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17 January 2007

Mrs J Johns  
Headteacher  
Holy Trinity CE Aided Primary School  
Broad Croft  
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Dear Mrs Johns

Ofsted survey programme: evaluation of Reforming and Developing the Workforce

Thank you for your hospitality and co-operation, and that of your staff, during my visit on 13 December 2006 to evaluate the impact of Reforming and Developing the Workforce.

The visit provided valuable information which will contribute to our national evaluation and reporting. Published reports are likely to list the names of the contributing institutions but individual institutions will not be identified in the main text. All feedback letters will be published on the Ofsted website at the end of each half-term.

The evidence used to inform the judgements made included: interviews with staff and pupils, scrutiny of documentation, analysis of pupils' work and observation of five parts of lessons.

The overall effectiveness of Reforming and Developing the workforce in your school was judged to be good.

Impact on standards and the outcomes of Every Child Matters

Achievement and standards are good.

- Well trained and highly motivated teaching assistants improve the learning of pupils with learning difficulties.
- External expertise is used well to enhance standards in modern foreign languages and physical education.

- All staff, including the wider workforce, make good contributions to pupils' developing understanding of how to keep healthy and safe and, by supporting the school's Christian ethos, to their spiritual, moral, social and cultural development.
- All staff also improve pupils' behaviour and attendance by supporting those with difficulties in these areas.

Insufficient evidence was gathered to form a firm judgement of the impact on teaching and learning

Impact on the quality of curriculum

The impact of the strategy on quality of the curriculum is good.

- Good specialist input by teachers from a secondary school and from the wider workforce enhance the curriculum, but there is a need to ensure that this input is consistent and sustainable from year to year.

Leadership and management of Reforming and Developing the Workforce

Leadership and management of the strategy are good.

- There has been very good consultation on the impact of remodelling the workforce, including with parents.
- Planning for workforce reform has been good. It is meticulous and detailed and includes appropriate amendment to policies adopted by the governing body.
- All elements of the workforce reform programme are in place.
- There is good and effective monitoring and evaluation of the impact of workforce reform.

Impact on training and managing a reformed workforce

The impact on training and managing a reformed workforce is outstanding.

- There are very good policies for staffing and performance management that include the wider workforce.
- The wider workforce have very good opportunities for professional development which have improved their skills and contributed to high levels of morale.
- PPA has been planned well.

Impact on inclusion

The impact of the strategy on provision for inclusion is good.

- The wider workforce provide very good support for all potentially vulnerable pupils and for those with learning difficulties and disabilities.

Areas for improvement

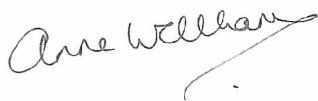
Areas for improvement, which we discussed, include the need to:

- ensure that the good contribution made to the curriculum and to teaching and learning by external teachers and the wider workforce is sustainable from year to year so that pupils receive a coherent and consistent programme of work.

I hope these observations are useful as you continue to reform and develop the school workforce.

As I explained in my previous letter, a copy of this letter will be sent to your local authority and will be published on Ofsted's website. It will also be available to the team for your next institutional inspection.

Yours sincerely

A handwritten signature in cursive script, appearing to read "Anne Willham". The signature is written in black ink and has a long, sweeping underline that extends to the right.

Paul Sadler  
Additional Inspector