



Every child is a gift and every child is gifted.

Governors Report 2023 – 2024

Dear Parents and Guardians,

I am delighted to share our governor report for 2023-24 with you. It has been an absolute pleasure to act as your Chair of Governors on the Twineham Governing Body for last two terms of the academic year, having been on the board as a parent governor for 2.5 years. This year has seen a year of much change for the governing body itself whilst maintaining the focus to ensure future stability in school leadership and embedding Quality First Teaching and learning. The appointment of a permanent Head in role was key to taking this forward after a period of 3 interim heads over the previous 14 months to December 2023.

Sarah Davy joined Twineham in June 2023 as interim head so we were delighted to announce in April 2024 the appointment of Sarah to the permanent role of Head effective from September 2024. It was a demanding 3-day selection process and the short listed applicants had a wealth of experience all of which included current serving Deputies and Assistant Heads. It is much to Sarah's credit that the panel was thus confident to appoint Sarah. Under Sarah's leadership the team had, over the first two terms, laid good foundations to take the school forward and with more to do we were confident that with Sarah's knowledge and experience, this would allow the journey to continue at some pace.

The Governing body returned from the summer break minus a Chair who had resigned for personal reasons over the summer. Also without a staff governor representative and with a vacancy already in hand this reduced the Governing Body to 6 members including the Head. The autumn term proved challenging whilst the board took time to understand new ways of working with reduced numbers and better ways of working longer term strategically. This included understanding the skills gap. The FGB operated without a permanent chair for the autumn term.

The FGB took the decision to progress reconstitution from a board of 9 to a board of 12 and the new instrument of government was in place from March 2024. In November due to links with Hurst Education Trust we appointed a new Co-opted Governor Ruth Schofield, also Governor at Albourne and retired Head. In March 2024 the LA appointed Governor resigned due to workload and this role was replaced with an experienced LA appointed Governor Rev Chris Skilton, who had already joined the board as an associate member prior to being appointed. We also welcomed Richard Copper to the board in February as Parent Governor bringing experience in Finance and Health and Safety.

The FGB also changed ways of working and moved from one FGB preterm with 3 separate committees to holding 3 FGB meetings each term with just one separate committee, the Resources Committee. The board felt this would enable all members to be better informed on all matters and in turn would support better judgement and decision making. The Board has continued this way of working into the current academic year 2024 – 2025.

An Ofsted inspection took place in March 2024. While the Ofsted report identified 2 key areas of improvement that needed to be addressed the verbal feedback from the inspectors with regard the care and provision given by staff was wonderful to hear. Leadership and Management and Quality of Education were areas highlighted for development and are embedded into the school development plan to inform teaching practise and remain areas of focus for governing body monitoring. WSCC also continued to support the school and governing body in the areas requiring development.

There has been considerable maintenance of the school to support site improvements with 6 capital maintenance bids submitted in January 2024 with some of the major Improvements to the school environment listed below:

Both playgrounds resurfaced.

The staff and children toilets were refurbished and a hygiene suite installed

The sunken brickwork on the slope repaired.

Fencing project completed

Hall floor replaced

CPOMS implemented which allows central record keeping and admin efficiencies

This year we were saddened to hear that Alice Haynes a Teaching Assistant who was very poorly sadly passed away. This was so difficult for many of our team who had many happy memories of working with Alice and of course the children who had Alice as a Teaching Assistant. Our thoughts go out to Alice's family and friends.

We were very sad to announce the retirement of Mrs Moss at the end of the academic year after 32 years of devoted service - she will be missed with her unending passion for teaching French and Music. A well deserved retirement and a big thanks you from Twineham.

Mrs Francis also decided to move schools at the end of the academic year after 14 years at Twineham. She is keen to develop professionally and will have a greater opportunity for Senior Leadership at a new much-larger school. She will be missed and we wish her success in her new role

Twineham is a small, unique, rural school and we pride ourselves on our safe, nurturing family feel where we really do know each child as an individual. Small schools play a key role in WSCC provision but also face unique challenges as we continue to see a declining birth rate impacting the demand for school places. This is no different this year plus with the current reduced numbers on roll we are required to make some changes in order to ensure the school can run well and most importantly be sustainable. We will of course continue our drive and marketing to ensure that, as many parents as possible are aware of Twineham, our wonderful rural school. Twineham has a history of teaching across mixed age cohorts and we are currently working closely with a senior advisor at West Sussex to ensure that our curriculum continues to be implemented with progression and skills across the school and the impact of this is evident when talking to the children and looking in books. This will then meet the areas for improvement detailed in our recent Ofsted report.

We are so very proud of our children and I hope this report gives you an overview of some of the many things that have taken place during the year.

The children continue to make progress with your full support and I know how much you care about the education your children receive so thank you from us all for the support you continue to provide to your

children and to the school. Twineham is a happy school where the corridors are often filled with laughter, smiles and children who are happy to go to school. This is shown by the confidence children gave saying that they felt safe and happy during some recently completed pupil voice.

The governing body extends a big thank you to all our wonderful staff who work so hard to ensure each child can reach their full potential.

Kind Regards

Julia Pattenden
Chair of Governors