



**RELEASING
THE
IMAGINATION:
CELEBRATING
THE ART OF
THE POSSIBLE**

GOVERNORS' REPORT TO PARENTS | 2022-23

The School Governing Body

CONSTITUTION: UTS Cambridge ("the UTS Trust") is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association (submitted to Companies House on the 5th June 2013) are the primary governing documents of the Trust. All Trustees of UTS Cambridge are also School Governors and directors of the charitable company for the purposes of company law. These terms are used interchangeably throughout the Annual Report and Financial Statements. The charitable company is known as UTS Cambridge t/a University of Cambridge Primary School. This the Governors' Annual Report to parents 2021-2022.

The Governors

Dr Kirsty Allen (Senior Administrator at the University; expertise in governance, administration, PREVENT agenda, standards; **Chair of Governors**)

Dr Martin Vinnell (**Vice Chair**; Health and Safety expert; Compliance; University Director)

Professor Hilary Cremin (Head of Faculty of Education: school leadership, ITE; Peace Education)

Professor Bhaskar Vira (Pro-Vice-Chancellor: expertise in governance, University education, Geography; **Chair of Research Committee**)

Mrs Amy Weatherup (Governance expert; **Chair of Education Committee**; Safeguarding Link governor)

Ms Claire Vane (Director Integrated Resources: expertise in HR; **Chair of HR Committee**)

Mrs Olga Valadon (**Chair of Finance Buildings & Resources Committee**; HR expertise and Business development)

Mr Laurence Weeks (Senior Law Partner: expertise in conflict management, law; co-opted governor; Chief Finance Officer)

Mr Marvin Fernandes (Parent Governor)

Ms Sarah Hoole (Parent Governor)

Mrs Samantha O'Byrne (HR expertise)

Dr James Biddulph (Executive Headteacher; **Accounting Officer**)

The Core Leadership Team

Dr James Biddulph (Executive Headteacher)
Mr Luke Rolls (Associate Headteacher)
Mrs Amy White (Director of Business)
Mrs Aimee Durning (Director of Inclusion and Community)

The Leadership Team

Ms Charlotte Bray (Phase Leader EYFS)
Ms Harriet Lang (Phase Leader Year 1 and 2)
Ms Ellen Millar (Phase Leader Year 3 and 4)
Mr Robert Drane (Phase Leader Year 5 and 6)
Ms Alison Machin (Behaviour and Pastoral Lead)
Mrs Katie Glenister-Soos (Data and Assessment Lead)

From the Chair of Governors

Dear Parents/Carers,

This year our school has made huge progress in developing the curriculum and ensuring professional learning is the best it can be. Our external consultant reports that much of what the team do is worthy of sharing with others.

We are acutely aware of the pressures on public sector workers. We know that there has been disruption because of industrial action and as governors we are know from first-hand experience how our team members work in school.

Surveys of parents/carers and the team indicate an overwhelming satisfaction with the work of the school. In our visits to the school, we see children happy and polite, well behaved and well mannered. There is a unique balance of freedom and rigour in the school, which is commented upon by many people who visit. Despite the great efforts of families and educators in school, there remains a big challenge in developing core skills and knowledge, lost for many because of the extended periods away from school.

I stand down as Chair at the end of this year although I remain committed as a governor and look forward to more opportunities to see your wonderful children learning, progress and achieve in 2023-2024.

With best wishes,
Dr Kirsty Allen | Chair of Governors

From the Finance Resources & Building Committee

We, like many schools across the country, have been faced with many challenges this year as a result of the unprecedented rise in living costs. The combination of pay increases for teachers and support staff with rising energy costs has resulted in an operating deficit, which we have been able to cover from previous years' reserves.

The Finance Committee's objective (and role) remains to ensure that our school leaders focus on how to use available funding effectively to support children. With Schools Choice as our finance support service, Ms. White, Director of Business, Mr. James Tweddle, Business Support Assistant, and Dr. Biddulph, Accounting Officer, and Executive Headteacher, we have carefully planned and utilised taxpayers' money to maintain the high standard of education the school aspires to provide. We have closely monitored cost increases throughout the year, managing the deficit accordingly by taking appropriate measures. Costs are not expected to decrease in 2023/24, so we will monitor the situation carefully.

In 2023/24, we will also focus on maintaining our school building and improving our IT infrastructure. In that regard, we welcomed Gary Hunter as our new site manager earlier this year, who upon joining carried out an assessment of the school site. We remain mindful of the significant level of uncertainty that exists within the educational sector (and beyond). We will continue to follow a prudent approach whilst that uncertainty continues. It remains our primary goal that our funding is focused on the children's educational experience.

Mrs Olga Valadon | Chair of the Finance and Resources Committee

From the HR Committee

The HR Sub-Committee's main focus has been to support the school in trying to recruit and retain our great people. There are significant challenges in the educator including pay, working conditions and the challenges of ever more complex learning needs, within a system that is at best creaking. Particular attention has been given to being mindful of the overall wellness of the team, asking questions of members of the team as appropriate, while exercising the important challenge that is always required of an executive team.

There has been an ongoing focus on professional development is key as a mechanism to help individuals grow professionally. We know from most sectors that individuals leave organisations because of those with whom they work, rather than the inherent nature of their work. By contrast, it is always a boon when individuals leave for development reasons and promotions. Nonetheless, it will be sad to say goodbye to Mr Luke Rolls, who is relocating to Japan with his family. Luke has been a huge support to Dr Biddulph, starting as a class teacher and being promoted to Assistant Headteacher and then Associate Headteacher. We would like to thank him for all his efforts over the last 8 years.

We are pleased to inform that we are fully staffed for 2023. We continue to test the culture of the school through external review and in speaking with the team, and also by gaining insight from parents by way of informal discussion and surveys. We are pleased with the latest parent survey which said that 95% of parents said they would recommend our school to other parents. This is great news and we are pleased that the experience of learning at our school is overwhelmingly positive.

Ms Claire Vane | Chair of HR Committee

From the Education of Children Committee

The Education committee is responsible for all aspects of the school that are related to the children, including curriculum, assessment, safeguarding and maintaining the unique inclusive ethos of our school.

Our focus this year has been in understanding and monitoring the schools' updated curriculum. This includes a program of governor visits to the school throughout the year, in which all governors participate. Visits cover curriculum areas (eg Health & Wellbeing) and also year groups (eg Year 1), and are followed by detailed reports which are shared with all governors and senior members of staff. Governors meet with subject leaders, class teachers and children, and join lessons and other activities. These visits ensure that all governors are familiar with day-to-day life in the school and governor feedback can lead to changes in practise if needed.

We also have regular presentations from staff as part of our termly Education Committee meetings. This year these have included the areas of EYFS, Behaviour, Attendance, the support provided for children with special educational needs and children receiving Pupil Premium funding, and Online Safety. In addition we have continued our regular reviews of the school's progress and attainment data, ensuring that the school is supporting all children in their learning.

We wish all our staff and children a relaxing break over the summer holidays and look forward to seeing you all in September. For those of you moving on to secondary schools, we wish you all the best for the future and thank you for being part of our school community.

Mrs Amy Weatherup | Chair of Education Committee

From the Executive Headteacher

This is the first year that we have been completely full with three classes in each year group. There have been many positives, including attracting new people to join our team and seeing people leave us for promotion. Our results are strong and progress is seen across the school. Our external reviews of the school also indicate that we are clear about our priorities, do everything we can to support the most vulnerable children and strive for the very best. We are pleased to welcome Catherine Badesha, the new Associate Headteacher who will join a great team of school leaders.

Whilst there will be a period of change and transition, we have a good and well established team and are committed to continuing the work in an ambitious, innovative and inclusive way.

Kindest wishes on behalf of the whole team,

Dr James Biddulph FCCT FRSA | Executive Headteacher