



**Tower Hill Primary School: Headteacher's End of Spring Term 2019 Written Report  
Full Governing Body Meeting: 20<sup>th</sup> March 2019**

This report is a summary review of the *Spring Term 2019* and should also be read in conjunction with the *Term 2 review of the School Improvement and Development Plan 2018/19: Blue Movement.*

**Page 1: Contents of HT Report & Contextual Profile of Tower Hill as at 08.03.19 [see Appendix 1]**

**Page 2: Effectiveness of Leadership & Management [see Appendix 2]  
~ including Developments to Site & Premises**

**Page 6: Quality of Teaching, Learning & Assessment**

**Page 7: Outcomes for children and learners [see Appendices 3 & 4]**

**Page 8: Personal Development, Behaviour & Welfare**

**Contextual School Profile as at 8<sup>th</sup> March 2019**

Year Group/ Class	No on Roll	Number in Vulnerable Group													
		On waiting list	Boys	Girls	No Vuln Chn	FSM	Ever 6	SF	SEN		EAL	DES	SE MH	*CLA & Post	PA <90%
									EHCP	Support					
R (Pisa)	30	13	16	14	13	6	0	1	0	4	2	0	0	1	3
R (Sears)	30		16	14	19	11	0	1	0	6	3	2	0	1	2
1(Blackpool)	30	6	12	18	15	5	0	0	1	4	7	2	0	*1	3
1(Spinnaker)	30		16	14	18	4	1	0	0	6	8	5	3	2	2
2 (Canton)	30	1	15	15	19	3	2	1	0	5	7	2	2	0	3
2 (Petronas)	30		14	16	18	7	0	0	1	5	7	2	1	0	1
3 (Alloa)	32*	8	15	17	19	6	4	1	1	5	7	4	1	*1	4
3 (Macau)	30		17	13	21	8	4	2	0	5	6	3	2	0	2
4 (Petrin)	28	0	15	13	14	6	1	1	1	3	4	6	2	0	2
4 (Skylon)	27		11	16	15	5	1	2	0	5	4	0	3	0	0
5	31	5	18	13	26	15	5	0	2 <small>+1 SENSA</small>	7	2	9	5	1	4
6	30	0	18	12	22	2	9	0	1	7	7	2	2	0	1
<b>TOTAL</b>	<b>358</b>	<b>33</b>	<b>183</b>	<b>175</b>	<b>219</b>	<b>78</b>	<b>27</b>	<b>9</b>	<b>7</b>	<b>62</b>	<b>64</b>	<b>37</b>	<b>21</b>	<b>*2+5</b>	<b>27</b>
Proportion/school			51%	49%	61%	22%	8%	3%	2%	17%	18%	10%	6%	2%	8%
<b>Several children are included in more than one Vulnerable Group</b>															
<b>No of Families : 276</b>								<b>No of Siblings: 82</b>							

**Mobility:**

- Leavers since Sept 2018 = **7** (0 since last report to FGB - Feb 19)
- Arrivals since Sept 2018 = **20** (3 since last report to FGB - Feb 19: 2- local change; 1 re-location)

# EFFECTIVENESS OF LEADERSHIP & MANAGEMENT

Outcomes support evaluation of Outstanding

## Admissions 2019

- Applications to LA as at 8<sup>th</sup> March 2019:

	First Choice	Second Choice	Third Choice	Fourth/Other	Overall
Looked After Child	1	0	0	0	
In Catchment/Sibling	14				
Catchment	47				
Out Catchment/Sibling	3				
Out Catchment	33				
<b>Total by Choice</b>	<b>68</b>	<b>15</b>	<b>11</b>	<b>3</b>	

- 16<sup>th</sup> April 2019:** Parents will be informed of allocated school and thus actual pupils who will join Tower Hill in September 2019 will be known.

## Transition to KSIII

- Currently, **76%** of Y6 were successful in their first preference for secondary school for September 2019.

## Attendance

- Attendance remains **above** the DfE's target of 96% despite significant medical absence of two pupils.
- Attendance is based on half-day sessions in line with national and county recommendations
- See *HT Report Appendix 1: Absence Graph for Whole School & by Vulnerable Groupings - all pupils*

Year	Absence Target	Attendance Actual	Authorised Absence	Unauthorised Absence	Persistent Absentees 10%+
Sept 18 - 8.Mar 19	4%	96.35%	3.09%	0.56%	27 (7.54%) of which 9 < 85%
Sept 18- 31.Jan 19	4%	96.55%	2.90%	0.55%	28 (7.84%) of which 10 < 85%
Sept 17 - 9.Mar 18	4%	96.38%	3.29%	0.33%	14 (4.39%) of which 4 < 85%

## Safeguarding

- The Deputy and Assistant Headteacher have attended Refresher Training for Designated Safeguarding Leads including on-line safety this academic year. **All DSLs are current with regard to training.**
- ALL staff have received and signed as read the revised (ii) [Sept 18] of the DfE's guidance: *Keeping Children Safe in Education [Part I]*; Staff Meetings have been led by the DSL/SENCo to ensure all staff are aware of changes to practice and procedures.
- Annual Whole Governing Body Training : Protecting Children [Safeguarding] - January 2019
- The Safeguarding Governor has designed a 'Safeguarding Quiz' to be used at all governor monitoring visits to assess staff knowledge and confidence, and identify any potential trends (staff groups &/or aspects of procedure/practice) for training.

## Looked After Children (LAC)

- TWO** CLA (LAC) currently on roll
- FIVE** Post-LAC/Special Guardianship Order on roll
- The proportion of children in or being supported by the Local Authority is significantly >national levels

Current 'live' Child Protection	Current Child in Need	Family Support Services	CP Meetings Attended	PEP Meetings (for CLA)	CiN Meetings Attended	Team Around the Child (TAF)	Core Group Meetings Attended
2	7 (+ 5 closed)	5	4	6 + 6 CLA meetings (3 each for 2 pupils)	15	8 TAF 1 CAFcass meeting : 2 pupils 3 Public Law Outline: 4 pupils	5
<b>CASES CLOSED: 2 CLA [now SGO no longer considered Looked After]; 2 CP (now CiN) ; 2 CiN; 3 FSS</b>							

## Personnel

- See Class & Staff Organisation & Roles from Spring 2019 : *HT Report Appendix 2*

## Staff Leavers/Changes during and at the end of Spring Term 2019

- Clare Down (General Office Manager & Admin Officer) : reduction from FT to 25.75hrs from 04.03.19 - role reassignment to SIMs/Database Manager
- Jess Jabbi (am -Admin Assistant) : reduction from 25hrs to 10hrs (2 ams)/week
- Karen Wilson (Special Needs Assistant) : leaving end of Spring Term 19 - military re-location

## Staff Starters/Returners from February 2019 →

- Rachel Maw (Y2 - pm - LSA + LTSA for medical needs): maternity leave returner from 04.03.19
- Abbi Amero (Admin Assistant) : increase in hours from 17.5hrs to 27.25hrs
- Heather Brown (Admin Assistant) : NEW to TH from 13.03.19 22hrs/week

## [Known] Staff Leavers from end of the academic year 2018/19

- Linda Tansley (Headteacher) : resignation with effect from 31<sup>st</sup> August 2019

## Staffing Turbulence, Implications, Challenges, Resolutions

- Strategies to minimise staff turbulence's impact on children's learning and experiences continue to demonstrate the effectiveness of the leadership & management of the school.
- Carolyn Smith [Y1 Class Teacher] reduced her Full Time contract to 0.8 to support her to meet her personal, domestic commitments from the beginning of the Spring Term 19.
- Emma Ramsier, once again, assumed the required 0.2 provision within the Y1 Class for which she is to be commended and thanked sincerely - as this ensures continuity and excellence for those children.
- **IMPACT:** continuing high quality provision with no negative consequences for pupils or parents.
- Recruitment is underway for an additional teacher required as TH moves to two Y5 classes in Sept 19.
- Recruitment is also underway for additional experienced Learning Support.
- There has been considerable flux in the composition of the administrative team, however customer service has not been reduced and all systems continue to be effected highly efficiently and effectively.

## Leadership Development

- All members of the Senior and Middle Leadership Teams have continued to attend a range of training/ conferences/ briefings to ensure that they remain 'forward thinking' and are well informed to consider the appropriateness of current 'best practice' for Tower Hill.
- Strategic Leadership Team is an absolute strength of the school as demonstrated through the comprehensive support & monitoring programmes being effected and analysis & evaluation of performance.
- All three Key Stage Leaders continue as highly pro-active, leading Team Meetings to discuss departmental development and organisational issues.

## Performance Management

- The mid-term Performance Management process is currently underway for all staff members: teaching and support.
- Personal absence records continue to be shared with all and each of the staff team at mid-term Performance Management/IPP Reviews this term in order to consider the undertaking of roles and responsibilities. This proved highly effective in reducing staff absence in 2017/18 and is continuing to do so in 2018/19. Main reason given for absence : hospital/medical appointments for both staff and dependents.

## Improvement and Development Mid-Term Reviews

- SIDP 2018/19 *Blue Movement* is being comprehensively reviewed by SLT for presentation to FGB: 28.03.19.
- Mid-term reviews of all Subject Action plans have been carried out by Subject Leaders to inform Summer Term provision planning in terms of release time, monitoring programmes and staff meeting schedules.

## Governing Body

- A panel has been formed and begun to engage in training with the key aim of effective Headteacher Recruitment for Sept 19. Advertising is live and a package prepared for interested parties.
- With the expiration of Laura Ovenden's tenure as Staff Governor in January 19, two teachers expressed interest in the vacancy. A 'secret ballot' election was held for all members of staff.
- Heather Chapman, EY Leader/YR Teacher, was subsequently elected as Staff Governor, effective from 15<sup>th</sup> March 2019 for a 4-year term. Our thanks to Rachel Blair, Y1 Teacher, for expressing her interest to stand for the school as a candidate and congratulations to Heather on her appointment.
- Monitoring visits have been continued to be conducted across all KADs of the SIDP 2018/19, in addition to Safeguarding, Finance and Health & Safety checks by members of Governor Committees with reports to colleague governors.

## Website

- The termly website check by governors to verify that all statutory documentation is clearly available to all stakeholders is due to take place before the end of the Spring Term 19.
- It also remains a vibrant celebration of school life at Tower Hill, with children's work & events included.
- Permission is always sought from parents for all children included on the website.

## Finance

- Whilst a slightly lower than planned carry forward was forecast and approved at November 18 Revision, indications are that there will actually be a **higher than forecast carry forward (at both initial Budget setting and Revision)** which will support a balanced (non-deficit) 3-year financial plan and enable the continuation of sufficient generous provision to drive the school's development and improvement agenda.
- This has been reported to, and agreed as prudent by, the Finance & Personnel Committee, in the light of ongoing uncertain financial times for schools.
- Rigorous budget monitoring has ensured our positive financial position but budget management is increasingly challenging with funding formulae and streams being frequently 'squeezed' or withdrawn.
- SENSEA funding is being completely withdrawn from April 2019 which negatively impacts our SEND funding.
- **2019/20 [Indicative] Pupil Premium Grant: £159,400** [inc PP (110) £145,200; Service Grant (9) £2,700 + post-LAC (5) £11,500].
- This is a **£12,480 increase** from that forecast at November 18 Revision for 2019/20 largely due to additional pupils being identified in the Jan Spring 19 PLASC (see pg 1: Context Table) but also the increase in post-LAC pupils. **CAVEAT:** Potential for re-adjustment in Summer 19 and Spring 20 - as occurred in 2018/19 resulting in a reduction of **-3 pupils/-£3,960**.
- The *Schools Financial Value Standard (SFVS)* has been completed by the Headteacher and has been recommended for approval by the Finance & Personnel Committee (FGB 20.3.98 Agenda Item 9i)

## Pupil Premium Grant

- The school's website shows Planned Expenditure: Impact of Pupil Premium funding 2017/18 (with IMPACT) and 2018/19 (with IMPACT).

## P.E. & Sports Premium

- The school's website shows Planned Expenditure: Impact of Sports Premium funding 2017/18 (with IMPACT) and 2018/19 (IMPACT to be included at the end of the academic year 2018/19).

## Collaboration

- We have continued to work with our local partner to standardise and moderate assessment judgements and methodology: this term in Writing.
- For a second year, at the request of the Local Authority, we have hosted the second NQT Induction event as part of their Core Induction Provision, with the opportunity to 'market' the school being well taken!

## Continuing Professional Development (CPD)

- **INSET 4 - 25. Jan 2019:**  
am Attachment Trauma presentation by Cath Lowther, Educational Psychologist: governor attendance.  
pm Staff Wellbeing, Mindfulness and Mental Health led by Emma Ramsier and Voices Foundation singing approach led by Christine Cartlidge, Music Leader
- **INSET 5 - 24. May 19:**  
ALL DAY - Assessment: report writing day for teachers  
am Safeguarding Training to be led by Workforce Development Team for ALL support staff

## Spring Term 2019: *Staff Meetings led by SLT and Subject Leaders*

Safeguarding review including PREVENT & GDPR implications; SEND Progress feedback to teaching and learning support team; Effective feedback and marking in core subjects; Drama into Writing (follow up to INSET 3) including planning sessions with KSI team and KSII NQTs; 'modelling the modelling' of writing using inspirational stimuli; developing pupils' skills of self-critique to improve own work (Austin's Butterfly principle); Art skills: creating tone and texture in drawing; the wider curriculum: assessing the quality of teaching and pupil outcomes in foundation subjects; Milestone 2 data - support for Pupil Progress meetings; Team Planning in Writing and Maths; planning for an effective French Friday.

**Moderation of Standards:** LA moderation sessions attended by EY teaching team and end of KSI (Y2) team.

**External Training/Courses:** An extensive range of HIAS and independent training and briefings has continued to be attended by teaching, learning support and site staff teams. Feedback has continued to be given by staff at appropriate meetings i.e. Teacher or LSA Staff Meetings in order that 'best practice messages' are cascaded.

## Developments to Site & Provision

### Premises and Health & Safety

- The Spring Term Health & Safety Audit was undertaken & submitted to meet the HCC deadline.
- The second Lock Down Drill of 18/19 will be undertaken before the end of the Spring Term 19.
- **Termly Fire Drill** undertaken: time efficient, calm & orderly: deliberate obstacles placed to block fire exits.
- The **Supporting Children with Medical Conditions Policy + Action Plan** was reviewed by the school H&S/Safeguarding Team with governor representation for approval at the FGB on 20<sup>th</sup> March 2019.
- **The Equalities Policy** with current 4 year objectives received its third review by the Equalities Team including the Chair of the Premises Committee for approval by the FGB on 20<sup>th</sup> March 2019 in readiness for sharing progress with stakeholders by 6<sup>th</sup> April 2019.
- **Next year - 2020 - will be the final year for this set of objectives.**
- The Chair will issue a summary letter to parents at the end of Spring Term 19 to report progress.

### Planned for 2019/20

- Remedial drainage and re-tarmac of netball area of school playground to create second netball pitch provision : Summer 19 (being pursued).
- Re-decoration of both YR and both Y2 classrooms by external contractors : Summer 19.
- Remedial re-decoration works to be carried out by TH's site management team: Summer 19.

**Monitoring Programme**

Formal lesson monitoring, which is always undertaken in-hand with scrutiny of pupil outcomes, has been conducted by the HT alongside members of SLT: the focus this term being how science and/or foundation subjects are being used as 'drivers' to inspire children's writing i.e. writing for a 'real' purpose. Formal observations, as always, include evaluation of the impact of not only the class teacher on children's learning and outcomes but also Learning Support Assistants (deployment, resourcing, support, initiative) which is so critical to support KAD 1: SEND & KAD 2: Boys.

General informal 'drop in' monitoring in addition to regular informal NQT monitoring has also been undertaken to support both teaching and organisational development by SLT/KS Leaders/NQT mentors.

Comprehensive verbal and written feedback continues to be given following every formal observation and that feedback is evidenced in subsequent observations: with positive outcomes.

Monitoring has continued to enable the identification of practice to inform an effective peer mentoring programme. Core Subjects Leaders have also carried out a joint book scrutiny to standardise judgements & evaluate outcomes.

**CURRICULUM ENRICHMENT**

We continue to embed first-hand experiences across the curriculum, including both off-site and in-school opportunities, to support our ethos of Learning Through Experience (see **RING philosophy - Relevant, Interesting, Naughty...& a bit of a Giggle!**).

In full support of our school vision for entitlement to experiences, school visits have continued to be high profile this term. The value of these first-hand experiences continue to be shared with the parents at Presentation Assemblies; through the forthcoming Spring Edition of *Tower Hill Times*, in which examples of work generated from the experiences is included; and on our website.

*All experiences are planned to enrich vocabulary through speaking in order to impact written outcomes.*

Summary of Spring Term 2019 First-Hand Experiences			
WHOLE SCHOOL BOOK WEEK: Author visits by Peter Bunzl and Petr Horacek			
WHOLE SCHOOL SCIENCE WEEK: including Mad Science Assembly for ALL pupils			
WHOLE SCHOOL: M&M Productions performance of 'Oliver Twist' by Charles Dickens			
Year/Class	Taken Place	Subject Link	Still to Come!
Year R (Both)		Science	The Look Out Centre, Bracknell
Year 1 (Both)	History of Toys, Milestones	History	
	St John's Church, Cove	R.E.	
Year 2 (Both)	Great Fire of London Monument	History	
	St. Paul's Cathedral		
Year 3 (Both)	Butser Ancient Farm	History	
Year 4 (Pettrin)	HMS Victory, Portsmouth Dockyard	R.E/History	
Year 5 (Eiffel)	Cadbury World	History/Literacy	
Year 6 (Wainhouse)	London Zoo	Science	St. Christopher's Easter Wkshop

- In 2018/19, the Governing Body has approved a **subsidy of £7k+** for pupil participation : **30%+ of the actual costs incurred by school.**



## Performance

- ✓ Natalie Stratton (KSI Leader/P.E. Leader) & Michaela Corper (IT Leader) have worked long and hard to enable a group of **25** children from Y3-6, both boys and girls, to take part in this year's *Dance Challenge* at the Princes' Hall, Aldershot, for a fifth year with a brilliant, highly original, entry centred on the stories of the Brothers Grimm. Once again, we were delighted to come away with Best Choreography - we need to watch that Misses Stratton and Corper don't decide to 'change profession'!!
- ✓ Natalie Stratton & Kieran Collins continue to ensure that as many children as possible can participate in as many competitive - and non-competitive - fixtures and events in a range of after-school sports. My continuing immense thanks to Natalie & Kieran - and also both newer members of the teaching team and the Learning Support Team - for organising and accompanying the children to make these opportunities possible.

## Music Tuition

Drums ( <i>Listen2Me2 Programme</i> )	<b>2 pupils</b>	Taiko Drumming	<b>9 pupils</b>
Guitar ( <i>L2M2 Programme</i> )	<b>7 pupils</b>	Keyboards ( <i>Listen2Me2 Programme</i> )	<b>8 pupils</b>

## Extra-Curricular Clubs

- ✓ Extra-curriculum clubs continue to be a strong feature of the school and remain largely reliant on staff goodwill and time. I would personally like as always to record my thanks to all for another term of support as without them, the extent of opportunities available to the children would not be possible. As always, my thanks to the whole teaching & support team who ensure such a range is on offer for so many children to take part in further enrichment activities including
  - KSI: Dance, Cooking, Science, Games & Puzzles, Reading Rockets and Disney Clubs
  - KSII: Cooking, Science, Netball, Dance Challenge, Netball, Creative Art & Sewing, Challenge Team Building, lunchtime girls' football.
  - Additionally, we have continued to buy in the services of *Premier Sport* for lunchtime football coaching, *Tri-Golf* & KSI & II Gymnastics; *Osaku* for before-school Judo class; *Gremlin Dance* for before-school Street Dance and the *Hampshire Music Service* for before-school Taiko.
- ✓ The P.E. & Sports Premium Grant has allowed us to continue to offer specialist in-school netball teaching - also acting as CPD.

## OUTCOMES FOR CHILDREN & LEARNERS

[see Whole School Milestone 2 Data]

Outcomes support evaluation of Outstanding

## Current Performance Data as at Milestone 2: Beginning of March 2019

See Appendix 3: Tower Hill Milestone Group Attainment Data 2018/19 Tracker - by year group & groupings

See Appendix 4: RWM Combined Milestone 2 Tracker - by year groups & groupings

See Appendix 5: BLUE & SEND Milestone 2 Reading and Maths Progress (standardised score) analysis (3 pgs)

## ATTAINING HIGHLY REGISTER

TOTAL	Reading				Writing				Maths			
44 pupils	37 pupils				26 pupils				32 pupils			
15% Y1-6	Each/ALL of Reading, Writing, Maths = 20 pupils											
Yr Group	1		2		3		4		5		6	
	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls
Reading	2	3	2	5	4	5	1	5	2	2	4	2
Writing	1	2	1	5	2	3	0	5	3	1	2	1
Maths	4	4	1	3	3	2	1	5	2	2	3	2

**Exclusions, Violent Incidents &/or Accidents: Spring Term 2019**

- 2 Exclusions [1 pupil [SEND] for 1.5 days and 2 days]
- Violent Incidents: Against Staff 3
- Reported Accidents: Staff 1 ; Pupils 4

**Racists Incidents**

- 0 reported

**Keeping Safe**

- ✓ All pupils in Y3 have successfully completed an intensive, 9-session, swimming programme during the term, funded through the *P.E. & Sports Premium Grant*.

**Parents/Stakeholders & the Community**

- ❖ Performance Cards have been issued to all parents to inform the Spring Term Parents' Evenings.
- ❖ Parents' Evenings will take place on **Wednesday 20<sup>th</sup> and Thursday 21<sup>st</sup> March**. This is an excellent opportunity for governors to meet the parent community and glean their thoughts about provision in place at Tower Hill - and how happy their child(ren) is/are.
- ❖ The Gateway Team and Dave Betts of the Army Methodist Unit continue to visit to lead Assemblies.

**Celebrations!**

- ✚ The KSII Dance Challenge Team won Best choreography in this year's competition at the Princes' Hall, Aldershot and were fantastically supported by both parents and staff at the event.
- ✚ Participation in **Red Nose Day** activities raising **c£570**.

**Dates for the Diary :**

- Whole School Spring Term Spelling Bee : Tuesday 26<sup>th</sup> March 1pm→
- **Presentation of Spring Term Governors' Trophy**  
The Governors' Trophy will be presented at the Easter Service at St. Christopher's on Friday 5<sup>th</sup> April commencing at 1.30pm. A governor representative is sought to present the trophy - all governors most welcome.
- **KSII SATs week:** Week commencing 13<sup>th</sup> May 2019
- **KSI SATs week:** Commence w/c 13<sup>th</sup> May, continuing into w/c 20<sup>th</sup> May 2019.
- ✚ Please put **WEDNESDAY 22<sup>nd</sup> MAY** in diaries for Tower Hill's **CENTENARY CELEBRATIONS!!**

Linda Tansley

Headteacher

15<sup>th</sup> March 2019

**HT Report: Appendices**

- Appendix 1: *Attendance Graph for Whole School & by Vulnerable Groupings 03.09.18 - 08.03.19*
- Appendix 2: *Staff List & Roles from Easter 2019*
- Appendix 3: *Tower Hill Milestone 2 Group Attainment Data 2018/19 Tracker - by year group & groupings*
- Appendix 4: *RWM Combined Milestone 2 Tracker - by year groups & groupings*
- Appendix 5: *BLUE & SEND Milestone 2 Reading and Maths Progress (standardised score) analysis (3 pgs)*