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22 January 2013

Mrs Victoria Sengupta
Upland Primary School
Church Road
Bexleyheath
Kent
DA7 4DG

Dear Mrs Sengupta

Requires improvement monitoring inspection visit under section 8 of the Education act 2005 to Upland Primary School

Following my visit to your school on Tuesday 22 January 2013, 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, other senior leaders, the Governing Body, a representative of the local authority. The inspector also met with teaching staff and talked to a group of pupils. The school development plan was evaluated.

Context

Two class teachers resigned in December 2012 and have been replaced. A teacher for science and another for music were appointed in January to teach across the school. The deputy headteacher has resigned with effect from July 2013. Plans are in hand to appoint a successor for September 2013.

Main findings

The school accepts that the outcomes and priorities from the recent inspection are the right ones, and has made suitable plans to strengthen the quality of teaching. Senior leaders have responded with suitable urgency and have taken immediate action to:

- develop the roles of senior and middle leaders and increase their impact on monitoring and improving pupils' achievement.
- provide effective support to improve the weakest teaching
- implement a robust performance management system for all staff.
- implement an effective system to improve poor pupil behaviour and ensure that the behaviour management policy is consistently applied.

The revised school development plan does not address all of the areas for improvement identified at the last inspection. The headteacher has taken responsibility for the majority of actions; there is little contribution by other senior members. Some actions identified in the development plan do not have clear milestones or success criteria against which the impact of actions can be systematically monitored and evaluated. Training for governors to update their understanding of school performance data has been arranged and they have started to evaluate their effectiveness. However, the governing body's monitoring of the school's work is not routinely undertaken and members have been too slow in assessing the impact of senior leaders' actions. Furthermore, performance targets have not been set for the headteacher.

Senior leaders and governors have begun 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:

- Revise the school development plan to include all senior leaders and to ensure all actions are addressed from the previous inspection and timeframes, milestones and success criteria are clearly identified. Members of the Governing Body are to monitor the plan rigorously.
- Undertake a review of governance in order to assess how the governors' monitoring of the school's effectiveness may be improved.

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

External support

Although the local authority has provided sound support for middle leaders in relation to developing their understanding of pupils' attainment, there has been limited advice and guidance on other aspects of the school's work, particularly teaching.

I am copying this letter to the Chair of the Governing Body and the Director of Children's Services for Bexley.

Yours sincerely

Samantha Morgan-Price
Her Majesty's Inspector