

Hamilton College IEB Newsletter



May 2017

Message from Chair of the Interim Executive Board (IEB)

Dear Parents and Carers

As you may have read in my letter in mid-March, I am the chair of the IEB of Hamilton College. In February, following the October Ofsted inspection of Hamilton College, the Local Authority set up a new governing body called an IEB. They believe that a smaller, focused IEB with the appropriate skills is necessary to address the challenges swiftly and to secure the changes needed. The IEB met for the first time in early March and is meeting every two or three weeks for the rest of this school year. We are focusing on progress against the school action plan. We have are posting summaries of our meetings on the school website governing body page and we will update you on progress at the school. We look forward to meeting you at events such as the July Parents Forum.

Cathy Brown, Chair, IEB

Meet the IEB



Cathy Brown, Head of Governance at Rushey Mead Educational Trust (RMET), National Leader of Governance and a Chair of Governors, with experience of working with two schools in special measures.



Ed Thompson, Associate Head of Department at De Montfort University, previous chair of governors of Hamilton College, brings business background and sound governance experience.



Trevor Pringle, Education Advisor, Wolverhampton City Council, bringing considerable experience of working in children's services in a number of local authorities, with school governors and as a governor.



Stuart McAvoy, Principal Accountant for Housing at Leicester City Council who brings business and financial expertise



Elaine Taylor, Trustee of RMET, retired HMI (Her Majesty's Inspector), with a wealth of experience in teaching, school improvement and staff development

The IEB members are linked to the four key areas in the school action plan plus Finance and Business so that each member can monitor in detail their link area and report back to the whole IEB.

	Link area
Cathy Brown (Chair)	Leadership and Management
Stuart McAvoy	Finance and Business
Trevor Pringle	Outcomes for Students
Elaine Taylor (Vice Chair)	Quality of Teaching, Learning and Assessment
Ed Thompson	Personal Development, Behaviour and Welfare

Academy Conversion

Hamilton College is required to become an academy sponsored by RMET. Work towards conversion to academy status has started and the conversion date is expected to be late this term. In the meantime, RMET has started on a programme of support at the school.



For more information about RMET, please see its website: www.rmtrust.org.uk

Leadership Arrangements

RMET has commissioned additional leadership capacity for Hamilton College and on 20 February Jackie Gair took up the post of Interim Principal and Jason Cumming of Interim Associate Principal. They are both experienced school leaders who are working in the school on a focused action plan. These posts are interim until Hamilton converts to academy status but the intention is that Jackie and Jason will continue beyond that to lead the school through to the next Ofsted inspection.



Progress against the school action plan

The action plan focuses on the four key areas: Leadership and Management; Quality of Teaching, Learning and Assessment; Outcomes for Students; and, Personal Development, Behaviour and Welfare. The plan is broken down by half term and each area has detailed actions and outcomes against which the IEB can monitor, including the following.

Staffing and staff development

There are many teaching vacancies at Hamilton which are currently being filled by supply teachers and others. The aim is that all classes are taught by qualified teachers employed by the school and that there is strong leadership of all subjects. To achieve this, a great deal of recruitment is currently being carried out.

- * Recently the school successfully recruited new teaching staff in a range of subjects including English, maths, science, design technology, geography and history. These will start in the autumn term.
- * Two heads of science have been recruited for September. They have complementary skills and will bring strong practice and leadership skills to the school.
- * A new Data Officer was recruited in February to support the improvement of data systems at Hamilton. A robust system for analysing students' assessment data is essential to provide school leaders, the IEB and teaching staff with timely data reports which they can use to effectively monitor and support teaching and learning.
- * Teaching staff development is being undertaken to focus on student assessment and aspects of effective teaching. Some teachers are registering on a national programme to improve teaching practice.
- * Staff have been meeting regularly for TeachMeets to share ideas and effective practice in teaching.

Curriculum

A new curriculum has been planned for September which will include the option of triple science and which will enable more students to undertake the EBacc (English Baccalaureate—a school performance measure of the number of students who get grade C or above in core academic subjects at Key Stage 4).

Review of Special Educational Needs (SEN)

This was an area highlighted for improvement in the Ofsted report. The review was carried out in April and looked at the support received by pupils who have SEN along with the impact of that support. It made a number of specific recommendations to strengthen this area which the IEB will monitor.

And finally...

IEB members attended performances of We Will Rock You at the end of last term and congratulate the talented students and staff for a brilliant production.