



Hayes School

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Headteacher M C Hanbury B.Ed (Hons)

Link: Friday 7<sup>th</sup> July 2017

Post: Monday 10<sup>th</sup> July

Dear Parents/Carers,

I am writing to invite you to a meeting after school on Wednesday 12<sup>th</sup> July regarding our most recent Ofsted inspection. We will share their findings with you and discuss key actions that will ensure we continue on our journey to an 'Outstanding' level of education for children at Hayes.

Although Ofsted recognised many of the improvements from the last report, they highlighted areas that still require improvement.

At this meeting, we will discuss how our plans will bring about rapid improvements, highlighted in the report. We are passionate, at all tiers of the school, that Hayes children deserve a strong and successful academy. Over the last two years, our staff have embraced the positive changes required - including changes in curriculum and closer working relationships with parents. We have been able to work closely with our local teaching school, local authority and other local primary schools in order to moderate judgements, share resources and plan together. We are confident that these partnerships will help us to become outstanding.

The changes we have made in school improvements have not happened rapidly enough to have had an impact on this year's Key Stage 2 SATs results. However, there have been significant improvements in our EYFS Good Level of Development this year, phonics screening results in year 1 & 2 and our Key Stage 1 results in Reading, Writing and Maths. Although we recognise that 'Rome wasn't built in a day', we know we need to bring about more rapid changes in order to make an immediate impact for our disadvantaged children and children with Special Educational Needs. The report recognised the strong emphasis we place on partnerships with parents and that families are positive about the support they receive. We feel that this is an integral part in us improving standards and outcomes for children.

The report has empowered us to respond quickly to bring about improvements in systems we deploy in leadership and governance, and we are now in a strong position to move forward. Plans have been formulated and these will ensure that more rigorous mechanisms and systems are in place in order to strengthen the school in key areas highlighted in the report - specifically writing, science and the presentation of pupils' work.

We are under no illusion that there are numerous challenges to overcome, but I would like to take this opportunity to reassure you that we are resolute in our commitment to provide your child with an outstanding education in a nurturing environment.

We were encouraged that Ofsted, recognised as a strength, that: 'Senior leaders have correctly identified where weaknesses exist in the school's work and have put appropriate plans in place.'

We were also encouraged about many of the Personal development, behaviour and welfare findings and we know what we need to do to strengthen this area further.

On a personal note, I would like to take the opportunity to thank so many parents who have sent messages of support regarding the changes we have made to improve Hayes over the last two years. I would also like to add that I am proud to be a part of a school where the hard working staff and governors are passionate about improving the futures of all our children, regardless of background.

The key headlines in order to make improvements include:

- Implement frequent and rigorous mechanisms and systems for monitoring and holding leaders and teachers to account
- Clarify leaders roles and train middle leaders in order to improve the quality of teaching, learning and assessment in specific areas across the school
- Rapidly improve standards in Writing, Presentation and Science through the implementation of carefully tailored & concise action plans - identifying actions and clear success criteria
- Conduct an external review of governance in order to improve the school's leadership and management plans regarding lowering absence across the school and raising outcomes for disadvantaged pupils (through an additional external review)

We hope to see as many of you as possible at the meeting on Wednesday, and want to reassure you that all of us at Hayes are absolutely committed to improving the school further and that we will work tirelessly in order to make Hayes School 'Outstanding'.

We look forward to meeting with you.

Kind Regards,



Mark Hanbury (Headteacher) for and on behalf of the Senior Leadership Team

