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Mrs S Brown
Headteacher
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Dear Mrs Brown

Ofsted 2009-10 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 4 November 2009 to look at the work that you are doing to develop and sustain high-quality leadership in your 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. All feedback letters will be published on the Ofsted website at the end of each half term.

The evidence used to inform the judgements included discussions with a wide range of staff.

Features of good practice

- The school's work to develop the skills and effectiveness of leaders is outstanding. You set a strong direction for this work and act as an excellent role-model for staff across the school.
- Senior leaders have a very thorough understanding of the strengths and weaknesses of individual members of staff. They use this information to match staff to leadership roles in which they can be highly effective. They also make good use of the information to provide leaders at all levels with well-focused opportunities for training and further development.
- The school's very positive culture encourages young staff to be very ambitious and to take on additional responsibility at an early stage in their careers. It also encourages leaders at all levels to innovate and take well-considered risks which help to improve the school's provision.

- The school's 'apprentice leader' scheme provides valuable, structured opportunities for staff early in their career to gain useful experience and develop a wide range of leadership skills.

Areas for development, which we discussed, include:

- identifying more precisely the intended leadership skills that 'apprentice leaders' will develop as they work through the programme.

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 the Ofsted website. It will also be available to the team for your next institutional inspection.

Yours sincerely

Christopher Russell
Her Majesty's Inspector