



HAMWIC
EDUCATION
TRUST

*All
about
the
child*

ANNUAL REPORT

2021-2022

Introduction from CEO

I have reflected on our journey over the past year and am exceptionally proud of what our pupils, staff, schools and Managed Service Team have achieved, despite the challenges that we all still faced through COVID and staff absences, cost of living increases and political turmoil.

With the return of Ofsted inspections (we have had 10 visits this academic year alone) and the reintroduction of statutory tests at KS1, KS2 SATs and GCSEs, our schools have once again demonstrated remarkable resilience and adaptability to an ever-changing landscape.

Despite the challenges, I personally feel that Hamwic has still managed to achieve our aims this year including the launching of our new vision and values and working together as one team for all our pupils.

We have had one more school join us, Hillbourne Primary School, taking our total number of schools to 35 across our six partnerships.

We have also seen the continued growth of the HET Foundation, which again has been able to support some of our vulnerable pupils and their families during this difficult year.

We are now all looking ahead to 2022-2023 and the launch of our 3-year strategy that links with our developing Entitlement for all our pupils.



Robert Farmer
Chief Executive Officer


Message from Trust Board Chair

As Chair of the Hamwic Education Trust Board, I'm very proud to endorse and celebrate the contents of our Annual Report.

As Trustees, we are all enthusiastically committed to Hamwic's vision, values and strategy. Our overriding aim is to ensure that Bob and his outstanding team of staff right across the Trust are fully supported to deliver the very best for every pupil. This report presents a picture of significant progress and success in challenging times: I commend it to you as we embark together on another exciting year.



Alice Wrighton
Trust Board Chair



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

Nelson Mandela

Vision and Values

The branding is now well established across the Trust and the strapline 'All about the Child' and 'What about Sam' are becoming embedded in language.

'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 everyone achieves 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



The non-negotiables are:

- All pupils make at least expected progress
- All schools are rated at least 'good' by Ofsted
- All schools and the Trust are financially sustainable
- All children are kept safe

The strategic intents are:

- Safeguarding: Ensure all pupils and adults are kept safe and supported in environments that help them flourish
- Attendance: High levels of attendance for both pupils and adults
- Curriculum: Broad and diverse curriculum
- CPD: High quality staff with high quality teachers delivering high quality lessons
- Governance: Robust Governance at all levels

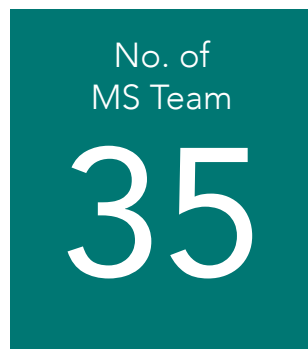
Our Journey in Numbers



£m Revenue Budget
£71 Million



£m of premises investment this year
£1.9 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 - 2021-2022

Education

It has been an exciting year in developing our curriculum for children. With our new Hamwic entitlement we have worked hard to ensure pupils receive an ambitious and broad curriculum offer where pupils build their knowledge and skills, so they know more and remember more. This has been confirmed by Ofsted who said that the quality of education was good in the 10 schools it inspected. This was particularly positive for three of our schools who were previously graded to require improvement.

Staff in schools have worked hard to help our children to catch up with their learning following the pandemic. We were pleased that some of our schools achieved their best phonics, SATs and GCSE results they have ever had. However, we recognise that there is still much work to do in ensuring nearly all our children attain the age expected standards, particularly in the core skills of English and maths.

Attendance

As you might expect, attendance has been a mixed picture in the last year as we have returned to normality following the pandemic. Leaders have not taken their focus off attendance and continue to work with families to help get all children into school regularly. As a result of this, nearly all our schools have had attendance figures that have remained above national weekly percentages.

As we move into this new academic year attendance will be a key focus for the Trust. We are fully aware that children cannot learn if they are not in school. We want to work proactively with parents and children so they feel valued, welcome and safe in school and know they can be successful when they are present.

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

This year has seen a return of our face-to-face conferences and networks of which we have had over 50. This included Business Managers, Site Managers, IT team, Headteachers, Teachers and Teaching Assistants.

Safeguarding

We recognise that safeguarding is everyone's responsibility and that abuse against children could be happening in any of our schools. With this in mind, we have continued to focus on checking our staff have a good understanding of the types of abuse children face and the signs to look out for. In this last year, we worked with schools to embed their relationships, sex, and health education policies. In addition, our work supported the development of robust safety curriculum content. We have been pleased that safeguarding has been found to be effective in all schools inspected by Ofsted this year.

This year we will continue to work with children so they can be more effective in identifying and managing risk, particularly through social media and popular apps/sites so they can keep themselves safe. We will also be making sure our staff are aware of the latest risks so they will know what to look out for.

Inclusion

We were very pleased to start working alongside NASEN this past year, this collaborative work has helped to embed some of our practices to all teachers and senior leaders across the Hamwic Trust. We are progressing with embedding that every Teacher is a teacher of SEND and every Leader is a leader of SEND with 'Knowledge is key' as one of our key priorities for inclusion-based staff. This is why our half-termly network for SEND continues to deliver content to ensure all SENDCo's are at the forefront of inclusive practice backed up by the latest research and guidance.

This year we will be developing an early identification framework for SEND, which all schools will be able to contribute to and build together. Alongside this, we have been researching SEND assessment to support our Pre-Key Stage pupils and writing the assessment package. It's a very exciting time to be working to improve outcomes for our SEND learners

People



With the launch of our new vision and values, the Managed Service Team identified traits that they felt any Hamwic employee should have, with professionalism, honesty, emotional intelligence and commitment being the top traits.

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. Health and wellbeing drops-ins are offered to schools and employees, and we have a number of mental health first advisors within the Trust who can spot signs and signpost individuals to relevant support.



Environment

The Estates team have had another busy and exciting year improving the schools' learning environments. The Trust has spent £1.9 million on numerous projects, which include striking ground ready for a new sports hall at Upper Shirley High School. A new roof and major internal refurbishment work at Weston Secondary school. Heating and boiler upgrades have been carried out at several schools. Along with various roofing projects, CCTV installations/upgrades, new fire doors and fire system upgrades and major asbestos removal. All the projects have remained on time and progressed within budget. We are looking forward to planning the next phase of works and getting ready for another busy year.



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:

- 97% of schools in a surplus position at 31 August 2022
- 97% of schools expected to be in a surplus position at 31 August 2025
- Reserves at 8.7% of total revenue income at 31 August 2022
- 78% of revenue income spent on staffing
- More than £1.7m worth of high value contracts re-tendered
- No high or medium risk issues identified at external audit (2020/21)

IT

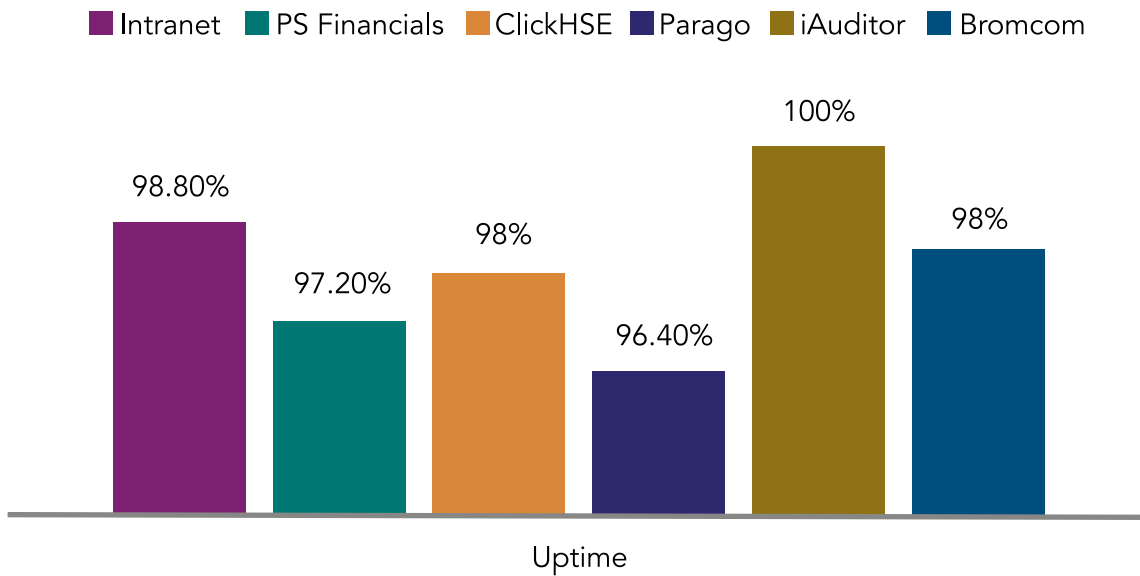
IT has seen a shift in how schools function with cloud migrations. With 10 schools now fully into the cloud, we will be working towards migrating the others and providing them with better server-less platforms to allow for better collaborative, remote working and teaching tools with easier access to resources in a more streamlined way of providing support to the schools.

Cyber is still a huge focus for us and we have been working tirelessly to ensure that schools are safeguarded from attack and have robust immutable offsite backup solutions. Now with the move to cloud data storage, this ensures that this data is also backed up outside of the Microsoft 365 infrastructure to ensure that data access is available in case of any attacks or failures.

A new MIS has now been fully implemented across the Trust with all 35 schools using it. Experiences with onboarding new schools that join the Trust have given us a platform and knowledge on the challenges faced with bringing a new school onboard. These experiences will help with future schools that join the Trust.



Hamwic Systems Update



Governance

Governance across the Trust has seen some changes over the course of the year. A full Governance review has been undertaken with the support of an NGA consultant and, from September 22 the Trustees will launch a new way of working with the HET child at the centre of all we do and discuss.

We have also devised a pilot scheme for local governance and 2022/23 will see us working with some of our schools to mirror this change. It is hoped this will result in more cohesive and interactive governance across all schools and at all levels in the future. We have also begun to develop brand new LGBs with two of our schools currently without a local level governance.

This year will also see us begin to develop more robust training programmes to ensure all our volunteers understand and support the work of governance within our schools linking closely to the development of entitlement for all our pupils.

HET Foundation

The HET Foundation has gone from strength to strength, and we were able to provide over 360 Christmas Eve Boxes to some of our more vulnerable and disadvantaged pupils. In addition, families were supported via the provision of summer hampers to support with the cost-of-living crisis. Alongside this, we have had more requests from schools to support pupils with activities such as music lessons or families in need. During the year 2021-2022 we raised over £11,223.



SCITT

We were delighted to award QTS to all our trainees that participated in our Primary programme in 2021-22. Trainees attended their Hamwic graduation ceremony at Forest Lodge at the end of term and were joined by two Early Career Teachers who have just completed their first year in Trust schools. All our trainees also graduated from Bath Spa University and received their Postgraduate qualification after a tough year of study. Five of the trainees have posts within our schools, and we will be welcoming them to Hollybrook Infant School, Shirley Infant School, Shirley Junior School, Sholing Infant School and Sholing Junior School.



Hamwic Entitlement

The infographic features the Hamwic Education Trust logo (a tree with a person) and the text 'HAMWIC EDUCATION TRUST'. The main title is 'All about the child'. Below are nine entitlements in colored boxes:

- Keep me safe and well
- Respect and know me as an individual
- Help me to be present in every way
- Teach me well and give me great opportunities
- Entitlement eight
- Inspire me
- Enable me to be a good citizen
- Allow me to be successful
- Prepare me for my future

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