



**Sir William Ramsay**  
SCHOOL

EMPOWERING EVERYONE TO ACHIEVE

# **Ofsted 2018**

# **Parents/Carers Information Evening**





## Structure of the evening

- Introductions
- Journey from 2016 to 2018
- 2018 Ofsted feedback
- 2019 Action Plan
- Summary
- Questions





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# Governing Body Introductions





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**Journey from  
Ofsted 2016  
to  
Ofsted 2018**





- "Since the last inspection, the school has experienced notable changes in leadership and governance. In the year following the departure of the previous headteacher, around a third of the staff and most of the governors left the school. Consequently, the school was slow to begin its journey of development ..."
  - Headteacher left June 2016 and Chris Carter appointed as Acting Headteacher
  - Executive Headteacher appointed September 2016 and resigned October 2016
  - Headteacher recruitment began September 2016 and no appointment made
  - Vice Chair of Governors resigned October 2016 and Paul Fleming appointed
  - Chair of Governors resigned November 2016 and Professor Bryan Mogford joined and appointed November 2016
  - New Executive Headteacher appointed November 2016
  - Headteacher recruitment began again January 2017 with interviews in March 2017
- "Mrs McLintock joined the school in September 2017. She leads with unwavering determination that pupils should experience the high-quality learning experience they deserve. Her senior leadership team shares her sense of purpose and is working hard to raise standards."





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# 2018 Ofsted Feedback





## What does the school need to do to improve further?

- Ensure that leaders' current focus on raising teachers' expectations and developing the precision of their work leads to pupils making consistently good progress across the range of subjects.
- Strengthen the capacity of leadership across the school, so that improvement priorities, including around the administration of safeguarding, are tackled successfully and in a timely way.
- Ensure pupils consistently conduct themselves as well around the school as they typically do in classrooms, so that instances of poor behaviour decline.
- An external review of governance is recommended, in order to consider how the impact of governors' work could be refined and improved.





Ensure that leaders' current focus on raising teachers' expectations and developing the precision of their work leads to pupils making consistently good progress across the range of subjects.

## Quality of teaching

- Teaching pedagogy “Ramsay Five” – “tried and tested theory”
- “High quality learning experience”
- Focus on boys’ strategies and for the more able students
- More focus on extended written work and SPaG
- Teacher recruitment issues leads to variations
- Absences monitored using robust Human Resources procedures





Ensure that leaders' current focus on raising teachers' expectations and developing the precision of their work leads to pupils making consistently good progress across the range of subjects.

## **Pupil Progress – two years' upwards trends but variations between groups and subjects**

- GCSE progress above national averages
    - Middle ability progress well above average
    - Low and Upper ability progress just above national averages
    - Girls progress well above national averages whereas boys progress just below national averages
  - Post 16 progress on national averages
    - A Level progress just below national averages whereas BTEC progress is well above
- 



Strengthen the capacity of leadership across the school, so that improvement priorities, including around the administration of safeguarding, are tackled successfully and in a timely way.

## Leadership effectiveness

- “Since the last inspection, governors have actively sought to increase the rigour of their work”
  - SLT “working hard to raise standards”
  - “Evolving middle leadership is also contributing positively to the development journey”
  - Leadership recruitment and retention vital
  - Use of external consultants to support leadership
  - Very clear lines of accountability
  - Additional Acting Deputy Head for 2 terms to allow Mr Carter to focus on out of lesson behaviours
- 



Ensure that pupils consistently conduct themselves as well around the school as they typically do in classrooms, so that instances of poor behaviour decline.

- In lesson behaviours “have improved” – continue working on this
- Reducing fixed term exclusions “focusing on the cause rather than the symptoms”
- Attendance is improving and in line with national averages
- 30 students causing us issues – individualised approaches
- Reduce length of lunch break
- Changes to the structure of the Pastoral Managers’ team
- Information to students on what is bullying behaviour
- Changes to the way Pastoral Managers record bullying to allow focused tracking and proactive approaches





**An external review of governance is recommended, in order to consider how the impact of governors' work could be refined and improved.**

- With a relatively new Governing Body we have engaged the services of an experienced reviewer to conduct a review of governance
- She will look at our meeting and governance structure, our minutes and interview Governors, Mrs McLintock and Senior Leaders
- She will produce a report of her findings and recommend a Governors' Action Plan which may include suggestions as to different ways of working, monitoring, training and holding senior leaders to account





### **School Action Plan 2019 (already started last term) – link Governor for each one**

**Objective 1** - SLT lead Eleanor Holding      Link Governor Stuart Carter  
**To ensure that boys make at least good progress in English Language and Literature.**

**Objective 2** - SLT lead Sheetal Hillier      Link Governor Kim Frost  
**To improve the literacy of boys across the school.**

**Objective 3** - SLT lead Chris Carter      Link Governor Cliff Brown  
**To ensure that all students make at least good progress in Geography.**

**Objective 4** - SLT lead Gill Llewellyn      Link Governor Julie Irwin  
**To ensure that the more able students are challenged in the classrooms.**

**Objective 5** - SLT lead Chris Carter      Link Governor Cliff Brown  
**To improve out of lesson behaviours.**

**Objective 6** - SLT lead Hannah Dell      Link Governor Nigel Cole  
**To develop a Post-16 strategy that secures provision and ensures viability.**





# Summary

“Staff, including leaders, are deeply committed to improving the school”





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# Questions

