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Mr H Freed
Headteacher
Nower Hill High School
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Dear Mr Freed

Ofsted survey: good practice in the development of leadership skills and effectiveness

Thank you for your hospitality and co-operation, and that of your staff, during my visit on 14 May 2009 to look at the work that you are doing to develop and sustain high quality leadership in your school and your partner school.

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 without their consent.

The evidence used to inform the judgements made included: discussions with staff and students; scrutiny of documentation; a number of lesson observations. In addition, evidence was also used from my visit on 19 May to one of your partner schools.

Features of good practice observed

- The school's work to develop the skills and effectiveness of leaders is outstanding. Staff across the school share your vision and speak very highly about the time you invest in their development.
- The identification and development of future leaders is impressive. Well planned training for middle managers and aspiring senior leaders benefit staff, including those from local schools.
- Flexibility between responsibilities helps middle leaders build up a wide range of experience, skills and knowledge.
- Staff acknowledge the challenge opportunities present but feel enthused by the support they receive.

- Students are encouraged to develop their own leadership skills and levels of participation in such activities are high. Students report that these opportunities develop their confidence, character and life skills.
- There is a commendable commitment to developing leadership capacity in other schools. You offer a range of very helpful support to your partner schools, including seconding staff to key positions when necessary. Staff in your school and in the partner schools are very positive about the impact of this work on their own professional development.

I hope these observations are useful as you continue to develop your work in this area.

As I explained previously, 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

Asyia Kazmi
Her Majesty's Inspector