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Mrs K Nelson
Headteacher
Staplegrove CE Primary School
Hudson Way
Taunton
TA2 6UP

Dear Mrs Nelson

Ofsted survey inspection programme – Workforce Reform: has it made a difference?

Thank you for your hospitality and co-operation, and that of your staff and pupils, during my visit on 01 October 2008 to evaluate the impact of the deployment, training and development of the wider workforce. For the purposes of this survey inspection, the term 'wider workforce' will apply to any person employed by or working in partnership with the school who is not a qualified teacher.

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 discussions with staff and pupils, scrutiny of relevant documentation and observation of part of a lesson.

The overall effectiveness of the wider workforce in your school was judged to be good.

The impact of the wider workforce on achievement and standards is good.

- The support of the wider workforce for teaching and learning has contributed to higher standards and improved achievement in physical education (PE), information and communication technology (ICT), modern foreign languages and music.
- The wider workforce is deployed well to support pupils' individual needs. This has contributed to improved progress in literacy and numeracy.
- Pupils with learning difficulties and/or disabilities achieve well partly because of the effective support from members of the wider workforce.

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

- Members of the wider workforce have very clear and defined roles in the classroom and are deployed well by teachers to further pupils' learning.
- Higher Level Teaching Assistants (HLTAs) and those in training for this role provide good teaching that is recognised and enjoyed by pupils, especially in ICT and the Early Years Foundation Stage (EYFS).
- Specialist sports coaches enhance the teaching of PE.

The impact of the wider workforce on the quality of the curriculum is outstanding.

- Members of the wider workforce make an excellent contribution to extending the curriculum in PE, sport, outdoor education and music and enhancing the provision for children in the EYFS.
- Members of the wider workforce make an outstanding contribution to the school's provision for care before and after school.

The leadership and management of the wider workforce are good.

- Time for teachers' preparation, planning and assessment (PPA) is effective due to your good management of the wider workforce. For example, HLTAs and teaching assistants are provided with personal timetables which clarify their roles throughout the week.
- The school has recently introduced an innovative scheme for the performance management of the wider workforce which is valued by the staff involved.
- Good systems for the performance management of all staff have led to effective training and professional development.
- The school has a good knowledge of its strengths and weaknesses, but self-evaluation is not focussed sufficiently on the impact of the wider workforce on pupils' progress.

The impact of the wider workforce on inclusion is outstanding.

- Members of the wider workforce provide excellent support to pupils with learning difficulties and/or disabilities, contributing to their progress which is in line with the good progress made by others.
- The wider workforce in the EYFS makes an outstanding contribution to children's induction to school and increases the involvement of families in their children's learning.

Areas for improvement, which we discussed, included:

- ensure that evaluation of the school's workforce includes analysis of the impact on pupils' achievement and value for money.

I hope these observations are useful as you continue to train and develop the wider 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 the Ofsted website. It will also be available to the team for your next institutional inspection.

Yours sincerely

Paul Sadler
Additional Inspector