



*Ellington Primary School
Head teacher's Report
Governing Body Meeting
November 10th 2021*

School Context

Number on roll

<u>Class</u>	<u>Girls</u>	<u>Boys</u>	<u>Total</u>
Nursery – Miss Nicholson	14	14	28
Reception – Miss Robinson	11	12	23
Year 1 – Mrs Pirie	9	21	30
Year 2 – Miss Willcock	17	11	28
Year 3 – Mrs Horsley	12	9	21
Year 4 – Mrs Rusby	18	11	29
Year 5 – Mrs Morris/Mrs Richardson	10	13	23
Year 6 – Mr Fernandes	17	12	29
Totals	108	103	211

Predicted Nursery Numbers:

January 2022 – 34 Children

April 2022 – 38 Children

September 2023 – 18 Children

Moving Forward

Historically, since moving to a Primary School in 2016, Ellington has had fluctuating numbers. Looking at the number on roll currently, there are concerns with Reception and Year 3. I believe we need to do more in terms of marketing and advertising to attract children. Almost 50% of the school population comes from outside of Ellington. The new homes being built could see numbers rise in the coming years but we can't be complacent with numbers on roll and the knock on effect this will have on the budget.

Free School Meals: 15% – 28 Children

Ever 6 measure: 4.4% – 8 Children

SEND: 14.2% – 26 Children

LAC: Nil

Attendance

Whole School Attendance 8th September 2021 – 22nd October 2021

	Rec	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Total % Attendance	96.59%	92.4%	97.37%	97.83%	93.25%	96.57%	91.35%
+/- compared to school average	+1.8%	-2.39%	+2.59%	+3.04%	-1.53%	+1.79%	-3.43%

Attendance this year is currently 94.79% which is below national standards. This is largely due to Covid-19, however we have had a focus on attendance in school with awards for the class with the best weekly attendance. This is something that we will continue to develop over the year. We need to aim to have at least 96% attendance by the end of the academic year.

Staffing

<u>Name</u>	<u>HT/DHT/TLR responsibilities</u>	<u>Upper Pay scale/ additional leadership responsibilities</u>	<u>Main scale coordinator role</u>
Kevin Hodgson Head Teacher	Achievement/Attainment of pupils Assessment and Pupil Progress	Child protection lead Curriculum & Teaching and Learning	Teacher performance management
Mrs Pirie Acting Deputy Head Teacher	Year 1 teacher	EYFS Assessment	Child protection Designated person
Julia Morris	Year 5 class teacher	SENCO	Mental Health Lead
Louise Rusby	Year 4 teacher Curriculum	Maths Lead	RE and PE Lead
Rachel Richardson	Year 5 teacher	Computing Lead	Music Lead
Alexis Fernandes	Year 6 teacher		History and French Lead
Kirsty Willcock	Year 2 teacher Assessment	English Lead	
Samantha Horsley	Year 3 teacher		Science Lead

<i>Eilish Nicholson</i>	<i>Nursery teacher</i>		<i>Geography Lead</i>
<i>Jade Robinson</i>	<i>Reception teacher</i>		<i>Art and Technology Lead</i>
<i>Amanda Vardy</i>	<i>HLTA</i>		<i>PSHE Lead</i> <i>Health and Safety Lead</i>
<i>Annette Mallaburn</i>	<i>KS1 teaching assistant</i>		
<i>Karen Sayers</i>	<i>UKS2 teaching assistant</i>		
<i>Cathryn Strachan</i>	<i>LKS2 teaching assistant</i>		
<i>Tracy Goodhall</i>	<i>EYFS/KS2 teaching assistant</i>		
<i>Glenn Liddle</i>	<i>EYFS/KS2 teaching assistant</i>		
<i>Rachel Hays</i>	<i>EYFS teaching assistant</i>		
<i>Pam Hunter</i>	<i>School Bursar</i>		
<i>Jenny Dyer</i>	<i>P/T Administration Assistant</i>		
<i>Ed Robertson</i>	<i>Caretaker</i>		
<i>Cathryn Strachan</i>	<i>Cleaner</i>		
<i>Hayley Curtis</i>	<i>Cleaner / Lunchtime Supervisor</i>		
<i>Pauline Millis</i>	<i>Lunchtime Supervisor</i>		
<i>Julie Emery</i>	<i>Cook</i>		
<i>Alison</i>	<i>Catering Assistant</i>		
<i>Julie Bramwell</i>	<i>Catering Assistant</i>		

Staffing Update

- Since September, we have successfully appointed a new Admin Assistant, catering assistant, lunchtime supervisor and cleaner.
- There have been no changes to teaching staff in school.
- We have advertised for a maternity cover post in year 3 to cover Mrs Horsley's maternity leave which will begin in December.
- Some subject lead roles have changed in line with a focus on the curriculum across the whole school.

In-service Training, Whole School Staff Development

Safeguarding – refreshers

Covid-19 Risk Assessments

English Training – Reading curriculum

New Marking and Feedback Policy

CPOMS

School Improvement Plan

I have recently completed the School Improvement Plan for 2021-2022. Usually, I would work with the other senior leaders in school to develop this before the start of the academic year. However, with being new to Ellington, I needed to give myself a full half term to fully understand what the priorities for the school are and how best I would address these. This has been shared and reviewed alongside the school's new School Improvement Partner – John Walsh.

The focuses this year are:

Quality of Education:

Key Target 1 – To continue to refine and embed our approach to the teaching of reading and writing in the Early Years, Key Stage 1 and Key Stage 2.

Key Target 2 – To develop a teaching for mastery in Maths approach in the Early Years, Key Stage 1 and Key Stage 2, enabling all to flourish.

Key Target 3 – To develop a new whole school curriculum with clear intent, cohesive progression and significant impact.

Behaviour and Attitudes:

Key Target 1 – To re-establish clear expectations in regard to behaviour and attitudes, ensuring that all in school grow and succeed.

Key Target 2 – To embed wellbeing and support improved mental health across our school community following the Covid-19 pandemic.

Leadership and Management:

Key Target 1 – To improve the outcomes of all pupils including those with SEND, enabling all to flourish.

Key Target 2 – To develop a new whole school curriculum, including a focus on subject leadership in preparation for deep dive inspections.

Personal Development:

Key Target 1 – To re-establish and extend upon the range of extra-curricular opportunities provided by the school and external providers.

Key Target 2 – To develop a Mental Health lead, ensure further training and a review of provision so that pupils know how to keep mentally healthy.

Changing the school day to finish at 3.15

From September 2021, the school day began at 9am and finished at 3, with play times and lunch breaks, this meant the children had the following teaching time in school:

<u>Year Groups</u>	<u>Teaching Hours per day</u>	<u>Weekly Total</u>
<u>Reception</u>	4 hours 25 mins	22 hours
<u>Key Stage One</u>	4 hours 35 mins	22 hours 50 minutes
<u>Lower Key Stage Two</u>	5 hours 5 mins	25 hours 25 minutes
<u>Upper Key Stage Two</u>	5 hours 15 minutes	26 hours 15 minutes

After three weeks we decided to open the doors at 8:50 each morning with registration moving to 8.55. This has allowed an extra 25 minutes of teaching time per week but also prompted parents to get children into school earlier.

From January, I would like to extend the school day so it finishes at 3:15. Staff have expressed their concerns with the afternoon timings in school and how difficult it is to fit everything in with the curriculum requirements. By extending the day to 3:15 and starting the day at 8:55, along with a slight change to dinner times, teaching time in school would be:

<u>Year Groups</u>	<u>Teaching Hours per day</u>	<u>Weekly Total</u>	<u>Increase</u>
<u>Reception</u>	4 hours 55 mins	24 hours 35 minutes	2 hours 35 minutes
<u>Key Stage One</u>	5 hours 15 mins	26 hours 15 minutes	3 hours 25 minutes
<u>Lower Key Stage Two</u>	5 hours 25 mins	27 hours 05 minutes	1 hour 40 minutes
<u>Upper Key Stage Two</u>	5 hours 35 minutes	27 hours 55 minutes	1 hour 40 minutes

Pupil Achievement

Due to the pandemic there were no statutory assessments in 2020 or 2021. Internal data collected in summer 2021 showed that there were huge gaps in the children's knowledge which need to be addressed.

This year will be having termly assessment weeks in school with standardised tests being used in Years 1 to 6. After each assessment week, all teachers will have pupil progress meetings with Julia Morris and I. We will look at every single child in school and their progress. Focussed interventions alongside our new curriculum will enable the gap to be closed. This will be a continuous process with regular reviews throughout the year. In order to support assessments and data tracking in school, we will be investing in a new tracking system. Previously, all data

has been paper based but through discussions we have found that staff are not always aware of prior assessments from previous years and priorities moving forward. A new system will put the responsibility on the class teachers to fully evaluate their class's progress.

To support interventions in school, we have used the recovery funding to purchase Lexia and My Maths. We will be looking at further programmes and staff CPD.

Mental Health and Well-being

Moving forward, we have placed a huge focus on mental health. We have changed our curriculum to ensure that all children have a broad and balanced experience in school and have increased opportunities for exercise. We have introduced Jigsaw PSHE, Jigsaw offers a comprehensive Programme for Primary PSHE including statutory Relationships and Health Education, in a spiral, progressive and fully planned scheme of work, giving children relevant learning experiences to help them navigate their world and to develop positive relationships with themselves and others.

The school council have been established and love to meet! They are very proactive and will raise any issues they feel are relevant! Mrs Rusby has established some excellent Young Sports Leaders who support our younger children with games and sports activities at break times.

Behaviour and Attitudes

The behaviour of the children has been excellent. There have been very few, minor incidents which have been dealt with internally. However, an area which I would like to focus upon is attitudes. The children clearly enjoy coming to school, feel safe and cared for. Still, I feel that we need to raise expectations and aspirations. Currently, the school motto 'Education without Compromise' means very little to the children and also the staff. I have had discussions with staff and the school council/prefects and they never refer to this or understand the meaning of this. Moving forward, I would like to change the school motto with the support of the governors, staff and children to support a new focus on raised expectations, being aspirational and developing the whole child. Along with this, we would write a new school mission statement.

Exclusions

There have been no exclusions.

Racist/Homophobic Incidents

There have been no racist or homophobic incidents.

Bullying

There have been no cases of bullying.

Risk Management and Safeguarding

I continue to work on new risk assessments in line with changes to government guidance to ensure the safety of the children and staff remain the priority of everything we do. The risk assessments we have in place have proved to be manageable and successful. However, we are constantly reviewing our practice and have an Outbreak plan in place should it be needed.

Pupil Premium

We will have a renewed focus on children who qualify for pupil premium. They will be tracked termly and the tracking grids for reading, writing and maths will be shared and discussed at pupil progress meetings.

Teaching and learning

This term we have carried initial monitoring across school to ensure that we are providing at least good teaching and learning for all of the children. Kirsty Willcock and I have looked into English with a focus on Phonics and Reading. We have started a new ambitious reading curriculum in school this year with children experiencing a wide range of texts and hopefully developing a love of reading. We have invested in the Read Write Inc phonics scheme in school as previously staff have used a combination of Letters and Sounds and RWI to teach phonics. This has led to an inconsistent approach to the lessons and hindered progress. The investment has meant that we now have the correct resources to teach RWI across EYFS and KS1 in a consistent and progressive approach.

In Maths, Louise Rusby has carried out a learning walk across school. We have found that there is an inconsistent approach to maths teaching which quickly needs addressing. In November, Louise will begin her work with the Great North Maths Hub. This is something I was involved heavily with in my previous school. The Hub provides training and support to schools to help develop a mastery curriculum in maths. In school, we have had a renewed focus on times tables as currently, times table knowledge is very poor. We held a TT Rockstar day in school which the children loved but this has not been followed up at home. We have also introduced a daily tough ten challenge in maths, where all children complete ten arithmetic questions in addition to their maths lessons.

The curriculum in school is an area that we need to address in the Spring and Summer term. Leadership is now no longer just about the Headteacher and/or Deputy Headteacher. Subject leads need to know their subjects inside out. There is a huge focus on curriculum from Ofsted and at Ellington this is an area that needs to be developed quickly. All staff have a performance management objective around curriculum and developing their leadership of their subject/s.

Performance Management

All teachers will continue with their cycle of performance management which links in pay and performance. Performance management meetings have been held and observations will take place later this month. My own targets have been set with the new SIP and will be reviewed termly.

After school clubs

Football – KS2

Sports – KS1

Cookery – KS2

Art – UKS2

Netball – KS2

Craft – KS1

Tennis – Years 4, 5 and 6

Coding – Years 4, 5 and 6

Safeguarding

As a school, we have just invested in CPOMS. CPOMS allows you to quickly, easily and above all else securely record all of the information you have on a child in one place. The chronology around a student is built automatically and trends are much easier to spot than they would be on bits of paper. All teachers and teaching assistants have access to CPOMS and are expected to use this.

Child Protection Training

All staff will have safeguarding training which has been arranged for the inset day in January.

All staff have read Keeping Children Safe in Education 2021, Part One.

Staff will have bitesize training for the following this term:

- child sexual exploitation
- peer-on-peer abuse
- domestic abuse

Parents and the Community

Parent/Class Meetings

During the week beginning November 8th, all classes will have a parent open night. The class teacher and I will present to parents and explain the importance of working together to raise standards. It is essential that there are strong relationships between school and home in order to support one another and ultimately help the progress of the children.

Assemblies

Whole school assemblies have been held in school without parents unfortunately. Each week we have 'The best seats in the house' where children can enjoy assembly from the front of the hall with hot chocolate and sweet treats. Hopefully, as the year progresses we will start to invite parents into school for assemblies.

Halloween Disco

The PTA organised a fantastic Halloween disco for the school. It was a brilliant event which was thoroughly enjoyed by the children and families.

PTA

The PTA has been re-established this year and they have been a fantastic support the school. Several meetings have already taken place, and as well as the Halloween disco, they have been in school on weekends to improve the school grounds. Fences have been repaired and painted, yard markings have been repainted, the raised beds weeded and planted, the wildlife garden has been cut back, and much more. They have some fantastic plans ahead for the year and the money raised through any events will go towards supporting the children at Ellington.

Events:

3.11.21	Parent Consultations
4.11.21	Diwali Celebrations
WB 8.11.21	Year group open nights
19.11.21	Children in Need

Premises and Equipment

As mentioned above, the PTA have made a huge difference to the appearance of the school grounds. It is clear that we need to improve the school internally and hope that over the coming year, the appearance of the school will improve significantly. We have three classrooms with continuing technological issues that need to be addressed and we also need a screen in the main school hall. We have received quotes for these and hope we can purchase these, if the budget allows.

Financial Update

The latest budget monitoring report is attached.