

2019 SURVEYS: “You said We did”

PARENTS

In last year’s survey (2018) you asked us to...	What we did
provide more information about lessons/courses	<p>We revised our curriculum information and have centralised this information on the school website in the form of two hyperlinked curriculum booklets (for our foundation and key stage four offer) – these booklets now contains very clear information about each curriculum area, and the courses, course contents and assessments, key skills that students develop and how parents and carers can support students in their work.</p> <p>The curriculum area of the website has also been further developed and now contains a wealth of information about different aspects of the curriculum.</p> <p>At subject level, We have encouraged further development of the use of google classroom to point students and parents to topic overviews and other important or useful information.</p>
recruit good quality teaching staff as the school grows	<p>There is a recognised and well documented national teacher shortage and teacher recruitment, especially in our area, is very challenging. Many schools (including a number of other local schools) struggle to be able to recruit specialist teachers.</p> <p>In that context, we have worked very hard to recruit specialist staff in every department area. As we grow further with the addition of our final year group in September 2019, we are delighted to have been able to recruit across subject and curriculum teams – and to enhance our already strong and effective team.</p> <p>We also benefit from the Maiden Erlegh Trust’s teaching school as we are able to train and “grow our own” staff and our well regarded approach to staff support and development ensures that teaching staff turnover is relatively low.</p> <p>Our continued Trust-wide focus on staff wellbeing and reducing unnecessary workload also supports our recruitment and retention of talented staff.</p>
provide an after school homework club and more drop in sessions.	<p>We have opened and then expanded the opening hours of our popular homework club to four afternoons a week. We have invested in additional staff hours and have been delighted to employ 6th form students from our sister school to assist and support the many students that attend the club. Attendance at Homework club is usually around 30-40 students and the ready availability of IT and staff support means that it is the location of choice for many students wishing to complete homework</p> <p>After school “Drop in” sessions to help and support students are offered across a number of subjects and, as we move towards year 11 and public examinations, after school revision and support sessions will continue to develop</p>
minimise staff changes	<p>We recognise that it is far from ideal for students to have a change of teacher within the year and we work hard to avoid this. Sometimes, however, due to circumstances beyond our control this is necessary. We are committed to ensuring that the provision of the quality of education is not compromised due to staff changes. We have asked our expert curriculum leadership team to ensure that high quality programmes of study are in place as well as a common understating about the delivery of programmes so that the impact of any staff change is minimised.</p>
find opportunity for students to go outside of the building.	<p>The constraints of our building and site mean that providing significant opportunity for students to spend time outside is challenging. Additionally, in</p>

	<p>the early years of the school, it was difficult to supervise students outside of the building due to a small staff team. We have reviewed our approach to break time and lunch time and students now have the opportunity to spend time outside if they wish.</p>
This year (2019) you have asked us to.....	We will...
Ensure consistent and high quality Homework	<p>We will prioritise focus on the way that we use and set homework as we go into the next academic year.</p> <p>In September 2019 we will be launching a new protocol with staff and students to better regulate the type of homework we set – using the best evidence to inform our practice and ensure that homework truly supports learning and student progress. This will mean that homework set across the school will be of a consistent quality</p> <p>As part of this work we will also review the way that we communicate home about homework. We will explore options with Google classroom to notify parents and carers when homework has been set or alternative platforms which may be effective</p>
Improve the consistency of the quality of teaching	<p>Teaching and learning will always be central to our continuous improvement philosophy in the school. As the school grows, we are determined to ensure the consistency of provision for all. In support of this we plan:</p> <ul style="list-style-type: none"> - To give more meeting time for curriculum teams to work together in developing their programmes of study. - Expand our cross team Professional Learning Groups to research and share the best practice. - Continue using the best available research to inform and develop our practice <p>We will ensure and test the quality of our provision by inviting external review.</p>
Reduce the use of cover/supply teachers	<p>We are in the fortunate position of having highly qualified and specialist staff across our curriculum teams. We understand that use of supply teachers is never ideal but from time to time is necessary – usually due to staff absence as a result of illness. Long term supply is rarely necessary and where it is we work hard to ensure the impact is minimised through sourcing subject specialist supply teachers and sometimes rotating teachers. Going forward, we will employ an additional cover supervisor so that when there is a need to cover a lesson, this can be done “in house”. We will also ask our curriculum leaders to further strengthen their support of classes to ensure consistency in the quality of our provision.</p>
Improve challenge for our most able students	<p>As a comprehensive school we are committed to ensuring that we provide an appropriately challenging curriculum for all – including those who are most able. We will use the NACE award audit framework to drive forward our work in this area and to promote and develop skills across the school in delivering challenge and stretch for our students. The Gold and silver programme will also be further developed to support and nurture aspiration for these students.</p>
Improve support for the behaviour of some students	<p>The vast majority of our students are well behaved, polite and responsible young people and their behaviour is often remarked on by visitors to the school. We have very low exclusion rates and behaviours like bullying are dealt with very quickly. Nevertheless, as in every school, we have a small number of students whose behaviour is more challenging. We will continue to work proactively with these students making appropriate intervention to help these students in the choices they make.</p> <p>Our inclusive and caring approach runs alongside our clear and strong behaviour policy which enables teachers to teach and students to learn unimpeded by poor behaviour. We will continue to review our practice in this area and invest in developing capacity in our student support and inclusion team to increase our effectiveness and capacity in this area.</p>