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11 January 2013

Peter Collins  
Fernhill School & Language College  
Neville Duke Road  
Farnborough  
GU14 9BY

Dear Mr Collins

### **Special measures monitoring inspection of Fernhill School**

Following my visit to your school on 10 January 2013, I write on behalf of Her Majesty's Chief Inspector of Education, Children's Services and Skills to confirm the 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 school's recent section 5 inspection.

The inspection was the first monitoring inspection since the school became subject to special measures following the inspection which took place in September 2012.

### **Evidence**

During this inspection, meetings were held with the headteacher, the senior leadership team, the Chair and Vice Chair of the Governing Body and a representative of the local authority. The local authority's statement of action and the school's improvement plan were evaluated.

### **Context**

The roles and responsibilities of senior leaders and some middle leaders have been revised since the last inspection. An assistant headteacher now leads the English department. A new head of English has been appointed for June 2013. A seconded deputy headteacher has been supporting the school, on a part-time basis, to improve data and assessment systems. The governing body has been restructured and there are a number of new governors. The Chair of Governors was appointed in November 2012.

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

The headteacher has a clear vision for rapid and sustainable improvement. This is shared by senior leaders and members of the governing body. Together, they have already taken decisive action to bring about such improvements. A thoughtful restructuring of leadership roles and responsibilities has enabled leaders to focus more rigorously on the school's priorities. Systems across the school are improving; stronger leadership of performance management and professional development is strengthening accountability and increasing teachers' knowledge and skills. Leaders have involved staff in decision-making processes. This has resulted in a better understanding of, and commitment to, the important changes that are being made. For example, staff welcomed the recent changes to the timings of lessons and the full review of the timetable, intended to improve the quality of learning and levels of student engagement. Members of the governing body understand which aspects of the school's work need to improve most urgently and are now more fully involved in monitoring these areas. Leaders work closely with the local authority so that the development work with local authority advisers and external consultants is coherently managed and carefully evaluated. The local authority statement for action and the school's improvement plan are fit for purpose. Minor changes to the published success criteria are needed. These will strengthen the monitoring of the area for improvement that relates to student engagement.

Following the monitoring inspection, the following judgements were made:

The local authority statement of action is fit for purpose.

The school's improvement plan is fit for purpose.

The school may not appoint newly qualified teachers before the next monitoring inspection.

I am copying this letter to the Secretary of State, the Chair of the Governing Body, and the Director of Children's Services for Hampshire. This letter will be published on the Ofsted website.

Yours sincerely

Chris Wood  
**Her Majesty's Inspector**