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25 June 2014

Dr James Lane  
St Francis de Sales RC Junior School  
Church Road  
Tottenham  
London  
N17 8AZ

Dear Dr Lane

### **Requires improvement: monitoring inspection visit to St Francis de Sales RC Junior School**

Following my visit to your school on 24 June 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 first monitoring inspection since the school was judged to require improvement following the section 5 inspection in March 2014. It was carried out under section 8 of the Education Act 2005.

Senior leaders and governors are taking effective action to tackle the areas requiring improvement identified at the recent section 5 inspection. The school should take further action to:

- commission an external review of the school's use of pupil premium funding. A copy of this review and the actions to be taken as a result of the review should be passed to Her Majesty's Inspector.

### **Evidence**

During the visit, meetings were held with you and the deputy headteacher, a group of middle leaders, members of the governing body, and a representative of the local authority. These meetings were to discuss the action taken since the last inspection. The school development plan was evaluated.

We also undertook a tour of the school, reviewing the use of targets, marking and feedback in pupils' books.

## **Context**

Since the last inspection, you and the governors have developed a new structure for the senior leadership team. You have appointed two new substantive deputy headteachers for September 2014. Additionally two assistant headteachers have been appointed internally. These appointments are on a fixed term basis.

Two teachers plan to leave the school at the end of the academic year. In addition four teachers will begin maternity leave at the end of this academic year or in the first few weeks of the next academic year. To replace these teachers you have appointed three newly qualified teachers. They have been appointed on one year fixed term contracts. Additional teaching capacity is provided by two 'Teachfirst' teachers.

The current deputy headteacher will be leaving the school at the end of this academic year.

## **Main findings**

Your school self-evaluation and development plan are clearly focused on improving the outcomes for pupils at your school. The school development plan is closely aligned to the areas for improvement identified in the last section 5 inspection. Actions are clear and concise, and support improvement in a timely manner. The development plan is the basis for you to report on improvements to both the local authority and school governors. You clearly monitor and show progress against the actions taken so far. However, governors' role in evaluating the impact of change is not clear enough.

Middle leaders who are new to their post are following a coaching programme. This programme is being run in conjunction with Tollgate Primary School. Established middle leaders are yet to receive additional coaching in preparation for their extended responsibilities in the next academic year. Plans are in place for additional coaching and training opportunities, but these have not yet had any impact.

There is a growing understanding of a shared vision for the future. Middle leaders are clear that the changes to the structure of leadership and management have already begun. Roles and responsibilities are much clearer, and there is increased capacity for mentoring and support. Middle leaders are now involved in the process for monitoring learning. They have a more immediate and empowered role in

helping all pupils make progress and where necessary ensuring that personalised interventions are in place.

Pupils' progress is regularly tracked and monitored. Teacher's assessments throughout the school are subject to both internal and external moderation. The school makes good use both of local schools and local authority support for moderating pupil progress.

Marking and assessment within different year groups is variable. All of the pupils' books that were reviewed were regularly marked. In addition teachers regularly pose questions and try to extend pupils learning. However, the responses by pupils to these prompts are variable; with the noticeable exception in Year 4. Here pupils are engaging with a dialogue with their teachers and strong practice was observed.

Governors are clear about the need for systems and structures for governance to improve. The review of governance has been completed and governors are beginning to act upon its findings. Additional training and strategic planning workshops have been undertaken since the last inspection.

Governors will discuss a new framework for planning governor oversight and actions, and the possible reconstitution of the governing body, at their next meeting.

Governors acknowledged that these changes are necessary to ensure that all governors are focused on improving pupil outcomes. These changes will also allow governors to measure the impact of their actions.

Governors clearly articulated a desire to change the way the governing body carries out its role. However, the pace of this change must quicken if the governing body is to play its full role in improving the school quickly.

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**

You have already begun to establish links with other schools. The relationship with Tollgate Primary School is allowing you to build the capacity of those teachers who are new to leadership roles. The school also uses local schools to ensure that teacher assessments are accurate and to support the moderation process.

The local authority has provided further support for moderation and professional development for teachers. The local authority regularly monitors the impact of the changes you are leading through its termly review boards.

I am copying this letter to the Chair of the Governing Body, the Director of Children's Services for Haringey and the Archdiocese of Westminster.

Yours sincerely

Kevin Flanagan  
**Her Majesty's Inspector**