

Kingsmead

Review of Progress against 2020- 2021 Priorities

Covid Impact The impact of Covid on progress in so many areas of school life has been immense this year. Well laid plans have been re thought time and time again. We have tried hard to manage not only on a day by day basis but looked to the longer term needs and welfare of all.

Safety has been a priority and staff and students have had to work in ways that they have never worked before and certainly we have had to spend in unplanned ways to meet the crisis. Our risk assessments have been robust and all questionnaires have shown that of our stakeholders have felt as safe as we could make them.

Parents and carers have been a tremendous help in supporting the many different ways of working and ensuring attendance. Our thanks to everyone.

To maximise progress for all

Despite the many challenges, Year 11 secured some very pleasing results with 89% Eng. Language, 100% Eng. Lit, 98% Science of students on or above their personal target. Mathematics stood at 69% and this is a current development area for the school. Students and staff alike should be congratulated on these result, achieved under very challenging circumstances, where continuity of teaching and learning has been hard fought for.

The overwhelming majority of students have also improved their reading age. An essential life skill to promote engagement in learning and help ensure lifelong learning.

To support tracking and accountability for progress, we have invested in a new IT management system. This is proving invaluable to the school leadership and governors in their role of holding the school to account.

Whilst some things have had to go on hold, we have spent time looking at improving the vocational offer we make. We are bringing more of this in-house, which gives us greater quality control and enables us to personalise timetables. To complement Hair and Beauty we are looking to offer Wet Trades and Outdoor Education.

Our move to separate the PRU and Special School has allowed us to offer a highly personalised curriculum and we feel that the nurture curriculum has great potential to support pupils in the special school.

We realise that for our pupils to flourish all aspects of their wellbeing must be addressed. To this end, we offer extensive therapeutic and health support services for our pupils. Covid has taught us much about using IT effectively to support learning in school and at home and we intend to capitalise on these lessons moving forward.

To ensure our students are prepared for their next stage of learning

Covid restrictions have made it impossible for much of our careers and extended learning to occur. Even bringing visitors into school has only been achieved remotely.

Our work to develop a Kingsmead Passport as a solid piece of evidence of all that a student has achieved in many areas of school life continues. This evidences progress at a personal and academic level, this is evolving work. All schools track academic progress, we pride ourselves on the tracking and support for personal development.

Our published NEET figure (Not in employment, Education or Training) stands at 34%. The figure for Derby City is 6%. The corrected data for pupils with a single registration at Kingsmead is 8% (previously 6%). This decline is directly related to the closure of several, niche post 16 training providers in Derby following difficulties caused by the Corona Virus pandemic. A real success this year has been the celebration of five of our students securing apprenticeships with Toyota. From 300 applicants 36 were selected, five of whom were our students. A real achievement "my mum and dad will never believe I have got a job at Toyota".

We have had a record year in terms of successful re-integrations back into mainstream schools and wish these students every success going forward.

To further improve behaviour and attendance to support learning

This has been a very strange year for tracking attendance. At the end of the Spring term attendance had increased from the previous year (as it also did the year previous): 85% at the Special School and 77% at the PRU. With 78% of students showing an improved attendance from their previous school. Covid took its toll, with some parents and children not wishing to attend. Throughout, staff have maintained regular contact with all pupils, many on a daily basis. Taking work, returning marked work and ensuring meals vouchers were readily available was a daily norm. Current attendance is 65% at the PRU and 79% at the Special School.

New systems have been introduced to more effectively and consistently record and report on behaviour incidents. This is allowing us to track and monitor trends with greater confidence and better inform our strategic decision making.

Our core values and focus around RESPECT have been effective in raising the standards of behaviour and conduct. Whilst this improvement journey is over and further work in some area is needed, there has been considerable success. Serious verbal and physical assaults have decreased by 75% and the number of bullying incidents has decreased by 82% since 2018

Improving attendance remains a major focus for everyone at Kingsmead. We thank you for your support in encouraging your child to attend. Basically, if students do not come to school the impact we can have in terms of their education is totally limited.

Continue to develop rigorous processes to ensure the teaching over time judgement is robust and quality teaching continues to improve so that all teaching is good or better

Yet again, Covid necessitated a change in practice so that leaders could continue to support and monitor the quality of teaching and learning. Colleagues received considerable training and support in the effective use of remote learning platforms and leaders adjusted their approach to monitoring. Often this was achieved by work scrutiny, monitoring work being set, departmental reviews and using reports/logs from within the software platform. There has

been a focus on: Purpose, Planning, and Presentation. We continue to work with the Local Authority school improvement partners who support and verify the work going on in the school.

Continue to review aspects of Kingsmead provision to ensure our school vision can be delivered in terms of curriculum staffing, accommodation and value for money

Our restructuring has continued in line with our plans to try to financially future proof the provision and to ensure that what we offer meets need.

We have made changes in the areas of Safeguarding leadership, Welfare coordination and Behaviour mentor workers. Covid has resulted in reduced numbers coming into the school and has necessitated adjustments at many levels.

Our work last year to create a discrete Special school, whilst challenging, is steadily bearing fruit and despite issues, is the right way forward for the pupils. There is some excellent work going on which really meets need.

The Governor Resources Committee continue to monitor site security and are provided with detailed reports on all aspect of Security, Health and Safety and Safeguarding on a very regular basis by the school. Following external audits on Safeguarding and Health and Safety governors continue to monitor the action plans

To achieve a balanced budget and financial sustainability

We reported to you last year that we had set a balance budget – then came Covid! We were on track to be quite secure financially, but Covid has necessitated some considerable financial agility in our planning to reach the end of the year in as reasonable position as possible. We will continue this year to look at our provision alongside discussion with the LA as to the sort of service our pupils and the city need.

Continue to develop the effectiveness of governance

Governance of the school remains strong and we have been really supported in our role by the Leadership Team and all staff. In April we managed, remotely, to have our annual Governor day when governors had an opportunity to look at areas they may require additional information on, or to have time to look at aspects of school life they may not normally have time for in meetings. This is an invaluable opportunity, for which we thank staff. Governors are always amazed at the commitment and humbled by the dedication of our staff.

Over the year we have both lost and gained governors, but remain confident in the commitment of the board and our clerk to champion the needs of our pupils.

Covid 19 – Establish protocols to ensure that our school community is supported. That the shape of the day, curriculum structure, staffing and sites provide a safe learning environment. Embed robust business continuity plans to ensure our school community is prepared for future crises

Throughout this evaluation the impact of Covid has been highlighted.

Work pertaining to this objective, yet to be mentioned are:

Carrying out all Risk Assessments expected by the DfE

Changing or adding addendum's to various policies, e.g. Safeguarding use of IT, Health and Safety, Business Continuity, etc.

Adjusting staffing and the use of bases to manage staff absences and reduce the number of bases open to the minimum

Adjusting and enhancing cleaning cycles

Adjusting our Risk Register

Working closely with s staff to monitor well being

The questionnaires completed by stakeholders are evidence of the confidence staff have in their working environment.

As is ever the case in a crisis, stars are born and the unsung stars in our case are the Site Manager and his team who worked over and above to ensure the safety of everyone.

Thank you

Our Priorities for the coming year 2021- 2022

Governors have decided that the objectives set for 2020/21 continue to have great relevance for our direction of travel and reflect the areas we intend to focus on to secure further school improvement.