

Review of Governance Report October 2015

School: Howard Park Community School

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Name of Contact: Marcus Newby

Role: Head teacher

Chair of Governors: Gordon Muir

Reviewer Name: Joanne Williams NLG

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Date of Report: 28th October 2015

Howard Park Community School is a slightly larger than average primary school with 270 pupils on the roll aged 3-11years.

This Review of Governance was commissioned following an inspection of the school in July 2015 when it was judged to require improvement. In the previous inspection in 2010 the school was judged to be Good.

Main issues raised by OFSTED

The school is not good because:

- Students' achievement over time has not been high enough.
- The quality of teaching and the progress made vary too much. Not enough pupils make good progress.
- Teaching does not consistently challenge pupils, particularly the most able, to reach their full potential.
- Marking does not always let pupils know how well they can improve their work.
- Teachers do not use questioning to build deeper understanding and learn more quickly.
- Writing is a particular concern and pupil progress in this aspect of learning is not good. Teachers do not expect pupils to write sufficiently at length and not all teachers insist on well-presented written work.
- Leadership and management require improvement because leaders have not ensured that teaching and achievement are good enough, and the skills of subject leaders are not yet fully developed.
- Governors do not provide rigorous challenge about the effectiveness of the school. They do not hold leaders to account for ensuring that all pupils make good progress in their work.

Note: The current Headteacher was not in post at the time of the Inspection. Mr Newby had been appointed but did not start in his post until September 2015

The Review Process included:

- Review of documentation available on line and provided by the School.
- Preliminary visit to Howard Park to meet the Chair of Governors and Headteacher.
- Supported self-review of Governance with the full Governing Body
- Analysis of documentation and information from the Governors' self-review meeting.
- Identification of Key Issues.
- Preparation of Action Plan to support the required Governance Improvement.
- Follow up meeting, including discussion of progress and impact of action plans with Headteacher and Chair scheduled for January 2016 .

(No amendments to the Action Plan presented have been requested.)

Summary of Key Issues Identified through the Governance Review:

1. The **Vision, Ethos and Strategic Direction** for the School is not clear to all involved and does not place sufficient emphasis on high expectations for all pupils to make outstanding progress from their different starting points in order to achieve their full potential. The Vision, Ethos and Strategic Direction statement needs to be reviewed, refreshed and communicated through an inclusive strategy that involves key stakeholders so that this is shared, promoted and provides clear focus for all.
2. Governors **knowledge and understanding** of the School, the **issues** it faces, and **barriers to success** are not sufficient for them to contribute effectively to the school's self-evaluation and provide **Challenge and Support to the Head, Senior and Middle Leaders** in developing and implementing ambitious **school improvement plans**. **Reporting to Governors** on these plans has not focused closely enough on **quality of teaching, pupil progress and achievement across the School**.
3. The accounting systems effectively support expenditure but **value for money** is not apparent because **pupil achievement over time has not been high enough**. **Budgeted expenditure needs to be clearly linked to School Improvement**.
4. All Governors are not **fully aware of their role and responsibilities** and of the **functions and delegated powers and remit of the Head and SLT**. They need to ensure that they fulfil their **strategic, supportive and monitoring role** and do not encroach on the management and operational functions of the School, so that as a complete leadership team of Governors, Head and Staff, they operate in an effective and complementary way.