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Mr P Mulligan
Headteacher
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Dear Mr Mulligan

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 19 November 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 parts of lessons.

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

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

- The wider workforce has contributed to raising standards in English, mathematics and science at the end of Year 6, by direct teaching and by targeted support for pupils especially those with learning difficulties and/or disabilities.
- The wider workforce has contributed to improvements in pupils' attitudes and behaviour by supporting teachers in the consistent application of the school's behaviour policy.

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

- The wider workforce makes an important contribution to the teaching of English (especially phonics), mathematics and social skills.
- The wider workforce has enabled the size of groups to be reduced, enabling pupils to receive more individual support.
- Teachers and members of the wider workforce plan together to ensure that all adults are aware of their role in lessons.
- The wider workforce enables the release of teachers from administrative tasks, so that they can focus on their teaching and to provide them with more time for planning, preparation and assessment.

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

- The deployment of the wider workforce allows flexibility when planning pupil groupings by size, ability and/or age so that pupils have access to a relevant curriculum and receive the level of support tailored to their needs.
- Members of the wider workforce support educational visits that form the basis of much of the work across the curriculum.
- The wider workforce plays a major part in the school's work to enhance pupils' social skills.
- Members of the wider workforce contribute to the very good range of additional activities, for instance in sport and music.

The leadership and management of the wider workforce are outstanding.

- The wider workforce is deployed flexibly and to the best effect in raising pupils' achievement. Very good evaluation and planning values and recognises the contribution of the wider workforce in the school and the impact on pupils' learning.
- There is an excellent scheme for the performance management of all staff, which they recognise and value. This leads to very good professional development that enables staff to develop their careers. Members of the wider workforce believe their contributions are fully recognised and as a result they have high levels of morale and job satisfaction.

The impact of the wider workforce on inclusion is outstanding.

- Members of the wider workforce make a significant contribution to the good progress of all pupils, including those with learning difficulties and/or disabilities and those at an early stage of learning English.
- The support of the wider workforce is accurately targeted where there is the greatest need, for example when new pupils join the school.
- The good support provided by the wider workforce for more able pupils has yet to make use of all available local opportunities to enhance their education.

Areas for improvement, which we discussed, included:

- identifying and enhancing local opportunities for the most able pupils to broaden their educational experience.

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