

# Principal's Report to Governors

## April 2019

### Introduction

This is the monthly Principal's Report for April 2019 which seems to have flown by! All data and commentary relates to April only. There were only 11 full school days during the month due to the bank holiday and the Easter Break so please bear that in mind if this month's report feels a little shorter than usual.

### General Update

- a) Staffing – Since the last report we have recruited an additional strong teacher of maths which we are delighted about given the current recruitment climate. We have also received a resignation from Jade Bennett, Team Leader of Geography who has decided to take some time to pursue a career working with students who have special needs. We will be advertising imminently and I expect a strong field at this time of year. We have also secured a Teach First position in English but have been unable to recruit a physics teacher to date. We continue to try all avenues. This next few weeks is the time when we expect movement in terms of people going for promotions or deciding to move on for whatever reason and so next month's principal's report will be a crucial update. Outside of teaching staff, we have a further resignation in the site team (Carol Baillie who is relocating to Gloucestershire) but a replacement is waiting in the wings.
- b) Gordonstoun Links and Round Square – The visit to Gordonstoun that myself and Chris Vallance will be attending (alongside 4 of our student leaders) is booked for the 18-19<sup>th</sup> June. Training for the adventure race, which will now take place in Snowdonia next month, continues and our own conference is in the final stages of planning. Our new student leaders have been playing a key role – they have already been very proactive and willing to take responsibility and I am excited to see what they have planned for the conference.
- c) Christian Distinctiveness – There is much work here in terms of continuing to embed our vision and values into all that we do at the academy. This is supported by our working group which has been in place since the previous SIAMS inspection (myself, Jane Lewis, Nick Dilkes, Alex Brompton and Michael Longdon) but also by taking every opportunity to emphasise our vision and values in daily operations and also in more strategic developments. Good examples are our new behaviour policy, our recent curriculum review, the Core Values book and the new Governors' Handbook which are all currently in draft form and will be shared with governors as soon as they are ready. Our heavy involvement in national and regional peer support networks run by the Church of England Foundation for Educational Leadership is also a source of support and inspiration here.
- d) Ofsted Preparations – Since the Teaching and Learning review mentioned last month we have agreed a plan for moving forward in areas identified for development, Chris Moodie will be working closely with Ian James on improving our quality assurance processes. A group of great practitioners among the teaching staff is being identified to help drive forward our new teaching and learning strategy, undertake some focused study of their own practice and peer support and coach their colleagues. I will update on the progress of these projects monthly.
- e) Improvement Plan – The exec team is part way through reviewing the plan and updating it following the end of the summer term. The fully reviewed document will be made available to governors on completion.
- f) Big projects for this year – As mentioned earlier, the Core Values booklet is almost completed and a strategy for the implementation of the Core Values course has now been agreed. This will all be up and running for September. Discussions are taking place at ASAG and FFPAG meetings regarding the

funding of IT developments with a view to revisiting this proposal at the next full governors meeting. We continue to look at adjusting and remodelling plans for extension of our provision at Heatherdene to cater for more students from other schools.

g) Whole Academy Events – Our final event of the Spring Term was the Easter service which was well led by Alex and Nick and included some excellent performances from our student band (a particularly spirited version of Amazing Grace was the standout here!) and from our new student leaders in their readings from the bible of the Easter story. This has been the only whole academy event throughout April but it was a fantastic way to end the term.

h) Calendar – Important dates to note are:

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| • 8 <sup>th</sup> & 9 <sup>th</sup> May    | Dance Showcase – Charlie and the Factory of Chocolate    |
| • 14 <sup>th</sup> May, 3pm                | Full Governing Body Meeting                              |
| • 3 <sup>rd</sup> – 7 <sup>th</sup> June   | Round Square, Adventure Awaits Conference                |
| • 4 <sup>th</sup> June                     | Year 9 Parents' Evening                                  |
| • 11 <sup>th</sup> June                    | Year 6 Parents' Information Evening                      |
| • 12 <sup>th</sup> June, 4pm               | Achievement and Standards Advisory Group Meeting         |
| • 14 <sup>th</sup> June, 8am               | Opportunity Trust Meeting                                |
| • 14 <sup>th</sup> June, 9.30am            | Finance, Facilities and Personnel Advisory Group Meeting |
| • 24 <sup>th</sup> June                    | Sports Awards Evening                                    |
| • 24 <sup>th</sup> – 28 <sup>th</sup> June | Year 7 Residential Trip                                  |
| • 27 <sup>th</sup> June                    | Sports Day and Year 11 Prom                              |

## KPIs

### Health & Safety

There were no reportable incidents this month.

### Staff Attendance

Staff attendance remains the same due to the long term absence of two colleagues, one is due to return soon and the other is leaving at the end of this month.

### Pupil Attendance

For Years 7-11 this currently stands at 93.3%. This is not at all where we want it to be and ASAG rightly challenged Maria Fletcher on this at the last meeting. More focused work on an identified key group will take place during the final term in an attempt to end the year with a higher figure. We have also discussed at length as an exec team how we can be more proactive from September with students we know have poor attendance including using information from the primary schools and how the return to a greater emphasis on a 5 school system can support. All school improvement work, of course, should have an impact on attendance. If we get our ethos and relationships, our teaching and learning and broader curriculum and our behaviour systems right, we can expect attendance to improve. It cannot be just about what the attendance team do and we are working hard on all these fronts.

### Pupil Behaviour

The new behaviour policy is in production as mentioned earlier and last month. It will be circulated to governors at the earliest opportunity. We do not intend to wait for full governor approval before starting to test the waters with it after half term but I will update regularly and am always available to discuss the general direction we are heading in as required.

### **Academic Results**

Our Spring 2 data has shown a dip in predictions for year 11. We are currently investigating the reasons for this and a lengthy discussion was had at ASAG this week. Year 13 data is looking very positive and it was noted also that year 12 are a very committed and engaged year group. The full ASAG dashboard accompanies this report.

### **Pupil Premium Strategy**

Assertive mentoring has continued using the tutor system, along with The Duke of Edinburgh program to re-engage students with learning. During the last week of term, Jonathan Walsh and Chris Vallance met with the focus group at break time to uncover and resolve any barriers that exist and ensure that they were aware how to revise over the two-week break. Immersion time has been offered to Team Leaders for Pupil Premium students to complete outstanding coursework, along with walk through mock examinations. Planning is also underway for next academic year for a greater distributed approach.

### **Finance**

The mark two budget continues to indicate a surplus of £20k and a positive cash flow position. I continue to work hard with support from a variety of people to manage our budget prudently and to ensure best value and best use of money wherever possible. Ellie now does not plan to return until September but between myself, Maureen Brown, Donna Barnes and the support of the MAT we are confident we can keep everything afloat!

**Lisa McVeigh**  
**3<sup>rd</sup> May 2019**