



Working & Learning
Together

North Ealing Primary School

Chairs' Report to Parents 2016/17

A Busy Year!

Once again we have had a challenging year for everyone at North Ealing Primary School and the Governing Body would like to thank all the staff, pupils and parents for their support and commitment throughout the year.

We also want to congratulate everyone in achieving a Good rating from our Ofsted inspection in January. So many of the goalposts have changed in the 4 + years since the previous inspection and you will have seen from the report there were very few recommendations for improvement.

We have had some significant staff absences this year and we are very proud of how everyone in the school has pulled together to ensure that this has not had a detrimental impact on our school community.

The other challenge we have had to face is the impact of government policy on the level of funding we receive. We not only set our annual budget but we also try to forecast 3 years ahead to ensure that we can sustain the levels of spending going forward. When we undertook this exercise in April 2016 it became apparent that the increased staffing costs due to nationally agreed increases in salaries, National Insurance and pension contributions would push us into a deficit budget unless we took some difficult decisions. As a result of a review of our staffing structure we have not been able to replace some of the support staff who have left the school during the year and we have had to streamline some posts in the intervention and ICT teams from September.

We were delighted that the PTA agreed to fund the mound project and hopefully, once the infestation of caterpillars has been dealt with, our children will have an additional safe space in which to play. We have also been successful in bidding for grants to support this project.



Priorities for the past year

We determined that we would consolidate all the best practice that we had developed through our focus on the teaching of writing and maths this year whilst reviewing our curriculum for the foundation subjects.

We wanted to continue to narrow the performance gap for pupils who have difficulty accessing some aspects of their learning compared to their peers for example pupils with no English or special educational needs.

We also wanted to encourage all our staff to share their skills through in school training and development opportunities and also through our involvement with the West London Teaching Alliance.



Well Done!

We can see from our monitoring and the recent SATS results at all key stages that our pupils have progressed really well from all of their different starting points and this is a testament to teachers and support staff working together to focus on the needs of each pupil and to our pupils who have taken responsibility for their own learning.

We have undertaken a number of visits during the school day to see how our priorities and policies have been put into practice and to meet and listen to staff and pupils talk about teaching and learning, safeguarding, health and safety, and Special Education Needs provision.

We have observed the collaborative working within the school teams through the sharing of skills and knowledge to further improve practice.

Changes to Governing Body Membership

At the end of the last academic year we said goodbye to two parent governors, Jane Ootam and Anna Cox and at the end of this academic year we said goodbye to Sophie Baker, a co-opted governor. I would like to thank them all for their support for the school and all their contributions to the Governing Body (GB). After the elections in the Autumn Term we were delighted to welcome Sarah Byrne and Lutz Johnen as new parent governors. We also recruited Andy Akerman, a local resident and retired businessman to join the GB as a Citizen Governor. We have 1 co-opted vacancy. We have also identified individual governors to take on specific roles such as safeguarding, SEN, training link, pupil premium and sports premium link in addition to curriculum links for Maths and English.

I would like to take this opportunity to thank my fellow governors for the support they have given me, the school leadership team and our staff and pupils and for using their skills and time to ensure that we continue to improve the school experience for all our pupils.

The Year Ahead!

In September we will be replacing our current assessment tool which has been very complex to use since the introduction of the new National Curriculum with a simpler system which links to other aspects of our monitoring such as attendance. This will be a significant change for staff but you will continue to get information about your child's progress through discussions with the class teachers, parents' evenings and end of year reports.

We will be introducing changes to how we teach the foundation subjects including science to raise expectations for pupils learning in these subjects, which will in turn support their learning in English and Maths. We will continue to offer a broad and balanced curriculum including sports, philosophy and music.

We will be looking at how we can increase our income to offset some of the shortfall in funding we have identified.

Shirley Kenworthy- Wright, Chair of Governors

Steering Group Report

This group met three times this year and is made up of the chairs and vice chairs of the committees and the Headteacher. This year we undertook a self evaluation of our effectiveness as a governing body and identified actions to further improve our practice. We also determine the priorities for consideration in each committee and we act as a sounding board for the Headteacher.



Pay Committee Report

This committee met twice this year to consider the recommendations on pay progression for teachers based on their performance. We also reviewed and updated our Whole School Pay Policy and Staff Appraisal Policy.

Debbie Keenan, Chair of Steering Group and Pay Committee

The most notable developments of the last 12 months have included new security gates and protocols to ensure the safety of staff and children. The new website and learning zones are now live which provide a plethora of resources for children, staff and parents. Thank you to the PTA for raising the funds through their endless commitment and dedications. In addition a special mention must be made to Mark Monger for all his tireless effort with the old website and maintenance of the new one. The work on the wall behind the children's centre is now well underway.

From a recruitment perspective the committee oversees the schools strategy and works closely with the leadership team. Health and Safety is also a priority and this includes risk assessments which include school excursions. Lastly an important role is the work around healthy eating and what the school is doing to promote good physical health and tackle childhood obesity.

Andrew Dharman, Chair of Resources Committee

