



Proud as Peacocks, achieving and being better each day.

Friday 22nd April 2022

Dear Parents and carers,

As you will all be aware we have recently been inspected by OFSTED. We have been advised that the report will be published on the 29th April 2022. We are now allowed to inform parents and carers of the outcome in advance. As many of you will be aware there are four ratings for a school; Outstanding (1), Good (2), Requires Improvement (3) or Inadequate (4). There has been a significant change in the framework since our last inspection in 2010.

We were inspected over two days under the new Ofsted Education Inspection Framework (EIF), which came into force on 1st September 2019. The result of this inspection was 'Requires improvement'. The current leadership team evaluated the school in our school evaluation document as being requires improvement. We as a school community recognise Ofsted's judgement to be a fair representation of where the school is currently at.

As you will be aware I became the Acting Headteacher in October 2021. Since then we have worked closely alongside the Local Authority's school improvement team for Nottinghamshire to ensure a rigorous school improvement plan which has helped us to ensure rapid change for the benefit of our children. Although the Ofsted report is disappointing to read, it does recognise the work which the staff have undertaken in such a short period of time.

The school has in recent months especially during and following the inspection, experienced significant staffing issues from illness and Covid. This has impacted on behaviour as there has been less consistency for our children. As we all know relationships are extremely important with our children as they help to provide the safe space and consistent adults which is needed to really thrive with learning. We have recently introduced a new behaviour policy which we now need time to embed. We have also worked hard to ensure that there is a consistent team of staff in place. Children reported that they are happy at school and spoke enthusiastically about their Proud values, again something we have worked hard to further embed. We now have two large displays where we showcase the values of the school in action. Children love being chosen to have their picture or work displayed. Positive postcards have also been introduced to celebrate this work further. We as a school community love coming together on a Friday to celebrate the children's achievements, something the children themselves were keen to discuss with the inspectors.

There has been a significant turnover of staff here at James Peacock in recent years, something which we are now working hard to stabilise. The current leadership team, although new to the school are now working hard to ensure staff confidence and a shared vision to drive the school improvement further. We expanded the wider leadership team to include both the Maths and Literacy Leads as well as training an additional two members of the team as Designated safeguarding leads and an Assistant SENCo.



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In addition to this new leadership team we have also worked on the following changes to ensure rapid improvement;

Safeguarding:

“The arrangements for safeguarding are effective, leaders have rightly prioritised safeguarding as part of their recent actions, they have introduced significant improvements to safeguarding systems and policies from October 2021. They have brought about a positive change in the school’s safeguarding culture”.

We have ensured that the culture of safeguarding is at the forefront of everyone’s mind. We implemented an online system and training to ensure all procedures and processes were streamlined and efficient. Information sharing both with members of the team in school and liaising with multiple agencies is effective. ‘Staff commented that there is strong and regular training and communication’. We have worked hard to ensure that children understand how to be safe both in and out of school and online. When children don’t feel happy or have a worry they have reported it to staff and it has been addressed. ‘Pupils speak confidently about feeling safe’.

Curriculum:

We as a New Leadership team introduced a new curriculum in January. Although this is in its early stages it now clearly sets out what pupils will learn in all subjects. We have since the inspection had a further INSET to address the subject leadership targets set out in our Ofsted feedback. As Ofsted recognised ‘ The leaders have a systematic plan for addressing the weaknesses that exist across many areas of the school’. There are new and exciting topics which children will visit on their journey through school which have clear cohesion to ensure children revisit learning and build on their existing knowledge. We are working hard currently to ensure that this curriculum links to our local area and allows the children to apply their knowledge in context with their surroundings. This ties into our development of our spiritual, moral, social and cultural development. We are ensuring these threads underpin our curriculum. These key drivers such as diversity for example will ensure we continue to prepare our children for life in modern Britain.

Maths is an area we continue to develop. We appointed a new maths lead in November 2021 and have also been accepted recently on to the Maths hub and Number sense programs to deliver further training to our staff, ensuring that the curriculum will be matched to pupil’s needs. As recognised by Ofsted ‘leaders have a clear view of what needs to improve, and when, in how teachers deliver the curriculum’.

The next area we have started to work on is subject leadership. As Ofsted identified, many of our subject leads are new to their areas. The new framework uses Deep Dives as a way of understanding how different subjects are taught across the school. We have had INSET to address the training aspect of this target, as Ofsted also recognised we now need time for the changes to be embedded.



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Reading and phonics has been picked up as a strength with children getting a 'Strong start' in part supported further by staff encouraging a 'love of books and reading throughout the school'.

SEND

We have been working on the target setting and plans for our children with additional needs. Training has now started to ensure that all members of staff know how to best respond to the needs of the children and assess where they are and how to help them progress further. We have been able to have more agencies visiting children in person now to help us to ensure a team approach around our children.

Governance:

Since October 2021 I have met regularly with the governing body to ensure they are kept up to date with the school improvement plans. Transparency of school performance has enabled the governors to provide their strategic oversight with challenge and support. We have several vacancies now on the governing body and will be communicating how to get involved with this if you are interested in due course.

We as a school community have used Ofsted to help us further drive the school improvement forward. The feedback will now be added to our already robust and established plans in order to continue on our journey to ensure we are providing the best experience we can for our children.

We look forward in anticipation to your continuing support - we certainly have it from the children! I would also like to thank the parents who contacted the inspection team directly with such positive feedback about our school and communicate the clear changes that have been made in short period of time.

Yours Faithfully,

Hannah Cutts
Acting Headteacher

Statement from the governors:



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As a Governing Body, our role is to provide strategic leadership for the school, which includes working closely with the headteacher to ensure the best possible educational experiences for all children.

The school now not only needs to respond to the result of our Ofsted inspection, but also turbulence with staffing and the longer term impact of the global pandemic.

Governors have met virtually on a number of occasions during the pandemic and we are now regularly meeting in person. Meetings are structured and clear evidence is presented to the governing body. We have built in more time for challenge and questioning and have also given the governing body time to discuss matters arising without the presence of staff.

The current school leadership team is eager and keen to meet the challenges ahead and a rigorous Improvement Plan is now in place. We are confident that addressing the areas for improvements identified will enable the school to continue to work towards achieving good in all aspects at the next inspection.

The Ofsted team spoke highly of the improvements which the leadership team have been working on and stated that the school was in good hands in our final feedback meeting. As much of the report states the current leadership team is in the infancy of much of the improvement journey. As a governing body we recognise the areas where we need to continue to both support and challenge the current leadership team and look forward to working with the whole community including children, staff and parents.

Charles Rayner- Chair of Governors on behalf of the Governing body.



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