



*All
about
the
child*

ANNUAL REPORT

2022-2023

Introduction from CEO

The past year has been another incredible year, and I am exceptionally proud of what our pupils, staff, schools and managed service team have achieved, despite the challenges that we all still face with financial uncertainty in the education sector and cost of living increases affecting our children, staff and their families.

We have had 8 Ofsted inspections in the 2022/23 academic year which means on top of the 10 inspections in the previous year, over 50% of our schools have been visited. As well as the academic focus, we have continued to put the wellbeing of pupils and staff at the top of our agenda through staff training and a variety of support services.

Despite the challenges, I feel that Hamwic has still managed to achieve our aims this year. We have embedded our vision and values while continuing to keep our pupils at the heart of all we do.

This year we have also seen the positive growth of the HET Foundation, which has continued to support some of our vulnerable pupils and their families during these difficult times.

We are now all looking ahead to 2023-2024 where we will continue to develop our entitlement for all our pupils focusing on the curriculum and quality of teaching.



Robert Farmer
Chief Executive Officer


Message from Trust Board Chair

As Chair of the Hamwic Education Trust Board, I feel proud to be part of such a well led, dynamic and successful organisation. I feel privileged to work alongside a group of expert Trustees.

Our Trust Board comprises of individuals with skills and experience gained in senior roles in their specialist fields. We share a commitment to Hamwic's vision, values, and strategy. All that we do is designed to promote the wellbeing and success of individual pupils and of the staff who work tirelessly to support them. This report presents a strong picture of another year of significant progress and success in delivering our Hamwic Entitlement to every child: I commend it to you as we look ahead to the exciting developments planned for 2023-24.



Alice Wrighton
Trust Board Chair



“ Education is the most powerful weapon you can use to change the world.”

Nelson Mandela

Our Vision

To ensure that all Hamwic pupils are entitled to a quality, enriching experience in all our schools, in a safe, inclusive environment that prepares them for their future and gives access to a range of opportunities for their next steps in life.

Our straplines are 'All about the child' and internally we use the strapline 'What about Sam?'

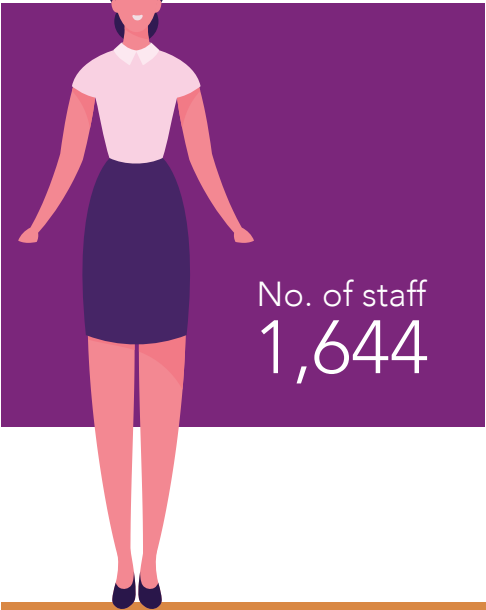
We aim to put the child at the centre of everything we do. We believe that by doing this, it drives our ethos and values to do the best we can for our children.

Vision Aims

- All schools are rated at least good by Ofsted
 - All pupils make at least expected progress
 - High level of attendance for both pupils and adults
 - All pupils and adults kept safe and supported in environments that help them flourish
 - All schools and the Trust are financially secure
 - Governance to be effective and impactful at all levels



Our Journey in Numbers



£m Revenue Budget

£74 Million



£m of premises investment this year
Over £6 Million





Our Schools

Jefferys Education Partnership

Hollybrook Infant School
 Hollybrook Junior School
 Shirley Infant School
 Shirley Junior School
 Southampton Hospital School
 Upper Shirley High
 Wordsworth Primary School

Edwin Jones Partnership

Beechwood Junior School
 Glenfield Infant School
 Harefield Primary School
 Ludlow Infant School
 Townhill Infant School
 Weston Park Primary School
 Weston Shore Infant School
 Weston Secondary School

Ridings Partnership

Gatcombe Park Primary School
 Westover Primary School

Hillary Partnership

Bearwood Primary School
 Hamworthy Park Junior School
 Henbury View First School
 Hillbourne Primary School
 Lytchett Matravers Primary School
 Springdale First School
 Twin Sails Infant School
 Upton Infant School
 Upton Junior School
 Wimborne First School

Mayflower Partnership

Sholing Infant School
 Sholing Junior School
 Thornhill Primary School
 Woolston Infant School

Greenway Partnership

Bishop Aldhelms C of E Primary School
 Livingstone Road Infant School
 Livingstone Road Junior School
 Talbot Primary School

The Year Past - 2022-2023

Education

It has been a positive and successful year with notable improvements in outcomes for pupils. Curriculum development has been widespread with subject networks, involving many of our schools, working effectively to construct and share excellent curriculum frameworks and help deepen subject knowledge and expertise. The quality of education is increasingly a strength across the schools as seen in the feedback from the Ofsted inspections. Well-being and mental health of young people has been in sharp focus since the pandemic and our schools have supported trauma informed training to ensure the best possible care is provided.

Access to the curriculum for pupils with SEND has improved further this year following the creation of a Trust identification tool. Attendance has also improved markedly this year following the sustained commitment of staff to reduce barriers and engage with families. All these factors have helped to contribute to some of the strongest attainment outcomes our schools have achieved. We are rightly proud and pleased with the successes this year but steadfast in our commitment and ambition to further improve the outcomes for pupils in the coming year.

Attendance

Attendance has been a key focus for the Trust this year. Leaders have rolled out a graduated response and accompanying guidance, attended an impactful series of attendance networks and visits and completed a successful policy trial. Schools have an attendance policy, an attendance lead and an attendance strategy in place for the new term in line with the new statutory guidance. We will be getting it right from the start. The data shows that vast majority of schools are above National Average figures for attendance. With regards to persistent absence, the majority of schools now have figures below national average. The attendance strategy is working. We consider absence from school to be a safeguarding concern and schools are working with families to build positive relationships and welcome them warmly into their school.

The Year Past - 2022-2023

Safeguarding

Our consistent monitoring of safeguarding standards has ensured safeguarding is a high priority always. Leaders are responsive to concerns and take appropriate, timely action. There is an evident culture of safeguarding throughout and the nurturing environment encourages an openness among staff and pupils that supports safeguarding. The mantra remains, safeguarding is everyone's responsibility. Leaders and DSLs work tenaciously with outside agencies to support our most vulnerable pupils and all staff receive high quality training and updates.

We have committed resources and training to the prevention of child-on-child abuse to reflect the focus in KCSIE and wider concerns in society. Resources to help with online safety have been circulated and we have moved all but one of our schools to a filtering and monitoring system that allows excellent filtering capabilities and keeps abreast of any issues worldwide and update their systems regularly. All schools have online safety built into their ICT and PGCE lessons. We continue to work towards a robust Hamwic PSHE curriculum. We will continue to audit safeguarding by visiting and supporting schools. This year again, safeguarding has been found to be effective in all schools inspected by Ofsted.

Mental Health

Mental health sits at the heart of the Trust Strategy. Over the past year many of our school leaders have learned about the effects of trauma on our children and have been taught some of the strategies to support pupils through the organisation Trauma Informed Schools UK. In addition to this, 11 staff members have been through a rigorous programme and are now accredited Trauma Informed Practitioners. A second cohort of 20 staff will undergo accreditation in the next few months.

Our aim is to ensure all Hamwic schools have an accredited Trauma Informed practitioner so that we can support our children in crisis as well as possible.

Staff Development

Our face-to-face conferences and networks have grown from strength to strength. This includes Business and Operation Managers, Site Managers, IT team, Leadership, Teachers and Teaching Assistants. There normally tends to be a focus on staff development and staff wellbeing.



Inclusion

This year we have seen some incredible challenges that have been met with creativity, dedication and resilience across all of our partnerships and schools. We now have an identification and assessment system for SEND, which will ensure we are schools who intervene at the earliest opportunity.

This year, we expanded the team, enabling us to respond to schools in a more timely way so that we can support them in managing complex and challenging behaviour.

All our schools now have Trauma Informed Certified Practitioners in place to support pupils who have had adverse childhood experiences (ACES). Each school can now utilise a range of therapeutic approaches and interventions to help pupils make sense of their trauma and support their self-regulation.

We continue to gain recognition on the SEND front for the practices and provision we offer for our SEND learners. We are pleased to be able to support HISP Teaching School Hub to deliver a SEND in Mainstream development programme to schools throughout the South East region, as well as having a voice through the regional NASEN/Whole School SEND consortium to provide feedback to the DfE on issues facing the workforce supporting SEND.

We are now on our journey to national reform before the new National Standards for SEND are rolled out in 2025. This will be the key driver of information and change through our Inclusion Network to ensure that all our schools are ready when the reforms and standards become statutory.

The inclusion team will strive in the year ahead to ensure no child falls below the radar.

People



Health and Wellbeing continues to be a priority for the Trust. Our health and well-being programme has developed, and we have continued to expand on our offering and bank of resources over the past year. Services and offerings to employees include confidential counselling and legal advice (available to employees and dependents between the ages of 16 and 22), access to a mental health programme, staff benefits portal, gym membership, dental plans and meditation app. We are a Trauma Informed Trust, have a number of mental health first advisors who can spot signs and signpost individuals to relevant support, and we have recently appointed a Mental Health Practitioner leading on mental health.



Environment

The Estates team have had another exciting and busy year improving the learning environments within our schools with a total spend of £1.9m.

Works have included a new sports hall at Upper Shirley High school which is now close to completion. Work is also shortly to start on the same provision for Weston Secondary school.

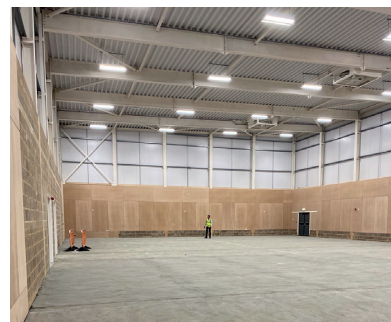
Weston Secondary school building works have included a new library, staff room and careers room along with refurbishment on science classrooms, toilet blocks and a new student welfare and first aid room. The next phase of works at the school will include a new alternative provision unit and new toilet block.

Upton Infant School has seen the completion of a new SEN Hive classroom which is already being put to full use.

A rolling programme of heating and boiler upgrades has been undertaken and will continue over the summer break.

Other projects across the Trust have included roofing works, CCTV installation and upgrades, major asbestos removal, fire system upgrades and new fire doors.

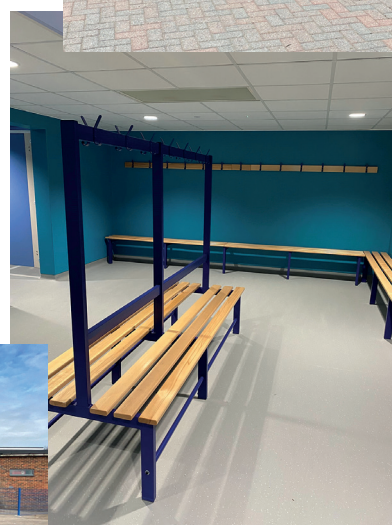
The team have also completed full building and mechanical condition reports for all schools which will allow us to plan future projects based on the needs of each school. We are looking forward to planning the next phase of works and getting ready for another busy year.



Upper Shirley High School



Upton Infant School



Weston Secondary School

Finance

We recognise that for schools to be successful in keeping our children safe and deliver high-quality education, we need to ensure our financial stability and maximise the impact of every pound spent. The finance team work closely with all key stakeholders to ensure that our pupils receive everything they need to succeed, whilst remaining financially secure.

Key performance indicators from the last year:

- 94% of schools in a surplus position at 31 August 2023
- 94% of schools expected to be in a surplus position at 31 August 2026
- Reserves at 7% of total revenue income at 31 August 2023
- 77% of revenue income spent on staffing
- In excess of £1m worth of high value contracts re-tendered
- No high-risk issues identified at external audit (2021/22)

IT



We had a big shift in the way IT services and support are being provided across the Trust with the launch of a new IT strategy that put Sam in the middle of all the changes being made. In response to the dynamic landscape of technology and the evolving needs of our organisation, the IT team developed and executed a forward-looking IT strategy. The new strategy focuses on five core pillars:

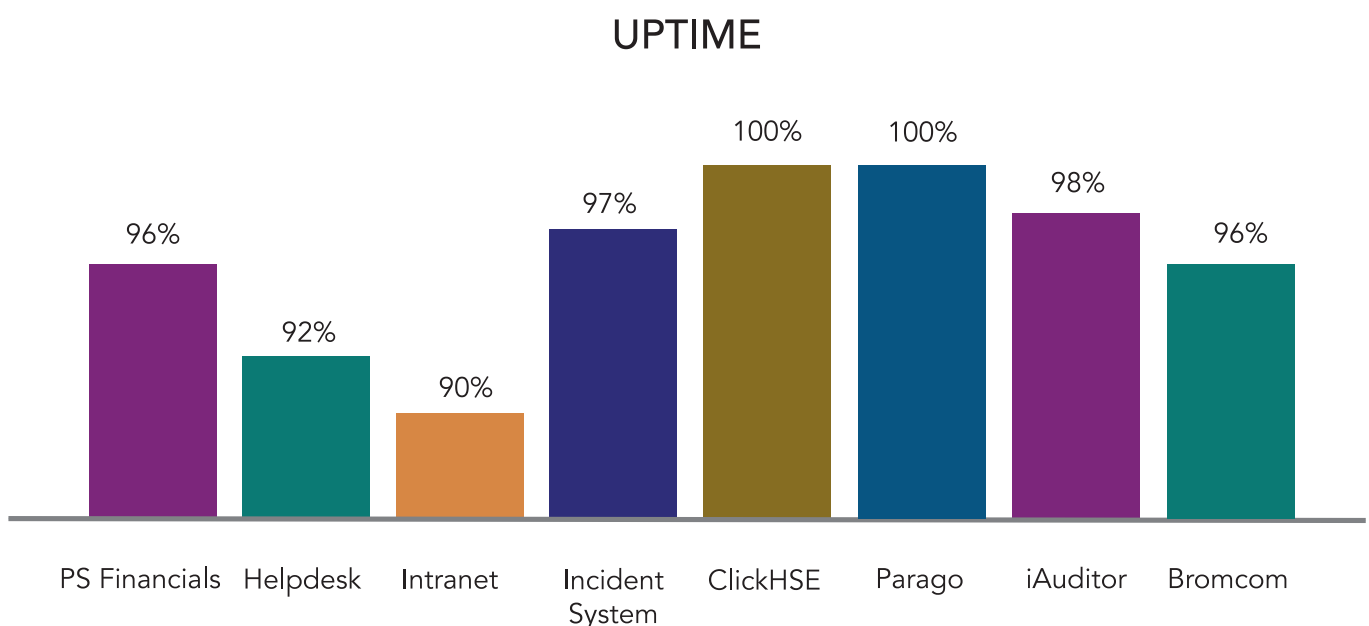
1. Digital Transformation
2. Security
3. Cloud Adoption
4. Data-driven Insights
5. IT Talent Development

Key Projects

Some of the key projects that we worked on included:

1. Broadband, Firewall & Filtering Consolidation – We have transferred 30 schools onto Virgin Broadband and Smoothwall as the preferred firewall and filtering solution. This has meant we have a centralised approach to providing robust security within our schools.
2. Cloud Migrations – We now have 20 schools in the cloud with the rest scheduled to be migrated over the next 12-18 months. This has meant better collaboration, accessibility, scalability and security. It has also helped with switching servers off in schools to assist with the Trust's sustainability strategy.
3. Security – Along with the network security, we have been working on ensuring that we are robust in data security. Offsite backups for all critical data in schools is now in place, whether it is onsite data or cloud data.

IT Metrics and KPIs



Assets and Support

IT OVERVIEW

Software/Apps Used in Schools

300+ Software & Apps

ActivInspire
Bromcom
Espresso
Google Classroom
Little Wandle
Microsoft Office
ParentMail
Scratch
Smart Notebook
Wonde
Adobe Suite
ClassDojo
FFT
Impero
MCAS
Microsoft Teams
Purple Mash
SeeSaw
TimeTable Rocketstars

And Many More.....

Number of Engineers

22 Managers & Engineers

15 - Hamwic Employed
5 - Third Party Companies
2 - Apprentices

Number in Trust Team

3 Members

- Escalations
 - Maintenance of Trust Services
 - Advise
 - Assistance with Performance Management
- And Many more.....

Number of People

13,600 People

Students: 11,800

Staff: 1,800

Number of Devices

10,000 Devices

4,800 Laptops
2,650 Desktops
1,000 iPads
800 Android Tablets
650 Chromebooks
50 Apple Macs
50 Servers

40% of these devices are 4 years or older

Number of Devices by Operating Systems

7,450 Windows
1,000 Apple iOS
800 Android
650 Chrome OS
50 Apple Mac OS
50 Windows Server

All about the child

Governance

The Trust Board has now established expert Trustees to inform whole group discussions at Board meetings. Trustees now link with the HET partnerships to build connections with local governors and school leaders. The pilot project for local governance has been received well by the majority of participants and schools are now beginning to adapt the audit framework to ensure that meetings remain focussed on the outcomes for the HET child. Feedback has seen slight changes to the process and there are plans to roll this out to a further 11 schools in the new academic year.

Overall training has been well attended and the new governance forum launched in 22/23. A robust training package has been devised for specific roles including Pupil Premium, SEND, Safeguarding, Clerks and Chairs. This will be developed further in 2023/24 to ensure the key responsibility of local governing committees around stakeholder engagement is included in all network and governor forum meetings.

Further Trustee recruitment will continue into 23/24 to enhance the current personnel and work will continue on developing stakeholder engagement and the visibility of governance whilst seeking the views of stakeholders and holding executive leaders to account.



HET Foundation

The HET Foundation has continued to support some of our most vulnerable pupils. We were able to increase the number of Christmas Eve Boxes to over 550, supporting our most vulnerable and disadvantaged pupils. Alongside this, we have had more requests from schools to support pupils with activities such as music lessons, club provision or families in need. During the year 2022-23 we raised £11,672.



SCITT

We were delighted to award QTS to all our trainees that participated in our Primary programme in 2022-23. Trainees attended their Hamwic graduation ceremony at Rownhams House at the end of term and enjoyed celebrating their success and achievement with SCITT colleagues who have joined them in their journey across the year. All our trainees also graduated from Bath Spa University and received their postgraduate qualification after a challenging year of study. Pleasingly, we are looking forward to welcoming some of the cohort into our schools in September to start their ECT Induction period.



Hamwic Entitlement



Our Team Non-Negotiables

- We are One Team
- We care
- We do not have to ask each other more than once
- We have a shared ambition for our schools and pupils and believe in what we do for Sam
- Everyone is equal
- We notice
- We make no assumptions

Strategic Intentions

- The strategic intentions for 2023/34 are set out below:
- Leadership development at all levels – building capacity
 - o Curriculum: Broad and diverse all through curriculum
 - o Quality First Teaching
 - o High standards of behaviour
- Data use – to use data to inform decision making at all levels.

In addition to the above there will be a focus on English, Maths and Secondary provision.



All about the child



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