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Mr J Grove
Headteacher
Belleville Primary School
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Dear Mr Grove

Ofsted survey inspection programme – good practice in the development of leadership skills and effectiveness

Thank you for your hospitality and cooperation, and that of your staff, during my visit on 23 September 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. 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 documentation; and observations of pupils in lessons. In addition, evidence was also used from discussions with teachers in your partner school and with headteachers in your local network.

Features of good practice observed

- The school's work to develop the skills and effectiveness of leaders is outstanding. You provide inspirational leadership to your staff and are very highly regarded by your colleagues.
- A strong vision is evident and a positive ethos permeates the school. These two features are explicitly fostered by the use of simple, yet strong messages about the core purpose of the school.
- Actions taken in the school are informed by national and international research which is made accessible and relevant to teaching and non-teaching staff.

- Senior leaders know their teams well and actively look for opportunities to develop individuals. Performance management is only one way that they use to identify staff's talents and to nurture their potential.
- All staff are given the opportunity to lead aspects of the school's work. This, combined with a strongly structured support programme, develops their confidence to lead with authority and prepares them for further responsibilities. Staff appreciate the autonomy given to them but also the support available.
- All staff are clear about their roles and fully understand the contribution they make to the success of the school. Senior management team meetings are open to all staff. This involves them in decision making and provides them with insight into the role of senior leaders.
- There is an uncompromising drive for continuous improvement. You model good practice for others and skilfully find avenues which challenge and support your own professional development and that of your staff.
- Your work with partner schools in the network of local headteachers is very well received. Colleagues are very positive about the support provided and the opportunities to learn from the expertise evident in your school. Your staff cite the benefits to their own professional practice of working with other schools.
- It is a credit to you and your senior leaders who coordinate the in-house professional development programme that staff feel their development needs are comprehensively met.

Areas for development

- Pupils are proud of the range of opportunities they have to take on responsibility in the school. However, their leadership skills are not explicitly developed across the school.

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