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10 December 2012

Mr John Reilly  
Headteacher  
Gloucester Academy  
Cotteswold Road  
Gloucester  
GL4 6RN

Dear Mr Reilly

### **Serious weaknesses first monitoring inspection of Gloucester Academy**

Following my visit to your school on 10 December 2012, I write on behalf of Her Majesty's Chief Inspector of Education, Children's Services and Skills to confirm the outcome and inspection findings. Thank you for the help you gave during the inspection and for the time you made available to discuss the actions which have been taken since the academy's most recent section 5 inspection.

The inspection was the first monitoring inspection since the academy was judged to have serious weaknesses in October 2012. It was carried out under section 8 of the Education Act 2005.

### **Evidence**

During this inspection, meetings were held with the headteacher, the Chair of the Governing Body, and two members of the challenge team employed by the sponsor to support the academy. The sponsor's statement of action and the academy's action plan were evaluated.

### **Context**

There have been no changes in the context of the academy since the inspection in October 2012.

### **The quality of leadership and management at the school**

Most of the members of the governing body represent the two academy sponsors and demonstrate an extremely clear understanding of its strengths and areas of weakness. The professional support they provide is of the highest quality and guides

the headteacher in the direction of improvement. A crucial vacancy in the leadership team is taking time to fill but senior teachers are being supported exceptionally well by a group of experienced professionals who work alongside staff to provide guidance and challenge. The fortnightly reviews presented by senior leaders to governors have successfully sharpened the academy's understanding of self-reflection and concise evaluation of improvement. Governors are very clear about the values they wish the academy to promote and have the highest expectations for both staff and students. Nevertheless, the governors, the headteacher and senior leaders know that there is some way to go before everyone involved in the academy shares these high expectations. For example, some teachers work hard to provide classrooms with interesting displays and practical activities for the students to be involved in. Other classrooms are untidy and cluttered, and do not promote a culture of learning. Slack and anti-social conduct by students during lunchtimes goes unchecked by staff. Consequently, students are not best prepared for their afternoon lesson. Governors and consultants fully support the headteacher in establishing a set of key principles and routines which should be shared and adhered to by all members of the academy community.

Following the monitoring inspection the following judgements were made:

The academy's action plan is fit for purpose.

The sponsor's statement of action plan is fit for purpose.

I am copying this letter to the Secretary of State, the Chair of the Governing Body, and as below. This letter will be published on the Ofsted website.

Yours sincerely

**Lorna Brackstone**  
**Her Majesty's Inspector**