

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

T 0300 1231231  
Text Phone: 0161 6188524  
enquiries@ofsted.gov.uk  
[www.ofsted.gov.uk](http://www.ofsted.gov.uk)

**Direct T** 01695 566862  
**Direct F** 01695 729320  
**Direct email:**  
rcowley@cfbt.com



19 December 2013

Mrs Linda Hewlett Parker  
Headteacher  
Sir John Nelthorpe School - A Specialist Technology College for Science, Mathematics and Computing  
Grammar School Road  
Brigg  
Lincolnshire  
DN20 8AA

Dear Mrs Hewlett Parker

**Requires improvement: monitoring inspection visit to Sir John Nelthorpe School - A Specialist Technology College for Science, Mathematics and Computing, North Lincolnshire**

Following my visit to your school on 18 December 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 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:

- fill vacancies on the governing body as quickly as possible
- make sure governors are linked to different aspects of the school development plan and that governors evaluate the impact of the plan
- undertake a comprehensive audit of teaching so that senior leaders are aware of strengths and weaknesses and can use these to develop the overall quality of teaching
- identify a team of coaches and provide training to enable them to undertake the role
- ensure each member of staff has a performance management target relating to students' progress.

## **Evidence**

During the visit, meetings were held with you, other members of the senior leadership team and the Chair and Vice-Chair of the Governing Body. A telephone call was made to the school improvement partner, and a meeting was held with a representative of the local authority.

The school development plan was evaluated, records concerning the performance management of staff were looked at, and a learning walk was conducted with you.

## **Context**

Since the inspection the Chair of the Governing Body has resigned and a new Chair of the Governing Body was appointed in November 2013. There have been some other changes to the membership of the governing body and there are a number of vacancies remaining. Some senior leadership roles have been reallocated. There have been no changes to staffing.

## **Main findings**

Although you and other members of the school community were disappointed in the judgement made at the inspection, the school has begun planning how it will address the areas for improvement. A school development plan is in place but has not been shared with the full governing body. There are some weaknesses with the plan. It does indicate what is going to be done and by whom, however the person leading each aspect is also the person who is allocated to monitor the work. This will not give an objective view of the impact of the developments.

Whole school training on grading the quality of teaching was completed in October 2013. Staff found this to be helpful and have requested further training opportunities of this type. There are plans in place to allow heads of department to monitor the quality of teaching, and the progress made by students, in their subjects. However, heads of department have not had the opportunity to put this training into practice and have not graded lessons or given feedback. Plans are in place to visit other schools at the beginning of January 2014 to learn about how to improve the quality of teaching. Systems to monitor the quality of teaching are being set up. There are also plans to introduce a coaching system into the school. These plans are at an early stage, as the members of staff that will act as coaches have not been identified and no training is planned. There are also no clear plans to share the good practice which already exists in the school. The new performance management system, introduced in September 2013, is now in operation but some of the targets are not sharply focused on improving students' progress.

The governing body is in the process of being restructured. A new Chair of Governors and Vice-Chair of Governors were appointed three weeks ago. A skills audit is underway and the school plans to use this information to inform the recruitment of new governors. However, governors are not linked to specific aspects of the school development plan and this means their role in monitoring the plan is unclear.

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 and the school improvement partner have supported the school in writing the school development plan. Further support is being provided to help governors develop a better understanding and use of performance data. The local authority also intends to support the senior leader responsible for leading improvements in teaching and learning. An external review of governance, commissioned from the National Governors Association, is underway and will be completed in January 2014. A progress review group is being set up, and it will meet early next term. However, it is too early to assess the impact of these plans.

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

Yours sincerely

Chris Smith

**Her Majesty's Inspector**