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2 May 2014

Helena Griffiths  
Headteacher  
Frimley CofE Junior School  
Frimley Green Road  
Camberley  
GU16 6ND

Dear Mrs Griffiths

### **Requires improvement: monitoring inspection visit to Frimley CofE Junior School**

Following my visit to your school on 2 May 2014, I write on behalf of Her Majesty's Chief Inspector of Education, Children's Services and Skills to report the findings. 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 second monitoring inspection since the school was judged to require improvement following the section 5 inspection in January 2013. It was carried out under section 8 of the Education Act 2005. HMI conducted an additional advisory visit in October 2013.

### **Evidence**

During the visit, meetings were held with you, other leaders, pupils, three governors and a representative of the local authority to discuss the action taken since the last inspection. I made short visits to 10 lessons. A range of the school's documentation was scrutinised.

### **Context**

The headteacher started at the school in September 2013 following the retirement of the previous headteacher. The deputy headteacher joined the school in February 2014. Three teachers have left the school and all of them have been replaced. Two

teaching assistants have joined the school. An advanced skills governor became the Chair of the Governing Body in September 2013.

## **Main findings**

The headteacher has wasted no time in making essential improvements. She has skilfully struck a productive balance between directing staff and involving them in making decisions. She has set high expectations of teachers' performance and checks regularly that these are being met. Any underperformance has been dealt with swiftly and robustly. Teachers are now fully accountable for pupils' achievement. Staff receive good quality training and support to help them to improve. Other leaders, including the deputy headteacher, make an effective contribution to improving teaching and pupils' achievement.

The proportion of teaching that is good or better is growing rapidly. Increasingly, pupils are challenged well in lessons, know how to succeed in their work and get good quality feedback about what to do to improve. Teaching assistants make a valuable contribution to pupils' learning. Extra support for pupils is carefully planned and targeted. As a result, pupils' achievement has risen significantly since September 2013. Pupils known to be eligible for the pupil premium achieve as well as or better than other pupils. Overall, however, pupils are not yet on track to make good progress from the beginning of Key Stage 2 because of underachievement in the past. The progress of disabled pupils and those with special educational needs is slower than other pupils.

The new Chair of the Governing Body has used his expertise to improve governors' effectiveness. The governing body has been reconstituted. All governors now have sharply defined roles and are expected to make a valuable and strategic contribution to the school's improvement. Governors receive transparent and detailed information about pupils' achievement which allows them to challenge and support school leaders more effectively. They also have a clear role in monitoring and evaluating the school's improvement.

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 good support for the school. Officers visit regularly to monitor the school's progress and to provide valuable advice for leaders and teachers. This has resulted in a range of improvements, including more effective marking and feedback, an increase in challenge in lessons and strong leadership for

English and mathematics. A consultant from the Diocese of Guildford has helped further develop the school's social, moral, spiritual and cultural provision.

I am copying this letter to the Chair of the Governing Body, the Director of Children's Services for Surrey and the Diocese of Guildford.

Yours sincerely

Matthew Haynes  
**Her Majesty's Inspector**