



ANNUAL REPORT

2020-2021

Introduction From CEO



Robert Farmer
Chief Executive Officer

The Trust has come a long way since our first school, Upper Shirley High, converted to become an academy on 1st August 2011 and I am proud of all we have achieved over the last 10 years.

Whilst the Trust has evolved beyond recognition, putting the child at the heart of everything we do remains the cornerstone of our ethos and values.

The last 18 months has been a difficult time for our pupils, parents and staff and I am extremely proud of how everyone has risen to face the challenge.

The Trust employs many talented and committed individuals, both at the Trust centrally and within our schools.


They have worked tirelessly to ensure that our children have been safe, well cared for and continuing to learn. Our schools have continued to educate throughout the pandemic and ensure that our children thrive.

Last year a further 3 schools joined the Trust taking our total number of academies to 34. Our academies work in local community partnerships, and we currently have 6 partnerships spread across, Portsmouth, Southampton, Poole and East Dorset.

I was also delighted to announce the launch of the HET Foundation, our charitable arm, which raises funds to support our most disadvantaged children and families. We provided over 300 Christmas Eve boxes to our children in 2020.

I look forward to a much more settled year where we will continue to build on our achievements. I would like to extend my sincere thanks to everyone for the part they have played in our success.

All
about
the
child



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

Nelson Mandela

Vision And Values

At Hamwic we have tried to capture the essence of what we are about in two simple statements.

All about the child

At the Hamwic Education Trust, 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.

What about Sam

Sam is the name we have given to the notional Hamwic child. By asking ourselves 'what about Sam?' we ensure that we put our pupils at the heart of our decision making.



Our Ethos

Hamwic Education Trust is a Trust which celebrates the uniqueness of our pupils, our staff and our schools and where we aim for everyone to achieve their full potential through the pathways of opportunities available.

We will do this by:

- Supporting and challenging our leaders, staff and pupils to achieve their best, ensuring the Trust has the skills and expertise to do this
- Providing a safe and enabling learning environment for all
- Ensuring that every pupil has the same opportunities to be successful
- Providing opportunities for the complete learning journey for our pupils and staff
- Ensuring schools have the resources they need for learning
- Recognising and respecting the individuality of each school and setting
- Facilitating communities of schools working together for the benefit of all, both in partnerships and across the wider Trust



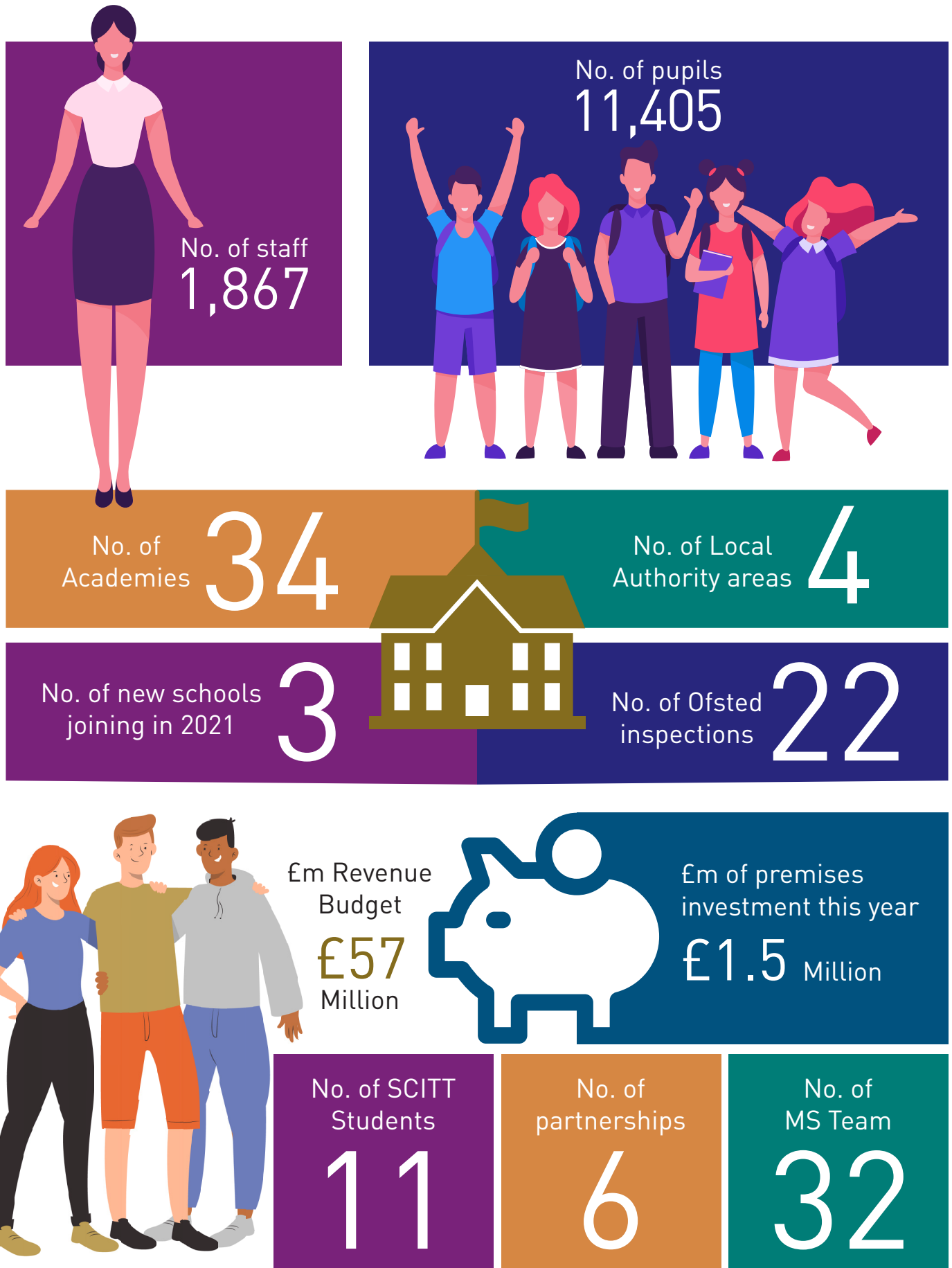
Our ethos:

- Inclusive – opportunities for all
- Supportive – health and well-being
- Collaborative – recognising that the sum is bigger than the individual parts
- Respectful – of each other, our people and pupils
- Outward-Facing – learning from each other and outside of the Trust
- Empowering – staff and pupils to take a collective responsibility for learning
- Open and honest – transparent in our decision making

Aspirations:

- All pupils to make expected progress or better
- All schools to be judged good or better by Ofsted
- To be an Employer of Choice – recruit, develop and retain the best
- All schools and Trust to be financially sustainable
- All schools to have a safe learning environment that supports learning and development

Our Journey In Numbers





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
Chamberlayne College
Glenfield Infant School
Harefield Primary School
Ludlow Infant School
Townhill Infant School
Weston Park Primary School
Weston Shore Infant School

Ridings Partnership

Gatcombe Park Primary School
Westover Primary School

Hillary Partnership

Bearwood Primary School
Hamworthy Park Junior School
Henbury View First 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 – 2020-2021

It has been a particularly difficult year for our pupils, parents, staff and schools. Dealing with the pandemic, the closing and opening of schools, educating children at home along with the many that have had to isolate.

Education

- We commissioned an external education review*. The review involved visits to schools, meetings with headteachers, governors, directors and members of the education team and analysis of Trust documentation. The feedback from the review stated that: 'The Hamwic Education Trust is a highly effective Trust'.
- 'Trust leaders have ensured pupils still received a challenging diet of learning. They are using catch up funding well to target the pupils who could not engage as well at home as they could have in school.'
- End of year primary assessment information shows that approximately 65%-75% of our pupils have achieved the expected standard in reading, writing and mathematics.
- Trust GCSE outcomes, based on teacher assessment and moderation, are high. In English and mathematics, they are above last year.

Attendance

- Attendance across the whole Trust is above national average at 96%.
- Attendance for different groups of pupils, such as pupil premium is higher than the same groups nationally.
- Exclusions across the Trust are below the national average for both primary and secondary.

Mental health

- All schools attended training and accessed resources, so that they were well equipped to provide mental health support for pupils returning to school.
- All schools are committed to developing their mental health offer further.

Staff development

- Leaders have attended 16 network meetings in a range of areas including English, mathematics, early years, inclusion and safeguarding.
- Early Years Foundation Stage training was delivered to two thirds of our headteachers.

Remote learning

- During the pandemic schools reported that more than 90% of pupils accessed learning, either in school or remotely.
- Teachers across the Trust planned and recorded sequences of primary lessons so that all schools could provide two weeks of lessons for all primary year groups.
- All schools offered places to all their vulnerable pupils and those for whom remote learning was a challenge.
- All schools provided a remote learning offer which was at least in line with the government requirements and the majority exceeded government expectations.
- The Trust also provided 2 weeks of lessons on YouTube, through the Hamwic Education Trust Virtual School, for each year group from year R to year 6, which the Trust made available to all schools not just those in Hamwic. The review was conducted by Paul Walker, CEO First Federation Trust.

*The external review was suggested by the South-West Regional Schools Commissioner.

People

We recognise the strength of the Trust is in the people we employ, which is why we are committed to recruiting, developing, and retaining the best teachers and support staff.

We are passionate about wellbeing and believe that looking after our employees supports and enables them to provide our children with the best possible education.

Through our School Centred Initial Teacher Training (SCITT) programme, graded 'Good' by Ofsted, we train, develop and prepare students to become good teachers. From the 2020/21 cohort, 100% of all our SCITT students are now in full-time teaching roles.

We work with several providers to offer free health and wellbeing support. This ranges from legal advice, counselling, mental health support for staff and family members, a meditation app and health and financial wellbeing drop-in sessions.

In addition to the above we offer staff a benefits portal offering great discounts on everyday items, such as shopping, cinema, gyms etc. through shops such as John Lewis, Currys and Waitrose.



Environment



It has been another busy year for the Estates Team at Hamwic, with improvement and building works across many of our schools.

Townhill Primary, Westover Infants, Hamworthy, Twin Sails and Springdale have all had new roof upgrades and/or roof replacements this year.

We continue to remove and encapsulate asbestos, repair leaks, replace fire doors, alarms, lights and carry out boiler repairs. We have replaced hundreds of windows and laid thousands of square metres of flat roofing felt and insulation.

We will be upgrading CCTV in our schools during 2021/22 and larger boiler replacement projects will take place over the summer holidays.

Over the past 3 years we have spent over £2.5 million pounds on improving our schools.

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.

The finance team work closely with our school headteachers and governing bodies as well as our central education, human resource, estates and IT teams to ensure our schools remain financially strong.

Below are a few statistics from last year:

- 91% of schools in a secure position at 31 August 2021
- 100% of schools expected to be in a surplus position at 31 August 2023
- No high or medium risk issues identified at external audit (2019/20)
- Reserves 9% of total revenue income at 31 August 2021
- 83% of revenue income spent on staffing

IT

100% of schools moved to our central management information system allowing the Trust to analyse data across all our schools.

A cyber security review has been undertaken and a long-term cyber security strategy established.



HET Foundation

We have been pleased to launch the HET Foundation, established to provide support for some of our most vulnerable and disadvantaged pupils.

Following on from the success of last year's fundraising for our Christmas Eve Box appeal, the Foundation would like to carry out similar activities that will benefit our pupils in the future.

The HET Foundation Board has representation and support from across the Trust, including senior leaders and directors.



We want to develop a new generation of excellent primary practitioners through expert-led professional training, grounded in research-led practice and focused on helping all young people in our trust reach their very fullest potential.

Hamwic SCITT, as part of the Hamwic Education Trust, will provide the highest quality training through using the full range of Trust and Partnership resources and professional expertise.

We believe that highest quality inspirational teaching and classroom-based action research is the vehicle by which a new generation of inspirational and highly effective teachers will develop. Every child within our Partnership of schools deserves the highest quality provision consistently. Our new teachers will impact on their lives by improving outcomes and developing confident independent members of the community.

The Hamwic SCITT is a school-based route to gaining Qualified Teacher Status (QTS) and a PGCE is awarded by Bath Spa University. Our combined programme offers the opportunity to train to become a teacher while working in the classroom and being part of an established teaching team in one of our Partnership Schools. Alongside this practical school-centred training trainees engage in research-based enquiry through their PGCE with Bath Spa University.

More details can be found at www.hamwicscitt.org



All about the child



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