

Lickey Hills Primary School & Nursery

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Annual report to parents and carers for 2018/2019

Welcome to our Governor annual report for parents for 2018/2019. The aim of this report is to provide brief reflective headlines on our key achievements and the significant changes which have occurred this academic year.

Ofsted: In December we had an Ofsted visit and retained our assessment of 'Good'. The Ofsted Inspector commented that "The leadership team has maintained the good quality of education in the school since the last inspection. You have successfully developed a united team of staff, pupils and governors who exemplify your current school values." Thank you to the leadership team for working with staff to ensure appropriate and effective staff training and development and opportunities to work innovatively with our local partnership schools to ensure standards are maintained and children at LHPSN have the best possible opportunity to achieve and excel.

Appointment of new Governors: Ensuring that we retain a full complement of Governors and recognising that we need different skills supporting our ever-changing School, we have welcomed Calvin Frost as a full Governor. Mr Frost has embraced school life and many of you will have seen and talked to him at school events and assemblies. More recently we have also appointed Barbara Eastgate as a Co-opted Governor and Natalie May as an elected Parent Governor. We welcome them to our Governing Body and look forward to working with them next year. We will also be sad to lose Paul Moore who has contributed significantly to our work as a Governing Body.

Parent questionnaire: We undertook a parent questionnaire in the Autumn and were pleased with the results. Where comments were made, good or bad, we have taken the feedback on board and are working to address any areas where we can improve upon things. We will send out another questionnaire in the Autumn term and encourage you to complete it with as many comments as possible. It is really important that we hear about your experiences as parents and carers to enable us to shape our future decisions.

Staff leaving and returning: Our ethos at Lickey Hills Primary School and Nursery is to grow and develop people. As a result, teachers sometimes identify opportunities which are too good to miss. We are sad to be losing some excellent members of staff, but are so pleased for Mr Greenwood who is leaving to be a Head Teacher of a school in Dubai. Miss Taylor and Miss Hahlo are also leaving to teach abroad. We wish them every success and hope that they will keep in touch with the school providing excellent overseas relationships for our children to enjoy. Miss Hateley, Language Base leaves us to join the specialist team at Chadsgrove working with a range of schools, including LHPSN.

Three long-serving and valued Teaching Assistants also retire this year, Mrs Bridgewater (Language Base) Mrs McGowan and Mrs Alton (Key Stage 2). Mrs Tomlinson from the school office will also be retiring in July. We congratulate Mrs Ray on the birth of her daughter and look forward to her return in 2020 when her maternity leave finishes. We send our best wishes to Mrs Hawthorne (was Miss Perry) as she begins her maternity leave this July.

School Business Manager: We were on the appointment panel for our new School Business Manager in September. Mr Dillon has made a significant impact on the way the school finances are managed and reported, as well as demonstrating great leadership in the School Office and being a helpful and friendly person to work with. His mandate is to review our practice, challenge, navigate the headwinds and secure a sustainable financial position.

Appointment of the new Assistant Head Teacher: As Governors we were involved in the appointment of Mrs Bowen to our Senior Leadership Team. We are thrilled that she brings so many qualities which align with our school values, taking the lead for maths across the whole school. We welcome her and look forward to working with her over the coming year.

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Parking: We fully support the decision by the school to make the site a parent vehicle free zone. The safety of our staff and children are our key priority and although this has been a difficult decision, it has been taken with safeguarding in mind. I hope that you will all respect and adhere to the new arrangements from September 2019 and remain in the knowledge that your children are being kept as safe as we can whilst in our care.

Financial position – Emily Mayne: As you will be aware, school funding is not increasing in line with growing cost pressures and so we are continually having to find new and innovative ways to make our budget balance. In 2018/19 we made the brave decision to bring the before and after school care provision in house (The Hive) which has had a very positive effect on our position in year. However, this money only cushions the blow for pressures which remain and so we are reviewing all areas of the budget for efficiencies and ways to make our money go further. Please do contribute for visits and extra-curricular activities whenever you are asked as without parental contributions, the trips and events which are such an enjoyable and enriching part of your child's education will not be able to go ahead as we are no longer able to subsidise through school funds. We hope to be able to maintain the high calibre of Teaching staff and the level of Teaching Assistants and Pastoral Support staff for as long as possible as we recognise the invaluable work they do with the children and the fact that it is happy staff who make a happy school.

Safeguarding – Steve Bimson: Safeguarding continues to be a priority for the school with Ms Salisbury and Mrs Williams both heavily involved in the day to day management of issues that arise. The school have recently changed to a new electronic recording and monitoring system, called 'My Concern'. This allows any issues raised to be tracked, actioned, and if necessary, forwarded confidentially, so that issues are dealt with appropriately. The tracking system involved means that if an action is raised the matter cannot be filed until all tasks have been resolved. This has greatly improved the efficiency of the schools recording of safeguarding issues.

Site Management / Health and Safety – Steve Bimson: The Site manager, Danny, and his staff were busy over the Easter break carrying out a number of jobs that cannot be completed when the children are in school. All of these jobs are aimed at ensuring the school is a safe place for our children to learn. Some fulfil health and safety functions, such as yellow painting on the steps leading to years 5 and 6 entrances. Others are to make the school environment more pleasant, for example planting flowers outside the main hall windows. Danny will have a long list of tasks that need to be completed over the summer break and many of these will be evident when the children return in September.

The school was recently visited by Health and Safety inspectors from County Hall to undertake an audit and also conduct an inspection of the school. I am pleased to be able to report that no major issues were highlighted during this visit and the inspection team were impressed by, and commented on, the 'excellent health and safety culture'. As part of the health and safety improvements, parents will be aware of changes to parking and access arrangements on the school site from September. Our thanks to Danny and his team for all the work they undertake.

Teaching and Learning – Paul Moore: The overwhelming highlight of the year has been the outcome of the Ofsted inspection on the 11th December. Ofsted praised the staff for their 'carefully planned lessons which inspire pupils' interest and imagination'. As a result, the staff were recognised for not only ensuring teaching strategies were challenging as well as being tailored to students needs but also 'fun'. The new Mathematics scheme was also singled out for praise for helping teachers 'identify where gaps in pupils' knowledge or understanding persist so that they can be addressed quickly'. The drive to continue to achieve the highest standards in the classroom persist, which will make a positive difference towards achieving the one area for development identified in the report which was to keep aiming for the highest levels of progress in mathematics.

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Hive Out of School Club – Calvin Frost: The Hive is approaching its first full and very successful year. Zoe Lynch and her team have worked hard to create a safe and friendly environment ensuring the children are well supervised and supported. Attendance has increased beyond the original forecast during the year so we have recruited to increase staff numbers so the children's safety is not compromised. Due to a successful year they have announced there will be no increase in fees.

Governor observations have been positive particularly with the atmosphere, organisation and supervision of the children who all seem to enjoy attending The Hive. We have agreed to trial a two-week Summer Club during August and this new initiative has been welcomed by parents who have booked places for their children. If there is sufficient demand for this, we may provide more provision during school holidays.

As the provider of The Hive, rather than profits going to an external provider, we are now able to make further investment in The Hive as well as channelling money back to the school to make positive improvements for the benefit of the children. The Hive team will be shortly planning for next year looking at ways they can improve the service by introducing new activities and initiatives.

PE and sports grant – Claire Ferguson: It has been a very successful year of PE and sport at Lickey Hills with the pupils having had the opportunity to be involved in more inter-school sports competitions than ever before. The Government sports grant has been used to employ an accredited sports coach until February 2020 who has been running 3 lunchtime sports clubs a week and supporting teachers with lesson plans and in developing their skills in delivering sports lessons. There will be an underspend on the sports grant this year which can be carried over to the next academic year to boost sports provision still further.

The sports days held last month were a huge success across the school once the weather was dry enough and all the children in KS2 are now taking part in running the Daily Mile to improve fitness and run off any extra energy.

Mr Brewer, the current PE lead is becoming the new Maths Lead from September, so Mr Stead one of the new KS2 teachers will be taking over this role and hoping to develop further the Sport and PE activities that take place in school.

Maths – Claire Ferguson: This year Maths has remained a priority for the school and the hard work put into raising standards in Maths was recognised by Ofsted during their inspection last December. The 'Maths No Problem' programme is now embedded in school from Year 1 to Year 6 and has been supported by extra training sessions for both teachers and teaching assistants to get the most out of the new way of teaching Maths.

The role out of Maths No Problem will be completed in September when it is used in year 6. Pupil feedback has been that they enjoy the Maths No Problem programme, particularly the 'mind workout'. In KS2. From September year 3 and year 4 will no longer be taught in sets to encourage all children to flourish in Maths. Year 6 students have been accessing the online Khan Academy to enhance their Maths skills and the Maths club for children aiming for 'Greater Depth' in KS2 SATs has been well attended. Last Autumn a Maths workshop was held for parents and the school celebrated their enthusiasm for Maths during Maths Week. Times tables continue to be a strength of the school and the children have enjoyed progressing through the Times Table Club.

Special Educational Needs and Disability, Pupil Premium and Looked After Children – Claire Ferguson:

This year has been a year of embedding the changes made to SEND provision at LHPSN over the past 18 months. We have built closer links with Chadsgrove special school who we now have an alliance with. Chadsgrove have led staff training on working with children with ASD and ADHD. Dr Daniel Rouse, an Educational Psychologist, has spent another year with us working in school with children and families with SEND, developing class teachers understanding of SEND and making recommendations on how to support learning. Mrs Williams completed her Mental Health First aid course and now has the title of Youth Mental Health Champion in school as well as SENDCO. Our children with Pupil Premium status in school have been ably supported for a second year by Mrs Pennant and Miss Lynch, who have developed their own knowledge and understanding through training in supporting children who have suffered bereavement and training in lego and play therapy. We have also been supported by the Positive Behaviour Team who have worked with several children and their families across school and Touchstones. Miss Lynch has also completed her first year as

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Deputy Safeguarding Lead, working alongside Mrs Williams and Miss Salisbury to support children and families with safeguarding needs.

All staff in school have now had their refresher training in Positive Handling and hold the necessary qualifications to be able to hold and restrain children in crisis, which thankfully is a very rare occurrence at LHPSN. Staff training has also been updated in working with children with Literacy difficulties such as Dyslexia, supporting children with physical needs such as Hypermobility and Dyspraxia and through the Maths No Problem training staff also looked at ways to support children who have difficulties in Maths such as Dyscalculia.

PTA: Mrs Millward and her Committee have worked incredibly hard this year to support the school and provide many fun packed and fund-raising events. The contribution made by the PTA is invaluable and really helps to provide vital school equipment which enhances the children's learning experience. We have been so grateful for the 30 Chrome books they provided at the start of the year and provide as much support as possible to them in their fundraising activities. Thank you to all the parents who support these activities.

We would like to thank all parents, carers, staff, volunteers and children for their hard work, enthusiasm and commitment to Lickey Hills Primary School and Nursery. Your continued support is very much appreciated.

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