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28 January 2015

Mrs T Thomas
Interim Executive Headteacher
Hatherden Church of England Primary School
Hatherden
Andover
Hampshire
SP11 0HT

Dear Mrs Thomas

Special measures monitoring inspection of Hatherden Church of England Primary School

Following my visit to your school on Tuesday 27 January 2015, I write on behalf of Her Majesty's Chief Inspector of Education, Children's Services and Skills to confirm the inspection findings. Thank you for the help you gave during the inspection and for the time you made available to discuss the actions which have been taken since the school's recent section 5 inspection.

The inspection was the first monitoring inspection since the school became subject to special measures following the inspection which took place in October 2014.

Evidence

During this inspection, I met with you, the deputy headteacher, the Chair of the Governing Body, two representatives of the local authority, middle leaders and a group of pupils. Together, we made short visits to classrooms, during which we spoke to pupils and looked through some of their work. I also reviewed a range of documentation, with a particular focus on the schools' policies and practices in relation to safeguarding pupils. The local authority's statement of action and the school's improvement plan were evaluated.

Context

Since the last inspection there have been several changes in leadership. For the autumn term the deputy headteacher took on the leadership of the school with support from a local headteacher. In January, you took on the role of interim executive headteacher. You are also executive headteacher at Grateley Primary

School. You have made a temporary teaching appointment in the Years 3 and 4 class.

The quality of leadership and management at the school

Governors have been swift to secure improvements to leadership and management at the school. With the support of the local authority, they were able to ensure effective leadership during the period leading up to you becoming interim executive headteacher in January. During this time the deputy headteacher reviewed and implemented improved systems for managing safeguarding at the school. These now meet statutory requirements.

Since your arrival you have rightly focused on the issues from the previous inspection. You already have an accurate view of how well the school is doing. The plans you have put together are well considered and reflect the findings of the previous inspection report well. You have included relevant success criteria and a timetable for evaluating the impact of the plans.

Senior leaders and governors do not yet have an accurate understanding of pupils' progress. This is because initial efforts have been rightly focused on dealing with the safeguarding issues at the school. This means you have not yet linked your plans for improving teaching to how well pupils learn at the school.

Governors have already improved their effectiveness. The external review of governance was commissioned urgently and has allowed governors to think strategically about their role. After a period of 'hands-on' involvement in the school, they have rightly identified the need to step back and monitor the work you are doing. Governors now know how to hold you to account and check what you are saying is accurate.

Leadership and management beyond the headteacher are still underdeveloped. Middle leaders are beginning to access relevant training and now fully understand what their roles entail. As yet, however, they have not had the opportunity to carry out important activities, for example to assess the quality of teaching and learning in their areas of responsibility. This means that they do not yet play an effective part in improving teaching and learning across the school.

Communication within the school, and between the school and parents and carers, has significantly improved. The higher profile of senior staff and governors is appreciated by parents and carers. You have developed a concise and clear complaints policy. This, along with meetings delivered by the governing body, has ensured parents and carers are better informed about how well the school is doing.

Procedures for keeping pupils safe have significantly improved. Policies and procedures are now in place and these have ensured that staff, pupils and parents and carers all know how to raise concerns. The school is already beginning to make better use of outside agencies. For example, the timely involvement of services from the local authority to support pupils who present with complex behavioural issues has been effective. You have rightly identified the need to monitor these systems until they are fully embedded as part of normal practice at the school.

The behaviour of pupils is improving. Pupils report that new policies that have been introduced are already making a difference. Adults are now taking the concerns of pupils more seriously. Pupils have more faith that issues will be dealt with appropriately. They are particularly positive about the 'helping hands' initiative introduced following your work on anti-bullying. Pupils do not yet, however, appreciate that they also have responsibility to improve behaviour.

Since the inspection in October, school leaders have made very good use of extensive, targeted support provided by the local authority. The statement of action is clear and precise about how and when the local authority will work with the school. Training, consultancy and challenge provided by the local authority have all added to the overall quality of leadership and management at the school.

Following the monitoring inspection the following judgements were made:

The local authority's statement of action is fit for purpose.

The school's improvement plans are fit for purpose.

The school may not appoint Newly Qualified Teachers before the next monitoring inspection.

I am copying this letter to the Secretary of State, the Chair of the Governing Body, the Director of Children's Services for Hampshire and the Diocese of Winchester. This letter will be published on the Ofsted website.

Yours sincerely

Matthew Barnes
Her Majesty's Inspector