 2 gives a summary of results showing good attainment among Hitherfield pupils.

The school's policies and procedures were regularly reviewed and updated during the year particularly to ensure ongoing compliance with national and local guidance and legislation. The school's key and statutory policies can be found on the school website at <https://www.hitherfield.co.uk/our-school/policies>.

Approved Minutes of meetings can be obtained by contacting the Clerk to the Governing Body via the school office at admin@hitherfield.co.uk.

6. The Hitherfield Community

Governors acknowledge the important contribution of the PTA. It has worked tirelessly to raise money for the school and to provide many wonderful events: 'Big Fridays', Summer Fair, Eid Fair, busking, Christmas Fair, ice-cream Fridays, quiz night, uniform sales ... and more. Fundraising in 2024/25 has supported reading books across the school, handwriting books, new playground equipment and other school resources. The Governing Board expresses its gratitude.

We also welcome the fact that our Breakfast and After School Clubs and other extracurricular Clubs are so popular and provide a vital service to many parents.

7. How to Contact your Governing Body

Information about the Governing Body is available at <https://www.hitherfield.co.uk/our-school/governors>. Our Clerk to the Governing Body, Ms Katy Byrne, or the Chair of Governors, Dr Tessa Crilly, can be contacted via the school office or by e-mail via admin@hitherfield.co.uk or you can write to them via our postal address.

Annex 1. Hitherfield Primary School & Children's Centre - Governor meeting Attendance Record 2024/25

Governor	Category	Full Governing Board	Resources Committee	Learning & Personal Development	Pay	Chairs' Sub Group
Emily Andrews	Co-Opted	4/4	N/A	5/6	N/A	2/3
Chris Ashley Jones	Staff (Headteacher)	4/4	4/4	6/6	2/2	3/3
Michael Ball	Co-Opted	3/4	N/A	5/6	N/A	N/A
Clare Christie	Staff	1/4 (term of Office ended)	N/A	N/A (term of office ended)	N/A	N/A
Tessa Crilly	Co-Opted	4/4	6/6	6/6	2/2	3/3
Phyllis Dunipace	Co-Opted	3/4	6/6	N/A	2/2	3/3
Michael Elliott	Co-Opted	3/4	4/6	N/A	N/A	N/A
Karen Frankel	Parent	3/3 (term of office ended)	4/4 (term of office ended)	N/A	N/A	N/A
Simon Hooberman	Local Authority	4/4	6/6	N/A	N/A	N/A
Anna Hutchinson	Parent	4/4	N/A	4/6	N/A	N/A
Jade Koch	Parent	4/4	N/A	5/6	N/A	N/A
Graham Lee	Associate	3/4	3/6	N/A	N/A	N/A
Luke Parker	Associate	3/4	3/6	4/6	N/A	N/A
Nathan Parkes	Staff	3/3 (term of office started late)	N/A	5/6	N/A	N/A
Julia Patrick	Co-Opted	4/4	N/A	6/6	N/A	3/3
Mike Short	Co-opted	3/4	5/6	N/A	2/2	3/3
Unta Taiwo	Parent	3/3 (term of office started late)	N/A	5/6	N/A	N/A
Arlette Wells	Associate	N/A	5/6	N/A	N/A	N/A
Nicola Yarlett	Co-Opted	4/4	5/6	N/A	N/A	N/A

Annex 2. Summary of Results 2025

EYFS:

At the end of Reception Hitherfield assesses the pupils and identifies who has reached 'A Good Level of Development'. This information is not shared with the DfE, as they only require the Baseline assessment. Therefore there is no national figure available.

Hitherfield Children attaining 'A Good Level of Development'	2025 - 80%	2024 - 73%	2023 - 72%
National	2025 - 68% (Lambeth 70%)	2024 - 67% (Lambeth 68%)	2023 - 67%

Year 1 Phonics:

Children are tested on their phonics knowledge at the end of Year 1.

Hitherfield % attaining a 'pass'	2025 - 85%	2024 - 92%	2023 - 74%
National	2025 - 80% (Lambeth 80%)	2024 - 80% (Lambeth 79%)	2023 - 79%

Of the 12 children who did not attain the 'pass' mark of 32, 9 had a combination of Special Education Needs, English as an Additional Language, an Education and Health Care Plan or were new to the school.

Year 2:

We report an updated phonics pass rate at the end of Year 2 and we also report the teacher assessment outcomes for Reading, Writing and Maths and the combined percentages.

Hitherfield Phonics - % attaining a 'pass'	2025 - 95%	2024 - 94%	2023 - 96%
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Of the 6 children who had not passed the phonics test in Year 1 in 2024 only 2 passed in 2025. Out of the 4 children who did not pass the screening, 1 had recently had an EHCP approved and a further 2 were in the process of an EHCP application. The 4th child was very close to achieving the pass mark, and was a child who arrived in Year 1 completely new to English.

Year 6:

We report the test outcomes for Reading, GPS (Grammar, Punctuation and Spelling) and Maths and the teacher assessment for writing, along with the combined R,W,M percentages. The figures include the 6 children with EHCPs who did not sit the tests, several of which are going to specialist secondary schools.

2025 Hitherfield All Children

2025 Year 6 (including all counted pupils)	Reading	Writing	Maths	Combined	GPS
Greater Depth	33%	27%	31%	14%	20%
Expected +	75%	72%	70%	57%*	69%
Working Towards Standard	20%	19%	25%		26%
Below Key Stage	5%	9%	5%		5%

*Please note that 6 children have arrived at Hitherfield in their last three years of primary school and did not achieve the combined RWM, but are not removed from the data. This is the equivalent of 5% of the RWM combined percentage in the table below.

2025 Hitherfield Without 5 children with EHCPs and Working Below

2024 Year 6 (including all counted pupils)	Reading	Writing	Maths	RWM Combined	GPS
Greater Depth	35%	29%	33%	15%	25%
Expected +	80%	77%	75%	61%*	73%
Working Towards Standard	20%	19%	25%		27%
Below Key Stage	0%	4%	0%		0%

National 2025

National	Reading	Writing	Maths	RWM Combined	GPS
Greater Depth	33% (Lambeth 40%)	13% (Lambeth 18%)	26% (Lambeth 31%)	8% (Lambeth 11%)	TBC%
Expected +	75% (Lambeth %)	72% (Lambeth %)	74% (Lambeth %)	62% (Lambeth 67%)	73%

Average Scaled Scores

	Reading	Maths	GPS
Hitherfield	106	104	104
National 2025	106	105	105

Historic:

Hitherfield 2024

2024 Year 6 (including all counted pupils)	Reading	Writing	Maths	Combined	GPS
Greater Depth	52%	25%	30%	16%	25%
Expected +	90%	78%	77%	72%	76%
Working Towards Standard	5%	16%	18%		19%
Below Key Stage	6%	6%	6%		6%

Hitherfield 2023

2023 Year 6 (including all counted pupils)	Reading	Writing	Maths	Combined	GPS
Greater Depth	42%	25%	27%	19%	38%
Expected +	85%	79%	74%	64%	74%
Working Towards Standard	14%	19%	24%		24%
Below Key Stage	1%	2%	2%		2%

Hitherfield 2022

2022 Year 6 (including all counted pupils)	Reading	Writing	Maths	Combined	GPS
Greater Depth	33%	18%	15%	7%	33%
Expected +	74%	67%	73%	55%	74%
Working Towards Standard	18%	25%	20%		18%
Below Key Stage	7%	7%	7%		7%

National 2024

National	Reading	Writing	Maths	Combined	GPS
Greater Depth	28%	13%	24%	8%	30%
Expected +	74% (Lambeth 78%)	72% (Lambeth 74%)	73% (Lambeth 77%)	61% (Lambeth 65%)	72%

Average Scaled Scores

	Reading	Maths	GPS
Hitherfield 2024	108	104	104
Hitherfield 2023	107	104	106