

LGB ANNUAL IMPACT STATEMENT

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| <p style="text-align: center;">Newlands Primary Academy</p> |
| <p style="text-align: center;">Local Governing Body Annual Impact Report 2018</p> |
| <p style="text-align: center;">Summary of Achievements During the Year</p> <p>Newlands Primary Academy was inspected by Ofsted in May 2017 when the Academy was rated as Good.</p> <p>The 2018 SATs outcomes were very disappointing with attainment failing to match predictions in many areas. The 2018-19 School Development Plan will reflect this.</p> <p>Financially the School has a predicted end of year of approximately £4000 in deficit.</p> |
| <p style="text-align: center;">Governance at Newlands Primary Academy within TKAT</p> <p>Newlands Primary Academy is part of TKAT, a multi academy trust. The trust is a charity and its board of trustees must ensure that it complies with its charitable objects, which relate to the provision of education in its schools. As such it is the trust board, which is accountable for the performance of the schools in the trust, and in turn, it is held to account by the Department for Education. The trust can choose to appoint committees for each of its academies and where it does so, these are known as a local governing body or LGB. The LGB's responsibilities are set out in a document known as the Scheme of Delegation which is available on TKAT's and Academy's website.</p> |
| <p style="text-align: center;">Newlands Primary Academy's Local Governing Body</p> <p>The SLGC comprises three appointed governors, two staff governors but no parent governors currently.</p> <p>During the year, Paul Millis resigned as a staff governor and his successor is being sought. The School is also actively trying to recruit parent governors.</p> <p>Governors are linked to different key aspects of the School Development Plan in order to monitor and report on the work being undertaken throughout the year, for analysis and comment by the whole Committee.</p> |
| <p style="text-align: center;">Governance functions</p> <p>The core functions of governance in publicly funded schools are:</p> <ol style="list-style-type: none">1. Ensuring clarity of vision, ethos and strategic direction2. Holding the headteacher to account for the educational performance of the school and its pupils, and the performance management of staff3. Overseeing the financial performance of the school and making sure its money is well spent. <p>In MATs these functions must be carried out at board level, and in some cases aspects of these functions will be delegated to LGBs.</p> |
| <p>1. Ensuring clarity of vision, ethos and strategic direction</p> <p>Ensuring clarity of vision, ethos and strategic direction</p> <ul style="list-style-type: none">• Newlands Primary Academy fully embraces TKAT's vision for the trust, which is Inspiring Learners, Changing Lives.• Newlands Primary Academy's ethos and values are RESPECT: Resilience, Endeavour, Success, Perseverance, Enjoyment, Creativity and Teamwork.• Newlands Primary Academy's core purpose is to establish a happy and supportive learning environment where children are encouraged to: produce work of the highest quality appropriate for each individual pupil, taking into account his or her interests, aptitudes, age and ability; respect other people and property, and to help and support each other socially and academically; take responsibility for their own learning at the earliest opportunity, and realise their place as a member of the school, our local community, and the world community.• Newlands Primary Academy's vision is to provide the foundations for outstanding outcomes by putting children first; ensuring that the life chances of all pupils are significantly improved as a result of our educational provision; providing outstanding teaching and learning to enable all |

children – especially those from disadvantaged backgrounds - to reach their potential and meet the challenges of the twenty-first century.

- **Newlands Primary Academy's Staff aims are to:**
 - Provide a broad, balanced, relevant and differentiated curriculum; work together to support each other, sharing expertise, skills and resources; encourage and value the contribution made by parents in the education of their children; foster good relationships with the community, and maintain a well-organised, professional working environment.
- **Newlands Primary Academy's strategy** is built around three key features:
 - a) nurturing a culture of high expectation, creativity, collaboration and values
 - b) embedding pedagogy through lesson study
 - c) creating systems of improvement through communication/data and reporting; common language; effective Performance Management and attendance

2. Holding the headteacher to account for the educational performance of the school and its pupils, and the performance management of staff

Attendance 2018: 94.14% - the same as 2017.

| Key Stage 1 | 2016 | 2017 | 2018 |
|--------------------|------|------|------|
| Reading | 74% | 74% | 68% |
| Writing | 69% | 70% | 63% |
| Maths | 75% | 78% | 72% |
| Phonics Yr1 & EYFS | 93% | 87% | 81% |
| GLD | 74% | 67% | 64% |

| Key Stage 2 | 2016 AE | 2016 GD | 2017 AE | 2017 GD | 2018 AE | 2018 GD |
|-------------|------------|------------|------------|------------|------------|------------|
| Reading | 56.5% | 15% | 60% | 23% | 47% | 13% |
| Writing | 82.6% | 2% | 65% | 28% | 64% | 2% |
| Maths | 73.9% | 7% | 63% | 7% | 42% | 3% |
| Combined | 57% | 0% | 49% | 7% | 29% | 0% |
| EGPS | 52.2% | 4% | 67% | 14% | 51% | 8% |

| Progress 2018 | 2016 | 2017 | 2018 |
|---------------|------|-------|------|
| Reading | 0.6 | -0.29 | -4.3 |
| Writing | 1.3 | 1.42 | -3.1 |
| Maths | -0.1 | -1.77 | -5.4 |

Previously identified issues from data:

- Writing across the school for boys and girls – 2018 results indicate that despite interventions put in place, the issue was not resolved by the end of each Key Stage.
- Mathematics across the school – particularly Y6 – 2018 end of Key Stage results confirmed the problems in Maths and this is a major concern. Governors will need to be informed of the updated strategies and interventions and progress against targets throughout 2018-19.
- 60% of the Year 6 were not in the school from Reception.
- SEN boys across the school and disadvantaged pupils in Y2 in all subjects will be reported on at regular intervals to governors.

Intervention strategies:

Writing progress was lower than expected. The School introduced a new approach for Literacy (Power of Reading) and moved away from the Read Write Inc. programme for Literacy beyond Year 1. The School is confident this approach will bring about greater, more secure, progress in the long term. The move to Power of Reading was part of the literacy strategy led by the English lead as Reading results were down on previous years and so the impact of the Power of Reading will need

to be closely monitored during 2018-19 to see whether the longer-term effects prove positive to improving learning leading to improved attainment.

Reduce RWI to Key Stage 1 only from Jan 2018 to release more staff and impact on KS2.

Y6 – writing workshops in the afternoons led by teachers – school to monitor/track impact of this each term – this initiative did not have an immediate impact on the improvement of end of KS results and it is hoped that this will improve in the longer term during 2018-19.

Y2 – additional RWI support each afternoon for pupils vulnerable to under achievement and an additional teacher weekly to support Y2 - school to monitor/track impact of this each term. KS1 results do not indicate a short-term improvement.

Performance Management

Staff performance is managed in line with TKAT's pay and appraisal policies. The Headteacher's targets for the summer term were set with the Regional Executive Director. There is a rigorous performance management process in the school, with all targets linked to the school's development plan. All teaching and non-teaching staff have completed performance management cycles in the year 2017/18.

3. Overseeing the financial performance of the school and making sure its money is well spent.

Summary of key themes, achievements, points & observations, as appropriate:

Review of accounts – monitoring at the end of April 2018, indicated a roll over surplus of just over £3k, however it is more likely that there will be a deficit in the budget – owing to: 1. An overspend in the agency supply staff budget, to cover long term sickness and support for pupils with AEN. 2. A shortfall in the expected secondment rates from Horizon Primary Academy. 3. A number of students have been educated off-site for this academic/financial year – to the end of Term 4 this has cost the school £6k, further costs are expected for terms 5 and 6. The Final 3-year Draft Budget was submitted to TKAT Finance on 8th June.

Review of Staff Structure: The Head Teacher will be leaving Newlands for pastures new at the end of this Academic Year. As from September 2018 Newlands will share an Executive Head Teacher with Dame Janet Primary School. Newlands' SENCO will be retiring also at the end of the academic year and a replacement with a 0.6 contract has been arranged with a current staff member working at Dame Janet. There is a reduction in teaching assistants due to budgetary reasons.

Two long-term sickness issues have now been resolved with one member of the administrative staff returning and one Site Manager leaving. A replacement Assistant Caretaker will take up post from 1st Sept 2018 and will work along side the School's Health and Safety and Facilities Manager. An external contractor has been assisting with the site maintenance since March 2018, but this contract will end at the end of July 2018.

There are also two other long-term sick absences 1 part time teacher – certificate to 31/7/2018 and 1 midday Meals Supervisor – update expected by the end of term 6.

Long-term absences have had, and are still having, an impact on the school budget and an impact on future planning.

SchoolComms replaced the previous text messaging service to parents in April 2018 and integrates with SIMS AND Medical Tracker both enable parents to be contacted more easily regarding attendance and accident.

Parentpay – As from January 2018, the school introduced a cashless method of payment, which enables parents to pay online for school trips and school dinners etc. 65% of parents have signed up and are using this service on a regular basis.

Areas for development & any other concluding remarks:

A system for recording accidents, injuries, care plans and medication, introduced in March, is not currently being used across the entire school due to Wi-Fi and Chrome Book issues.

New website: Newlands will be moving from Primary Site to Blue Apple Education by the end of the school year to improve the look of the school and to promote Newlands to the wider community. The plan is to go live in June.

Premises Maintenance and update: Quotations have been requested for the installation of an intercom system on the main school gates, scheduled to be carried out 24th/25th July from Capital Budget 17/18.

Quotations have been requested for the ICT suite to be dismantled and returned to a classroom. Work will be carried out during the summer closure approx. £350 for electrical work. Decoration will be carried out by premises staff from Capital Budget 17/18.

Inadequate lighting in classrooms to be replaced at a cost of 90 x£100 – 20 of these will be replaced during the summer closure for £1700 (reduction). Other redecoration has been carried out in house.

Newlands were unsuccessful in securing Capital bids for 2017/2018 for: Replacement of roof, light fittings in old part of school and tarmac surface for parents waiting area.

This report gives a good example of a good use of technology to offer flexibility of methods of payments to parents and contacting parents. The new website should also bring improvements. Long term sickness and cover is having an impact on the budget going forward.

4. Local Governing Body effectiveness

A new structure of governance was adopted in 2017. Newlands has a School Local Governance Committee and a Joint Local Governing Body is in place overseeing all five TKAT primary schools in Thanet.

The 2017 Ofsted Report stated, “Governors know the school well. With the Thanet Joint Local Governing Body and TKAT, governance ensures that leaders are held to account effectively for the school’s performance. They have a clear understanding of the school’s strengths and what it needs to do to improve further. Governors are well informed by the headteacher and their own monitoring and strategic work, which enables them to ask searching questions. Governors have the appropriate skills, expertise and experience to do this. There is a good balance of challenge and support to leaders. Governors understand that a key focus for improvement has been for senior leaders to ensure improvement in the quality of teaching and learning. They have a clear view of the quality of teaching and how the performance of staff is managed to reward effective practice and meet targets. Governors have a good awareness of the information about pupils’ achievement. This enables them to question the progress and attainment of different groups. They check that additional funding is making a difference for pupils in order to determine that it is being used effectively.

The level and quality of questioning and analysis by the governors have improved under the new two-tier structure with leaders challenged on a variety of key issues for the school. All SLGC governors have a specific area of responsibility linked to the School Development Plan and the JLGB members take responsibility for monitoring Finance; Standards and Attainment; Safeguarding, Behaviour and Welfare; Health and Safety, SEND and EYFS. Consequently, all key strategic areas of responsibility and Accountability are regularly discussed, monitored and reported on.

From September 2018, the Headteacher of Dame Janet will assume the role of Executive Headteacher of both Dame Janet and Newlands Primary Academies. In July 2018, due to poor governor attendance and recruitment issues at Newlands, it was decided to merge the two SLGCs from the start of the 2018-19 academic year.

Future plans

The SLGC is confident that the new Executive Headteacher will be scrutinising the work undertaken at Newlands in 2017-18 and producing an appropriate School Development Plan to improve attainment in 2018-19.

The SLGC is very grateful to the hard-working team of teachers and support staff who are ensuring that the children are kept safe, enjoy school and have enabled progress in their learning. The governors also wish to express the support of parents and carers who have supported the school during the year.

Chair of Governors (2017-18): Georgina Glover

Chair of Governors (from September 2018): Roger Silk

Date: 16 October 2018