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Christalla Jamil  
Eastfield Primary School  
Eastfield Road  
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Middlesex  
EN3 5UX

Dear Ms Jamil

### **Requires improvement: monitoring inspection visit to Eastfield Primary School**

Following my visit to your school on 20 November 2013, I write on behalf of Her Majesty's Chief Inspector of Education, Children's Services and Skills to report 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 May 2013. It was carried out under section 8 of the Education Act 2005.

Senior leaders and governors are not taking effective action to tackle the areas requiring improvement identified at the last section 5 inspection. The school should take immediate action to:

- eradicate all inadequate teaching
- ensure the school improvement plan shows a specific monitoring role for governors and includes regular evaluation of the school's work by leaders and governors

### **Evidence**

During the visit, meetings were held with the headteacher, senior leaders, learning assistants, the interim Chair of Governors and a representative of the local authority to discuss the action taken since the last inspection. The school improvement plan was evaluated. A sample of pupils' work, minutes of governing body meetings,

achievement data and the single central record were scrutinised. A tour of the school was undertaken with the headteacher.

## **Context**

Significant staffing changes have occurred since the last inspection. In September a new senior leadership team is in place with a second assistant headteacher, a newly appointed deputy headteacher and an English subject and key stage phase leader. Two class teachers left in July, two teachers are on sick leave and one teacher is on maternity leave. There is an interim chair of governors; two previous chairs of governors have resigned. There are five vacancies on the governing body.

## **Main findings**

The headteacher, appointed one month before the inspection, is determined to address the areas for improvement. She challenges underperformance in teaching and leadership. Six teachers receive additional support to develop their practice. The increase in expectations is rightly demanding, hence some staff turnover. This management process slowed the pace of improvement during the summer term. Since September the new leadership team work strongly together, they show initiative and energy. They support the headteacher effectively but it is too early to see a demonstrable impact yet, upon the quality of teaching or pupil achievement.

The school improvement plan contains clear actions. Senior leaders implement a robust monitoring schedule to check the school's work. There is however, no planned evaluation by leaders to assess and act upon this collected information. It is disappointing that despite the external review of governance, the lack of any monitoring role for governors has been not detected in the school improvement plan. This needs to be addressed swiftly.

Since the inspection all teachers and learning assistants are observed regularly. They receive guidance about how to improve their practice through coaching sessions, planning clinics and bespoke professional development. This support is effective as the number of teachers now judged as good has increased. Additional adults are used more efficiently which they value. They are expected to take responsibility for assessing pupils' work and leading targeted intervention groups. They plan more closely with class teachers to raise achievement for identified pupils. Despite these initiatives there is still inadequate teaching and not enough is consistently good. This variation is evident in the different rates of progress and inconsistent expectations found in pupils' books and in the Early Years Foundation Stage portfolios.

The review of governance has not identified specific actions to help the governing body improve its effectiveness. The interim chair of governors understands the

urgency required to re-establish a functioning governing body. He plans to reduce its membership alongside restructuring the committees. He has undertaken to work immediately with the headteacher to implement a governors' monitoring programme.

Ofsted may carry out further visits and, where necessary, provide further support and challenge to the school until its next section 5 inspection.

### **External support**

The local authority provides extensive support for the school. Consultants in English, mathematics and Early Years Foundation Stage work alongside teachers and leaders to model current practice. Advisers and school leaders carry out joint reviews to monitor the quality of provision. A highly effective partnership has been brokered by the local authority with an outstanding school. This wide range of additional support has contributed toward the improvements seen so far in the quality of teaching. The local authority has undertaken to organise regular rapid recovery groups to co-ordinate the strategies for school improvement.

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

Yours sincerely

Ann Debono  
**Her Majesty's Inspector**