

HEADTEACHER'S REPORT SPRING 2015

Our Mission Statement

*In our school, we want to celebrate God's gift of life together,
by inspiring, enhancing and developing tomorrow's talent, today!
We respect all; aiming to achieve and live our values.
A place to allow humanity to flourish!*

**ST LEO'S AND SOUTHMEAD
CATHOLIC PRIMARY SCHOOL
SERVING THE COMMUNITY**

OFSTED

- Impact of Governance
- Teaching and Learning
- Leadership and Management
- Behaviour and Safety
- Achievement

1 School Improvement

1.1 As Governors are aware we only just met the combined target for End of Key Stage Two attainment last academic year. Schools that did not meet the combined target were instructed to join a school to school network which is directed/monitored and challenged by the Local Authority. We decided, even though we met the target, to volunteer to be members of the school-to-school Network, as it is always good practice to work with other schools and to be monitored by the local authority as they provide an external view. We have been welcomed as a school and as a result have focused upon:-

- To achieve more level 3s and more level 5s.
- To raise attainment by boys in writing if an issue within the cohort.
- To exceed combined floor target of 65% and to strategically plan for the future.
- To raise the profile of writing throughout the school.

As a result of joining the network we have had strategic meetings with other schools and the Local Authority; produced an action plan; observed practice in other schools positively endorsed by Ofsted- implemented actions as a result. We also received additional funding which we have used to purchase 'Fresh Start' in Key Stage Two which builds upon Read, Write, Inc used in Key Stage One. (K.S.1 Data is very positive; it therefore makes sense to build upon the strategies used throughout the whole school.) We have also bought a spelling scheme. Both resources will enhance the use of 'Alan Peat' strategies which staff are using throughout the school. Governors have requested regular assessment/tracking analysis which is now embedded in our Governor Curriculum meetings. Impact of the above will be evidenced at the same time. (*Impact of Governance, Teaching and Learning, Leadership and Management.*)

1.2 As part of our Raising Standards action plan, Mrs Smith is now delivering three additional Booster clubs for the children in Year 6. (Two before school and one after school.) Miss Moss is working with Mrs Smith at the two Breakfast Clubs and Mrs Smith has encouraged the Year 6 student to work with her at the after school club. This is dedication above and beyond the call of duty and I would like to thank Mrs Smith and Miss Moss for their outstanding dedication – putting the children's learning needs first! (*Teaching and Learning, Achievement*)

1.3 Mrs McIntyre has been teaching Maths to children in Year 6 who have been entered to take the level 6 Maths paper. Her expertise and excellent subject knowledge has been targeted at these children and shows the commitment

that we have to challenge/raise standards. Well done Mrs McIntyre and thank you for ensuring that our more able children are 'pushed' to achieve high expectations! (*Teaching and Learning, Achievement*)

- 1.4 As writing is a priority for our school we have raised the profile of 'Raising standards in writing'. Observations of writing throughout the school have been carried out with individual feedback and whole school actions shared with the staff. In addition new resources have been bought to enrich delivery, staff meetings and joint staff meetings have been focused on writing. Moderation of writing in February 2015 also provided individual feedback and the following whole school actions:-
- Writing targets to be displayed in the front of all books.
 - Marking and feedback – handwriting and spelling are modelled to the children at all times.
 - Staff meeting to develop a consistent marking policy.
 - Within a year, children are to make 3 sub-levels of progress.
 - Targets to be written at the end of each assessed piece of writing.
 - All of the children's other books need to show evidence that the child is at this level.
 - Provide a ranked list.

The next moderation will check that all of the above have been implemented. Having two trained moderators in our school is proving to be invaluable and shows evidence of how we do challenge ourselves – thank you Mrs McGuinness and Mrs Smith for your determined approach to School Improvement – for your challenge and support. A special thank you to Mrs McGuinness for her excellent support when we have to present evidence to external visitors e.g. S.I.P. She is always wonderful and clearly understands data, target setting at every level. (*Teaching and Learning, Achievement, Leadership and Management*)

- 1.5 100% attendance is our aim for every child. The key action list that we received in December for the spring term showed:-
- 4 children are at stage 4
 - 3 children are at stage 3
 - 5 children are at stage 1.
- Stage 4 children are those who have parents who have not responded to our strategies and who are now being challenged legally by the Local Authority. This means that we have 8 children who are a cause for concern. Mrs Sambor continues her positive drive to encourage all of our children to attend by the various exciting strategies.

- 1.6 Miss Bonner continues to show her middle management leadership skills by thinking about the whole school. Most recently she has researched ways to inform our parents about the New Curriculum and how they can support their children. She has brought a sample of guidance to show me and is currently organising for every parent to receive a copy as well as it being put onto the website. Well done Miss Bonner this is an excellent contribution to School Improvement and Raising Standards. (*Achievement, Leadership and Management*)
- 1.7 The school website is evolving and now contains more information for our parents/carers, the most recent of which is information about each subject from the coordinators. We still need to develop the website but it is continually improving. (*Teaching and Learning*)
- 1.8 The following leadership strategies are now embedded:-
 Foundation Stage - Leadership/Management meetings with Little Treasures
 Family Learning Targeted to F. Stage parents/carers
 Read, Write, Inc - Embedded in Key Stage One – including grouping the children across the Key Stage.
 Staff subject knowledge - Mrs Snape teaching Science to Year 3.
 and expertise targeted Mrs McGuinness teaching English to Year 3.
 to cohorts of children Mrs McIntyre teaching I.C.T. to Year 2
 whilst at the same time Level 6 Maths to Year 6.
 providing C.P.D. for Mrs Smith teaching R.E. to Years 4 and 5.
 staff and sustainability Miss Allen teaching Music to Year 6.
 All of the above are to raise standards but are also to enable staff to change the age groups that they are teaching. Sometimes parents/carers do not understand that our teachers are qualified to teach from the age 3 to 11 and they associate a teacher with a particular age group. Next year some teachers are going to change the age group that they teach and Governors may be questioned about this approach. (*Leadership and Management, Governor Impact, Teaching and Learning*)
- 1.9 Physical Education continues to have a high profile in our school thanks to the enthusiasm of Miss Morris and her measured approach to getting the best possible outcome from the Government P.E. funding.
 To date she has implemented the following actions:-
- Specialist coaches to deliver P.E. to all of the children.
 - Teaching Assistants and teachers to observe and join in with the coaches to improve their own delivery of P.E.

- Assessment of a group of children in each lesson and all assessments monitored by Miss Morris.
- Extra P.E./games at lunch time to increase the children's exercise and positive life style choices.
- New Resources.
- Additional P.E. – i.e. Dance being taught by specialist coaches.
- External competitions for the children to take part in.
- External courses.

Miss Morris has organised observations and challenges for the children to monitor the impact of all of the above on our children's P.E. skills and their fitness – but what is certain outcome is that there is far more P.E. in our school than there ever was! Thank you Miss Morris for your dedication and energy! (*Teaching and Learning, Achievement*)

1.10 We have always tracked every child's progress and formed targets to accelerate each child's progress. To help this process further we have used Pupil Premium to:-

- Deliver Family Learning to the parents/carers of the Foundation Stage children. A range of workshops are being delivered focusing on Maths and English. The workshops are full – and the parents of children likely to be eligible for F.S.M. are attending. Mrs Snape is monitoring the impact upon the children's progress but as Governors you can be certain that the impact must be positive. Parental feedback to date is a request for more!
- More resources have been purchased to support Teaching and Learning.
- Personalised Packs have been created to target specific P.P. children in order to help their parents/carers to help their child's learning at home. (Analysis of impact has been completed for each child – all showing progress.)
- Teaching Assistant – Every Minute of Every Day Programme
- Additional Teacher to do Booster support for P.P. children in Years 3 and 4. To deliver an after school P.P. club. Mrs Ronald has ensured that P.P. children are receiving targeted teaching and support. Thank you Mrs Ronald.
- Library Service Level Agreement.

Ongoing tracking and assessment is monitoring the impact of the above which is shown in the data presented to Governors at termly Curriculum meetings. (*Governor Impact, Teaching and Learning, Achievement*)

1.11 School Improvement is enhanced by the Before and After School Clubs that the staff provide voluntarily in their own time as follows: various Sport, Breakfast Booster, After School Boosters, Maths Level 3, Reading for Pleasure

Club, Choir, Computers, Science, Library Club, School Council, Board Games Club.

I would like to thank all staff for their dedication and commitment to enhancing and enriching the curriculum opportunities that the children can have. (*Achievement, Behaviour and Safety*)

1.12 Our assessment cycle is providing invaluable information as to which cohorts of children need a timetable that enables the children to gain more time to focus upon 'gaps' in learning. Currently we are trialling a programme of intervention with the Year 4 children. Levels of attainment have been revised and an intensive six week programme of English and Maths has been planned by Miss Allen, the impact of which can already be evident. Thank you Miss Allen for planning this programme. (*Teaching and Learning, Achievement*)

1.13 Reading for Pleasure has always had a high profile in our school. At every intake meeting we tell the parents/carers how important reading is for children's learning and as a life skill. Every class reads a class reader together. Every child takes home a book. Every child spends time in our school library. To enhance all of this we have weekly book shop and to date 15,000 books have been sold in total. This is amazing and proves how much our children and parents enjoy reading. A special thank you to Mrs Parry for voluntarily making Book Shop happen in our school. (*Teaching and Learning, Achievement*)

1.14 We continue to be active members of the Southern Area Collaborative and part of this collaboration creates a more focused approach within a "family cluster of schools" including our Senior School colleagues. We have focused upon reading and writing. To provide a seamless transition and raise standards in reading each school has been funded to train in "Accelerated Reading" and to purchase the scheme of reading books to use with 30 identified children in Years 5 and 6. Mrs Smith and Miss Moss have completed the training and are delivering the programme to the children. Comparison of results will show impact. (*Leadership and Management, Teaching and Learning, Achievement*)

1.15 We have completed a bid as part of the Southern Area Collaborative to develop Health and Wellbeing. As a result we have received funding to produce an Action Plan to deliver activities and positive outcomes for:-
Anti bullying
E. Safety
Physical Activity

P.S.H.E.

Team Building

After School Provision

Mrs Sambor is leading this project in our school and has produced an excellent action plan covering each of the areas above whilst at the same time ensuring that all the children in each key stage benefit. Thank you Mrs Sambor for your hard work. (*Achievement, Behaviour and Safety*)

- 1.16 We are now half way through our enrichment programme which enhances the children's curriculum opportunities. To date we have had theme days related to History, Art, Geography, Music, World Book Day, E. Safety and Maths. The portfolios produced capture excellent evidence of what the children have learnt and their enthusiasm for 'finding out' at these times is impossible to quantify. Thank you to all who contribute to the planning, delivery and extra resources involved. Many times the teachers use their own money to buy resources e.g. most recently for D.T. cookery week, which the children loved! (*Teaching and Learning, Achievement*)
- 1.17 French is now embedded on the Key Stage Two timetable. We have linked our long term plan to 'Languagenut' which is the scheme that the staff feel most comfortable using. Mrs Ronald enhances the teaching of French as do the staff from St Edmund Arrowsmith who come in to teach Years 5 and 6. At a recent assembly the Year 5 children sang in French and it was a real joy for us to see as well as an excellent example to all of the children's skills. (*Teaching and Learning*)
- 1.18 Governor involvement continues to be a strength of the school; Mrs Kelly continues to work alongside the staff in the classroom, two days every week. Mr Jardine, Miss Swatton, Mrs Slater, Miss McDonald Holmes and Miss McParland have all been in school to work with the children which is wonderful Governor impact for the rest of the Governing Body. Thank you to all Governors for your time, encouragement, challenge and support. (*Governor Impact, Leadership and Management*)
- 1.19 The 'Every Minute of Every Day' programme is working positively and enables
- Children to be heard reading
 - Delivery of Read, Write, Inc
 - Booster and Intervention support
 - A pace is set so that no time is wasted and every minute is utilised.

This would not work if it were not for the dedication and cooperation of the Teaching Assistants Mrs Parker, Mrs Nolan, Mrs Lewin, Miss Ryan, Mrs Lyon, Mrs Barton, Miss Moss and Miss Ashworth. A huge thank you to all of them. (*Teaching and Learning, Leadership and Management*)

1.20 As part of our Professional Development meetings, Mrs McIntyre and Mrs Snape have led the staff via two meetings. Mrs McIntyre delivered what she had learnt on the M.A.S.T. course and disseminated new ways of teaching. Mrs Snape updated staff on how each subject is taught and assessed in the Foundation Stage making it easier for coordinators to track the progress made of the children throughout the school. A huge thank you to both members of staff. (*Leadership and Management, Teaching and Learning, Achievement*)

1.21 We continue to work in partnership with Little Treasures at all levels in the Nursery. This is wonderful sharing of expertise and sharing of resources but does require commitment and hard work as well as patience, compromise and remaining positive. It is a strength of our school of which we are proud because seamless provision is what is best for the child. I would like to thank Mrs Snape and Miss Ashworth who enable this to happen and all it entails. Well done to both of them and keep up the excellent work.

2 Community Links/Parent/Carer engagement

2.1 I am delighted to report to Governors that because of the strong links that the Cooperative Store in Whiston Village has with local schools we were awarded £500 to spend on Indoor games for the children to play with at lunch time. Representatives from the store visited the school and were photographed with the children. The games purchased are proving to be very popular with the children. We sent a letter of thanks from us all. (*Behaviour and Safety*)

2.2 As Governors are aware we seek parents' views formally every summer via our parent questionnaires. However it is always lovely when a parent puts pen to paper of their own accord. We have received positive comments from parents about the Ann Frank Exhibition; about the personalised packs for homework sent out in Year 5 and a very positive letter stating that choosing this school for her child (in Reception) was the best decision that they have made. We have also received positive comments from a parent for our support of the 'Justice for 96' campaign – (one of our parents is involved in the campaign). We know only too well that we can always improve but it is

lovely to receive positive comments from our parents/carers. A special thank you to all of them. (*Achievement*)

2.3 We have discussed ways to develop our engagement with the community at a local level and further afield – Staff took the Nursery and Year One children to visit “Pat’s Shop” and she was very pleased to see the younger children. Staff also took the Year One children to do a dress rehearsal of their Christmas Performance for the local pensioners, which they thoroughly enjoyed. The older children took part in the Lantern Parade at Liverpool One and as a result were invited at a later date to return for a free afternoon on the Ice Skating Rink. These are always memorable, enjoyable experiences for the children but they do take a lot of organising behind the scenes. I would like to take this opportunity to thank all the staff and children involved for their enthusiasm and determination. (*Behaviour and Safety*)

2.4 We have had a recent influx of parents visiting our school with a view to either starting their children in Reception or moving them from their current school to join ours. This is always reaffirming that the school has a positive profile in the community. When I ask why they are visiting our school, they tell me that it has been recommended by our current parents/carers. This is wonderful and there is no better marketing strategy than by ‘word of mouth’ – I would like to take this opportunity to thank all of our parents/carers for their support. In the thirteen years that I have been Headteacher we have been striving to increase numbers. I am delighted that the current Reception class is now full! Predictions show that the next Reception class will also be strong in numbers – this is wonderful! A special thank you to Mrs Cassidy and Miss Ryan for their hard work and dedication. (*Impact of Governance, Leadership and Management*)

2.5 When I am showing potential parents around our school they are always ‘shocked’ at the reasonable cost of our Breakfast Club and Early Morning Club, both of which continue to be a very popular service which we provide thanks to the hard work and early morning smiles of Mrs Sambor and Mrs Parker. The strategic decision that Governors made a long time ago has enabled Breakfast Club and Early Morning Club to thrive! (*Behaviour and Safety, Impact of Governance, Achievement*)

2.6 Mrs Tomlinson continues to give freely of her time each week, working alongside staff in Year 2 which is wonderful. She has also begun her liaison with Year 6 in order to link information to the Governors of St Edmund Arrowsmith (in her role as Governor) about standards in English and Maths.

In addition Mrs Tomlinson also organised for us to receive match funding of £555. A huge thank you to Mrs Tomlinson for all that she does, we really do appreciate it. (*Teaching and Learning, Governor Impact*)

- 2.7 The children and staff have recently had their photograph taken in school. A huge thank to Mrs Sambor who managed the day which is no easy task! (*Behaviour and Safety*)
- 2.8 Our Welfare ladies continue to arrive at school every day with a smile and enthusiasm. Lunch time is not an easy part of the day as the children are making full use of their energy but the welfare ladies always put the children first. Thank you ladies for your hard work and dedication to enable the children to have positive experiences of play at lunch time. Keep up the good work. (*Behaviour and Safety*)
- 2.9 Lunch time theme days have become part of our school yearly cycle. They not only encourage the children to have school meals but they also enrich the children's learning opportunities. Thanks to Carol and her team, these are always successful in our school and enjoyed by all. (*Teaching and Learning*)
- 2.10 Enabling our children to be ambitious and to have aims in life is a priority for us in school. The children need to develop life skills for life and Team skills for the future work place. The Halewood Jaguar Plant is a wonderful example of a world of various jobs that demand various skills. Thanks to Mrs McIntyre a group of our children have been invited to spend the day at the Plant. This will be a wonderful learning experience for our children as well as an opportunity to find out what careers are available. Well done Mrs McIntyre and thank you. (*Teaching and Learning, Achievement*)

3 School Environment

- 3.1 Mr Chris Williams, senior building officer of Liverpool Archdiocese recently took the time to visit school and see for himself the size of the junior classrooms and the practicalities of every-day use. We will not hear of his decisions until late April but he did state "This is a beautiful, well cared for school." This was music to my ears because we do work hard to look after the environment. In addition to this comment the Professional photographer also praised the environment of the school as do potential parents and visitors. I would like to take this opportunity to thank the staff who work hard producing beautiful displays; create exciting areas for the children to learn/relax in and who ensure that the resource areas are organised and tidy. (*Behaviour and Safety, Governor Impact*)

- 3.2 The school environment inside and outside is always well cared for thanks to the hard work of Mr Clarke and the cleaning ladies. Each day when we all arrive at school to work and learn it is always clean, welcoming and a safe environment for all. Keep up the good work everyone. (*Behaviour and Safety*)
- 3.3 We have begun to improve the outside area of the Reception class and Governors report that parents have noticed and have made positive comments. This is the beginning stage of improving the outside areas for both Reception and the Nursery but we will have to do this by small steps, however as stated already it is looking better. (*Behaviour and Safety*)
- 3.4 We now have a Q.R. code on our newsletters to parents thanks to Mrs McIntyre who made this happen! This is an additional way of reaching out to our parents! (*Teaching and Learning*)

4 Special Educational Needs/Inclusion

- 4.1 Both Miss Morris and myself are currently attending 'Early Help' training which is the Local Authority's new approach to safeguarding children at an earlier stage and preventing escalation to Social Services. There is now new criteria to follow if there is a need to involve Social Services. Whilst this process is still very new and will take time to embed I can assure Governors that we have been attending the training and are up to date. (*Behaviour and Safety*)
- 4.2 We continue to attend Planning and Review meetings at which the Southern Area S.E.N. Manager and Educational Psychologist both attend. Miss Morris, Miss Moss, Mrs Snape and myself are able to highlight any concerns that we have about children and seek advice/support as to the next steps that we take. The meetings are invaluable and I am grateful to all for the input and contribution that is made. (*Teaching and Learning*)

5 Staff Development

- 5.1 We are active members of the Southern Area Collaborative which is now responsible for School Improvement at all levels in partnership with the Local Authority. We scrutinise area data, identify gaps and pool strategic actions e.g. Training, joint staff meetings, joint observations; cross moderation of books, scrutiny of levelled evidence, projects for children and fund new initiatives/resources in school e.g. Accelerated Learning. All of which have direct impact upon Teaching and Learning. The whole aim of the collaborative is to Raise Standards and improve the life chances for our

children. Collectively addressing this enables the pooling of expertise and making the best use of funding. (*Teaching and Learning, Achievement*)

5.2 The staff continue to attend a range of training examples of which are:-

Accelerated Reading

Early Help

Safer Recruitment

Maths

I.C.T.

Early Years Networks

R.E. coordinators and In-service days

Clerks Conference

Moderation

First Aid

Southern Area Collaborative of Headteachers

Southern Area Collaborative of Deputy Headteachers

P.E.

Governor Training

Observations of Sports Coaches

Safeguarding

(*Leadership and Management, Teaching and Learning*)

5.3 As a result of our own internal monitoring and moderation we have implemented whole school actions and individual feedback has been given to staff which is all documented/reviewed – to date linking to Reading, Writing, R.E., French and levelling/evidencing children’s work. We still need to produce a consistent approach to marking despite trying various methods. (*Teaching and Learning, Achievement, Leadership and Management*)

6 Staffing

6.1 I am delighted to welcome Mrs Cawley as the new Nursery Teacher. She will join us after the Easter break allowing time for her to get to know us and to have the flexibility of having an additional teacher for a term, of which we can make good use. (*Governor Impact, Leadership and Management, Teaching and Learning*)

7 Safeguarding

- 7.1 As already reported both Miss Morris and I are currently attending Early Help Training. The new approach will enable targeted support for families in need of support at an early stage. (*Behaviour and Safety*)

8 Religious Education

- 8.1 As Governors are aware we have reviewed our Mission Statement with the help of Marie Connolly who was wonderful in leading us collectively to reflect. As a result we have reviewed and updated our objectives which was what Marie Connolly advised us to do next. Governors have copies of the Mission Statement and Objectives. (*Governor Impact, Leadership and Management*)
- 8.2 The children in Year 4 who are currently preparing to make the Sacraments of Confirmation and First Holy Communion have recently made the Sacrament of First Confession (Reconciliation). It was a lovely child friendly service thanks to Father Michael who as always shows that he understands our children's context and gently leads the children throughout the preparation time. He regularly pops in to see the children and he has organised workshops for the Parents all of which are invaluable in supporting the children. Thank you Father Michael. (*Teaching and Learning*)
- 8.3 As part of our reflection during Lent, all of the Key Stage two children visit church to look at the Stations of the Cross. This was introduced by Father Michael and has become embedded in the school liturgical year. The children really enjoy their visits and always return to school full of enthusiastic 'chat' about their visit. Thank you Father Michael. (*Behaviour and Safety*)
- 8.4 The Come and See End of topic celebrations continue to be well attended by the parents/carers and the children have really enjoyed sharing what they have learnt in Religious Education. Well done to all of the children and staff. (*Teaching and Learning, Achievement*)
- 8.5 Mrs Smith and Mrs Lyon (Governor) have spent a day together observing R.E. lessons throughout the school. They have discussed standards of attainment and have produced a portfolio to show evidence. This is excellent practice and all staff have received feedback. Mrs Lyon is so adaptable in all of her roles and is in school a lot earlier than she has to be – thank you Mrs Lyon for your excellent work. (*Teaching and Learning*)

- 8.6 The children and parents are currently raising money for the 'Good Shepherd Collection' this is in addition to fund raising for Marie Curie, Willowbrook Hospice, Comic Relief and a local memorial. The parents, staff and children are all so generous. We are only a small school and yet the amount raised is always as much as the parents can give. Thank you to everyone. (*Behaviour and Safety*)
- 8.7 Mrs Smith and Miss Bonner continue to make sure that Religious Education has a high profile in school. They attend Archdiocese Coordinators' meetings and always return to school ready to implement or introduce new actions recommended. Thank you to both members of staff for their hard work and support. (*Teaching and Learning, Achievement, Leadership and Management*)

Thank you for taking the time to read this Report which hopefully celebrates the strengths of school life as well as indicating future priorities/actions. We have challenged ourselves more than ever this term via our own internal scrutiny/moderation. Staff are challenging each other and as a result impact can be seen in the classroom which is a positive outcome and impact can also be seen in the children's books which is crucial for evidencing the children's progress. A huge thank you to all of the staff for this professional approach.

I would like to take this opportunity to thank Governors for their time, challenge and support. It can clearly be seen in the minutes of committee meetings the dialogue, discussions, challenge and impact that our Governors provide. The school is continuing to improve because of the leadership at Governor level. The Governor self review, audit of skills and twenty questions will assist us in developing the Governing Body further, all of which is best practice endorsed by Ofsted. Thank you Governors for everything that you do.

Thank you to Mrs Hewitt, who as always completes a mountain of typing, photocopying and monitors the lunch money received all with a quiet smile.

A special thank you to Mrs Clarke who I have described before as the 'nerve centre' of the school, she is always patient, calm, positive and thoughtful in her approach each day – showing professionalism at all times.

Thank you Mrs Smith for being a wonderful Deputy Head Teacher; she never stops! Her hard work, dedication and support are invaluable and she is always positive. I thank her for all that she does to make this school what it is – a wonderful place to be the Headteacher!

Please may I take this opportunity to wish all Governors a very happy Easter when it arrives?

God bless

Jeanette Grundy

A very happy, proud, Headteacher.