

Headteacher’s report to the governing body

September 2022

1. School Population
   1. Numbers currently on roll

|  |  |  |  |
| --- | --- | --- | --- |
| **Year 7** | 235 | **Year 11** | 237 |
| **Year 8** | 237 | Year 12 | 146 |
| **Year 9** | 237 | Year 13 | 199 |
| **Year 10** | 240 | TOTAL | 1532 |

There are currently a number of applications in progress that will add to our numbers

* 1. **Year Group Demographics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | No. Boys | No. Girls | % PP | % SEND |
| Year 7 | 125 | 110 | 19.2 | 20.0 |
| Year 8 | 120 | 117 | 24.5 | 25.3 |
| Year 9 | 120 | 117 | 15.6 | 20.9 |
| Year 10 | 144 | 96 | 14.2 | 28.3 |
| Year 11 | 126 | 111 | 13.1 | 23.2 |
| Year 12 | 78 | 68 | 5.5 | 6.9 |
| Year 13 | 104 | 95 | 10.1 | 6.5 |
| All Years | **53.4%** | **46.6%** | **15.2%** | **19.7%** |

This data is still subject to some changes as information for year 7 and year 12 external students is still being verified

* 1. **% Attendance**

|  |  |
| --- | --- |
| Year 7 | 99.1 |
| Year 8 | 95.7 |
| Year 9 | 95.4 |
| Year 10 | 98.0 |
| Year 11 | 95.0 |
| Year 12 | 96.3 |
| Year 13 | 89.5 |
| All Years | 95.7 |

1. **Staffing**
   1. **New staff**

|  |  |
| --- | --- |
| Eric Barwell | Computer Science |
| Lisa Bennett | Science & Food |
| Jayne Bree | English |
| Arwen Bloomfield | Geography |
| Serrenna Crick | Social Science |
| Dalia Garcia Aquino | Spanish & French |
| Rebecca Goulding | English |
| Alison Marks | Health & Social Care |
| Michelle Marler | Teaching Assistant |
| Robin Maynard | Senior Staff instructor |
| Philip Messenger | Science |
| Sonia Milki | Maths |
| Laura Neale | Teaching assistant |
| Shannan Nelson | Sixth form pastoral manager |
| Sophie Panayi | English |
| Dominic Walsmley | History |

* 1. **ECTs and Mentors**

|  |  |  |  |
| --- | --- | --- | --- |
| Staff Name | Mentor | Role | Subject |
| Ben Ireland | Lesley Hollingsworth | ECT - Year 2 | Social Science |
| Luke Clayton | Paul Preston | ECT - Year 2 | PE/Social Science |
| Serrenna Crick | Ayda Kadem | ECT - Year 2 | Social Science |
| Emma Harris | Nicola Turner-Smith | ECT - Year 2 | Science |
| Josie Joshua | Emma Sherwood | ECT - Year 2 | Drama |
| Faye Nichol | Rebecca Goulding | ECT - Year 2 | English |
| Fiona Norman | Roma Sands | ECT - Year 2 | Music |
| Fergus Rees | John Ninian | ECT - Year 2 | English |
| Jack Stevens | Paul Chapman | ECT - Year 2 | PE/Social Science |
| Hannah Thornhill | Gemma Cosentino | ECT - Year 2 | PE |
| Brendan Weakliam | Emma Sherwood | ECT - Year 2 | Drama |
| Dalia Garcia | Katherine Murphy | ECT - Year 1 | MFL |
| Sonia Milki | Neville Dennehy | ECT - Year 1 | Maths |
| Dominic Walmsley | Sarah Howard | ECT - Year 1 | History |
| Edd Miller | Neville Dennehy | Trainee (Part-Time via Mid-Essex ITT) | Maths |
| Charlotte Livingston | Jess Matthews | Trainee (Brighton Uni) | PE |

1. **Outcomes 2022**

A copy of our data was forwarded to governors in the summer and a full analysis will be available for the Standards and Performance Committee meeting on the 20th of October.

It is worth putting on record here, however, that the school community has every right to feel encouraged by this summer’s results with many key indicators showing an improvement on the last examined year of 2019.

1. **Initial Headteacher Priorities**
   1. **Familiarisation with staff and students**

At the time of writing I have met with ten of the Team Leaders (TLs) together with three members of the pastoral team. Without fail the TLs have been very open, honest and professional about their areas of responsibility and have provided me with very useful insights into the dynamics of their teams and the systems and structures of the school.

Having spoken to the students during social times and having visited them in some of their lessons I have been very impressed with their conduct and their openness in welcoming me to their school.

* 1. **Safeguarding**

In discussion with DJ Barron we have agreed that an external review of the school’s safeguarding procedures would be helpful; it will be helpful to me as the new Headteacher and for DJ as an endorsement of the considerable amount of work done in the last year together with clarity of next steps.

We have already started the process of engaging someone to complete this work for us.

* 1. **Premises**

Following a site walk with the site manager (XVW) and the Chief Finance and Operations Officer (SRO) a number of priorities have become apparent

* + 1. **Health & Safety:** governors need to be aware that I have raised concerns over some health and safety issues that are already in the process of being addressed. In addition, we will be centralising all records and logs of statutory monitoring, servicing and checks.

SRO and myself have agreed that we need an external review of Health & safety as a matter of urgency.

* + 1. **Maintenance:** it is clear that the maintenance and upkeep of the site has become overwhelming in some areas and so SRO is supporting XVW in the development of an initial prioritised ‘job plan’ and a more comprehensive, wide ranging premises management plan.
    2. **Cleanliness:** The quality of cleaning across the site is variable and whilst some areas are in good condition others have received less attention and are not where they should be. This has been raised with the site supervisor and the plan is to do a walk around with the area supervisor. This is especially important as the cleaning contract tender is up for renewal in the next year.
  1. **Finances**

SRO has provided me with the full picture regarding the initial budget that was set and approved by governors in June and the changing picture caused by the unfunded staff pay increases and the enormous hike in energy prices. SRO will provide a more detailed picture but due to fiscal responsibility of recent years the demands placed by these increase in costs can be covered.

* 1. **Website**

The senior team and I are working to ensure that our school website is compliant according to the statutory requirements placed on academies.

<https://www.gov.uk/guidance/what-academies-free-schools-and-colleges-should-publish-online>

<https://www.gov.uk/government/publications/statutory-policies-for-schools-and-academy-trusts/statutory-policies-for-schools-and-academy-trusts>

1. **School Improvement Priorities**

The priorities set in the summer term for 2022-23 were:

1. To ensure that the Shenfield curriculum is accessible, supportive to all, aspirational (including for those who are disadvantaged, students with SEND, those who have fallen behind, higher attaining students) through:
   * Further development of the literacy strategy
   * Implementation of the numeracy strategy
   * The development of the curriculum and its delivery through assessment and responsive teaching
   * Continuing to develop Edulink PREP, Wider PREP and the Super-Curricular
   * Continuing to develop and coordinate the school’s extra-curricular offer
2. To ensure all students are supported in their personal development through:
   * The updating and development of PSHE and RSE in response to research into the needs of our school community
   * The development of further help and support for students whose behaviour does not meet school expectations

As a new team the senior team will update the school self-evaluation in light of this summer’s outcomes and any new insights that have arisen at the start of term; this will then be used to review and finalise our priorities.

I feel that work needs to be done this year to develop a strategic plan for the school that sets the future direction; this work will require stakeholder conversations about the collective vision for the school and will aim to develop ‘buy-in’ on the future direction of the school. A new school strategy will guide us in dealing with the significant external pressures that the whole education sector is facing now and will face in the coming years.