

MILLTHORPE SCHOOL

Key Ofsted facts

School performance

Achievement(monitored by the Quality & Curriculum Committee)

1. Individual tracking of pupils - most recently, introduction of flight path and since last year, the war room chart
2. Targeted interventions with low performing pupils via the war room chart
3. Significantly improved tracking data generally. FGB receives a brief summary of tracking information every meeting, and Q&C receive detailed KS4 analysis after every round of tracking broken down by vulnerable groups.

Quality of teaching(monitored by the Quality & Curriculum Committee)

1. Strengthening of middle leadership - appointment of Assistant Head Teacher with specific responsibility for this
2. Classroom observations by SLT and middle leaders
3. Creation of new Assistant Head post with specific responsibility for teaching and learning

Behaviour and safety(monitored by the School & Curriculum Committee)

1. The Positive Achievement System - low level disruption significantly down since introduction
2. A House system: Roman, Saxon and Viking houses - embedding and enhancing Positive Achievement System

Leadership and management(monitored by the Executive Committee)

1. Strengthening the SLT with Business Manager and fourth Assistant Head for middle leader management
 2. Recruitment of new Head Teacher
 3. Roles, responsibility and effectiveness of SLT significantly improved
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Governor performance

Challenge and support

1. New Head Teacher appointed to take the school from Good to Outstanding - HT performance targets match this ambition. Fortnightly meetings between Chair and HT address this ambition.
2. Robust scrutiny through Executive and Finance & Staffing of HT business case for increasing SLT with addition of a Business Manager and later, a fourth Assistant Head.
3. Governor's set up a task & finish group to research and report on pro's and cons of seeking Academy status and recommended against an application.
4. Governors insisted on an audit of the condition of buildings and grounds at a time when this was not a priority for the then SLT
5. Executive committee created to bring together all chairs and vice-chairs to more effectively challenge and support to SLT.
6. Scrutiny of proposals to change the school day and support for SLT proposals once agreed - attendance of Chair at open meetings.
7. Scrutiny of proposals to introduce CCTV into pupil's toilet areas and full support once agreed.
8. 2012 GCSE results, which were very disappointing but accepted as a blip, with confidence that measures taken since 2011 would lead to an improvement (2012 53% of 5 A*-C including English and maths compared to a range of 59%-64% for 2009-11). Performance of HT supported.
9. Requested a three year Strategic SIP to form part of the annual SIP.
10. Governor's had meeting with LA Assistant Director of school finance to challenge on Millthorpe financial settlement - in lowest 10% nationally with decaying premises and poor budget flexibility. Challenge was robust and did result in positive actions in terms of capital spend on premises improvements. Also raised positive profile of Governing Body in LA.

Accountability

1. Monitoring of the School Improvement Plan (SIP) by the committees on a termly basis.
2. Creating effective Link Governor system to assess performance against key SIP objectives and key policies with clear reporting systems. Link Governor reports after every visit.
3. Clear annual policy review schedule in place.
4. Annual election of Chair of Governor's and committee chairs.
5. Regular scrutiny of school finances.

Financial stability(monitored by Finance & Staffing Committee)

1. Robust scrutiny of staffing review and approval of new staffing structure to achieve more effective use of resources.
2. Stricter control over contracting maintenance work.

Concerns

Budget; premises; sustainable teaching & learning systems and processes