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Mrs Julia Sloyan  
Headteacher  
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Dear Mrs Sloyan

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 27 March 2007 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.

- Pupils' standards of attainment are rising. In part this is due to teachers' effective use of planning, preparation and assessment (PPA) time to plan work that meets their needs, and to more effective use of teaching assistants.
- The school has identified a weakness in the writing of more able pupils and is successfully rectifying. In part this is due to the effective use of PPA and management time.
- The school has been successful in meeting the national healthy schools standard. It has been awarded the ActiveMark and has recently applied for an ArtsMark. Increased management time has contributed to these developments.

## Impact on the quality of teaching and learning

The impact of the strategy on the quality of teaching and learning is good.

- PPA time is used well, especially when it gives teachers opportunities to plan together.
- Performance management and professional development are improving the skills of teachers and teaching assistants.
- Improved access to, and use of Information and Communication Technology (ICT) has led to the use of a greater range of teaching approaches, increasing pupils' interest and enjoyment in lessons.
- Workforce reform has contributed to high staff morale.

## Impact on the quality of curriculum

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

- Remodelling of management responsibilities has led to improved provision for the Foundation Stage.
- The skills and interests of teaching assistants are used well to enhance the curriculum, for instance in dance.
- Use of an increasing range of expertise from the wider community is enhancing pupils' learning.

## Leadership and management of Reforming and Developing the Workforce

Leadership and management of the strategy are good.

- There is good strategic commitment to the successful implementation of the workforce reform programme which has contributed significantly to better staff morale.
- Experienced leaders have enhanced their skills of monitoring and evaluation, and this is leading to improvements in the quality of what the school offers.
- There is a good programme of performance management of all staff.

## Impact on training and managing a reformed workforce

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

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

Insufficient evidence was obtained to assess the impact of the strategy on inclusion

## Areas for improvement

An area for improvement, which we discussed, was the need to:

- broaden the approach to staff development to ensure that it fully meets the needs of all staff at various stages of their careers.

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

Paul Sadler  
Additional Inspector