

CfBT Inspection Services  
Suite 22  
West Lancs Investment Centre  
Maple View  
Skelmersdale  
WN8 9TG

## PROTECT-INSPECTION

T 0300 123 1231

Text Phone: 0161 6188524  
enquiries@ofsted.gov.uk  
[www.ofsted.gov.uk](http://www.ofsted.gov.uk)

**Direct T** 01695 566937

**Direct F** 01695 729320

**Direct email:** jsimmons@cfbt.com



16 December 2012

Ms S Flett  
Headteacher  
Ayios Nikolaos Primary School  
BFPO 59  
Cyprus

Dear Miss Flett

### **Requires improvement monitoring inspection visit under section 8 of the Education Act 2005 to Ayios Nikolaos Primary School, Cyprus**

Following my visit to your school on 12 December 2012, I write on behalf of Her Majesty's Chief Inspector of Education, Children's Services and Skills to report on the findings of my visit. Thank you for the help you gave me and for the time you made available to discuss the actions you are taking to improve the school since the most recent section 5 inspection.

The visit was the first monitoring inspection since the school was judged to require improvement following the section 5 inspection in October 2012. It was carried out under section 8 of the Education Act 2005.

### **Evidence**

During the visit, meetings were held with the headteacher, the deputy headteacher, Chair of the School Governance Committee, a representative of Service Children's Education (SCE), staff and pupils. The school's improvement plan and minutes of recent school governance committee meetings were evaluated, and documentation about performance management was discussed.

### **Context**

There have been no significant changes to staff or the school's organisation since the inspection.

**Main findings**

Systems to see how effectively pupils are being taught have been reviewed following the recent inspection. The quality of teaching and learning is checked regularly with a much greater emphasis on pupils' progress. Better use is being made of data to review pupils' learning and hold teachers to account for the progress pupils make. Although teaching is checked regularly by senior leaders the link between improving the quality of teaching and teachers' performance management is not strong enough because targets for improvement are not sufficiently related to the developmental needs of individual teachers.

The school's development plan reflects the head teacher's determination to ensure that all pupils make good progress. There is a sense of urgency within the senior management team to see pupils' performance improve and this is effectively driving the school forward. This is reflected in the tight deadlines by which initiatives designed to secure improvement are expected to be in place and clear reference to a range of strategies by which the impact on pupils learning can be determined. The school governance committee is acutely aware of what is happening in the school and provide effective challenge and support to school leaders as they strive to improve and sustain effective practice. The school governance committee and senior leaders acknowledge that nothing less than good teaching will raise achievement. However, they are unclear as to the options currently available to them when managing any teachers' performance that consistently requires improvement.

Senior leaders and governors have begun effective action to tackle the areas requiring improvement identified at the recent section 5 inspection. Following the visit to the school, HMI recommend that further action is taken to:

- include individual targets related to improving the quality of teaching as part of every teachers' performance management agreement.
- in conjunction with Service Children's Education (SCE), review and refine the process by which the school can take rapid and positive action to ensure that teaching promotes good learning and does not fall below an acceptable standard.

Ofsted will continue to monitor the school until its next section 5 inspection.

**External support**

The school draws effectively on support from consultants and advisers from SCE and this is helping the school to move forward and tackle issues identified at the time of the previous inspection.

I am copying this letter to the Chair of the School Governance Committee and the Director of Service Children's Education, Germany.

Yours sincerely

Christopher Keeler  
**Her Majesty's Inspector**