



**Academy Self Evaluation Form**

Academy	Lindfield Primary Academy		
Principal	Marcus Still	Review Date	Autumn 2019

**Section 1: Introduction**

• **Context**

- Converted to an Academy with Brighton University in September 2015.
- Lindfield Primary is a designated three form entry Academy, providing education for children at Foundation Year and at Key Stages 1 and 2. It is situated in the village of Lindfield, West Sussex. As such it is a rural school, bordering the town of Haywards Heath, a commuter belt town.
- The school was formed in September 2000 by the amalgamation of Lindfield Infants' and Junior Schools. In September 2013 due to local pressure on pupil numbers our intake and PAN has been increased to 90 pupils. The school completed an expansion to secure the PAN of 90 in each year group. Lindfield Primary Academy has a roll of 630 now.
- The Academy educates children living in the village and surrounding catchment areas (mainly Haywards Heath). About 20% of pupils are from outside the designated catchment area.
- At the end of Key Stage 2, most of our children (approximately 90%) transfer to Oathall Community College or Warden Park Academy and a very small minority to the independent school sector.
- The Academy has strong village and community ties and there are active links with the local churches, local charities and organisations, parish council, local businesses, local care homes, multi-agencies (including CAMHS and Haywards Heath Child Development Team), nursery schools, playgroups, and local secondary schools.
- Our children represent a variety of social backgrounds within an area of limited cultural diversity. A few children have English as an additional language.

• **Key Strengths**

- Successful visit from OFSTED, September 2018, demonstrated 'strong practice and marked improvement in specific areas. This may indicate that the school has improved significantly overall.'
- Three-year trend of improvement in SAT results.
- Continued high achievement SATs results KS2 2019 a combined expected of 87%.
- A successful KS1 moderation, KS2 moderation and an improved GLD for Early Years.
- Phonic check score 95% 97% 94% over last 3 years.
- All year groups have an improved combined percentage on meeting end of year expectations in reading, writing and maths.
- Supportive learning environment with use of effective learning walls.
- In our last pupil survey (January 2018) 100% of children enjoyed school and 100% of children said that adults cared for them in our Academy. This was further confirmed in our Year 6 Exit Survey (July 2019) in which 100% of children agreed that adults at Lindfield are there for them when they need help. 100% of year 6 leavers felt safe in the academy.
- In our last parents survey (Jan 2018) 99% of parents strongly agreed that their children were happy at school and 94% of parents felt their children were making good progress.
- Good professional relationships between staff.

-Effective use of resources within a restricted financial period.  
 -Outstanding behaviour for learning.  
 -Good attendance of 96.8% for the Academy over 2018-19.  
 -Attendance for Autumn Term 2018 was 97.7%. Despite a significant sickness bug, overall attendance by the end of the Spring Term was still 96.6% Summer Term attendance was 97.4%.  
 -Ongoing review of our creative curriculum, which strives to be relevant, aspirational, varied and engaging and so inspire children's love of learning. It continues to develop English skills and promotes key quality texts to support the progress in reading and writing. Learning Journals, Science and English book scrutiny celebrate the importance of writing across the different subjects. This was praised during our September 2018 OFSTED visit.

- **Areas for Improvement 2018-19**

Key Target 1-Maintain a high standard of quality first teaching throughout the academy.  
 Key Target 2-To maintain the significant improvement in results in English and mathematics.  
 Key Target 3-To further develop SEN provision to ensure the best progress for pupils.  
 Key Target 4-To maintain and develop our engaging, broad and balanced curriculum.

- **Areas for Improvement 2019-20**

**Key Target 1- To enrich children's Knowledge and Understanding through a broad, balanced and aspirational curriculum.**  
**Key Target 2- To ensure a rigorous approach to early reading and strengthen learners' confidence, fluency and enjoyment in reading and writing across the curriculum.**  
**Key Target 3- Resilience and Rise- To ensure SEND children are supported in developing good self-regulation, make progress and achieve the very best outcomes.**  
**Key Target 4- To ensure stretch, challenge, ambition and achievement for more able pupil premium children.**

**Section 2: Areas for whole school development**

<p><b><u>Key Target 1</u></b>  <b>To enrich children's Knowledge and Understanding through a broad, balanced and aspirational curriculum.</b>  <b>Focus: MFL, COMPUTING, HISTORY, GEOGRAPHY and SCIENCE</b></p>	<p>Despite praise for the curriculum in Ofsted feedback, leadership want to continue to develop the curriculum. Specific subjects will be in focus this year.          Curriculum review focus will include:          -Curriculum Intent          -Curriculum Implementation          -Curriculum Impact          -knowledge passports          -pupil voice and work          -Use of Tracker for wider curriculum          -subject leader development</p>
<p><b><u>Key Target 2</u></b>  <b>To ensure a rigorous approach to early reading and strengthen learners' confidence, fluency and enjoyment</b></p>	<p>Continue to develop a love of reading for pleasure across the academy.          Revisit training of all staff in teaching of phonics and early reading strategies.          Maintain standards above national.          To further develop use of the library.</p>

<p><b>in reading and writing across the curriculum.</b></p>	
<p><b><u>Key Target 3</u></b>  <b>Resilience and Rise- To ensure SEND children are supported in developing good self-regulation, make progress and achieve the very best outcomes</b></p>	<p>An academy wide commitment to SEND pupils being in the best position to learn.  Development of ‘Learning Sequences’ to enable clear steps and progress of SEN – particular focus on Year 5 group working below age related expectation.  Enable children to develop skills to be successful in their future lives by developing their emotional literacy.</p>
<p><b><u>Key Target 4</u></b>  <b>To enable stretch, challenge, ambition and achievement for more able pupil premium children</b></p>	<p>Provision for and monitoring of PP more able.  Ensure provision and progress of more able children across Year 2.  Enrichment program developed across the academy.  Focus on extending early finishers/more able to deepen knowledge.  Development of more able PP provision across the curriculum.</p>

Section 3: Progress made by the school on ‘Next steps for School’ from the last Full OFSTED Inspection (September 2018)

Next Steps for School

-the quality of teaching is consistently strong across all classes in KS1

- Focus on sharing good practice in KS1 and the development of effective transition plans.

IRIS:

- Regular IRIS/Coaching Twilight sessions have empowered staff to self-reflect and share/develop best practice.

Regular and rigorous observations:

- Through the use of focus driven lesson observations, teachers have developed their practice and enhanced the learning of their pupils. The percentage of major strengths within lessons significantly increased between Autumn and Summer across the whole school.

Deployment of staffing:

- Well-managed placement of new staff with experienced professionals ensured that consistency of teaching and learning was maintained in all year groups.

## Section 4: Overall Effectiveness

### Summative grades

The Quality of Education: Outstanding

Behaviour and Attitudes: Outstanding

Personal Development: Outstanding

Leadership and Management: Outstanding

Early years Education: Outstanding

## Section 5: The Quality of Education

### **SEF Grade: OUTSTANDING**

#### **Key Strengths**

Our curriculum was highly praised by OFSTED in our recent visit. 'School leaders have revised the curriculum to provide rich and meaningful experiences for pupils.'

Our curriculum intent starts with our vision: 'We seek to encourage all of our children to be confident, secure, caring individuals who achieve personal success and develop a lifelong love of learning,' and is developed through our 7 values: perseverance, independence, teamwork, celebration, enthusiasm, respect and success.

-The curriculum intent is bespoke to the Academy and developed around the needs and experiences of our children. The curriculum is underpinned by skills and relevant knowledge, with clear continuity and progression. At the heart of the curriculum is the need to provide children with real, first hand experiences.

-All members of staff in the Academy understand and promote the curriculum intent.

-SEND and disadvantaged children are incorporated into our whole academy curriculum approach and achieve well.

#### **Intent:**

-Regular moderation of work and a termly book scrutiny by the SLT ensure consistency is maintained and ways forward are identified.

-Coordinators review and write action plans to show developments in all subjects to maximize children's learning.

-We have a strong locality with an ethos of sharing expertise and CPD opportunities. Good practice is also shared through staff meetings, INSET Days, moderation sessions and year group meetings.

-Teachers' professional expertise is very good across the curriculum and in all key stages. Drawing on excellent subject knowledge, teachers plan astutely and set challenging tasks based on systematic, accurate assessment of pupils' prior skills, knowledge and understanding. They use their expertise very effectively to deepen pupils' knowledge and understanding and to teach them the skills needed to learn for themselves and become increasingly independent.

- We prioritise encouraging pupils to ask questions to foster their curiosity and enthusiasm for learning. Questioning and discussion promote learning with notable impact on the quality of learning.
- Teaching observations show teachers are skilled in providing learning sequences which are then adapted to ensure no child is left behind including those with SEND or who are disadvantaged.
- Our broad and ambitious curriculum is designed to ensure that all pupils, including those disadvantaged, have opportunities to experience the cultural capital which will allow them to succeed.
- We recognise the importance of children developing an understanding of their own learning process (metacognition) and therefore as an Academy we have timetabled periods for children to Review and Reflect on their learning through the 'Crystal Ball' moments.
- Children leave our Academy as confident, secure and caring individuals. Please see our Curriculum Intent Statement.

**Implementation:**

- OFSTED, September 2018, wrote that teachers 'have a good knowledge of the subjects they teach and ask probing questions that help build pupils' knowledge and deepen their understanding.'
- We recognise the importance of early reading and intend for all our children to be reading fluently by the end of KS1.
- We ensure staff keep up to date and informed, regular staff meetings are held and a range of training courses are provided to ensure teachers have the very highest subject knowledge.
- The monitoring, evaluation and support of teaching and learning play a key role in our school's effectiveness and improvement. Termly observations are undertaken by the Principal, Vice Principal and Assistant Principal and the focus of these audits has a specific theme and feedback is given on all lessons.
- During lesson observations, the Principal, Vice Principal and Assistant Principal work with children. Subject leaders are given release time to monitor their subject if applicable and coaching style feedback is given to individual teachers after the lesson observation.
- Focus of lesson observations have included Summer 2019-Teacher feedback, English, Spring 2019- Differentiation within any curriculum subject, Autumn 2018- English, with a focus on peer talk during lessons, Summer 2018-maths, with a focus on reasoning, Spring 2018- writing with a focus on greater depth, Autumn 2017- supporting groups within the class, Autumn 2016-general classroom practice, Spring 2017-scaffolding for learning, Summer 2017-challenge of the more able, Autumn 2015-maths, learning how to learn, Spring 2016,-writing, differentiation within the class, summer 2016, peer observations, Autumn 2014, maths, any area, Spring 2015, writing, how to support groups and Summer 2015, peer observations.
- During observations, strengths in supporting pupils with SEND or who are disadvantaged are identified. Equally, a focus is put on how the strongest learners are engaged, extended and enthused.
- Teaching assistants make a strong contribution to the high quality of teaching and learning. Teaching assistants are used effectively to deliver classroom support and intervention programmes that contribute to high standards and achievement.
- Regular home learning is set to enhance the quality of learning. (Homework Policy 2018)
- Pupils with SEN are well supported both in and out of lessons. The excellent level of differentiation ensures that School SEN pupils have work that is well matched to their needs and make at least expected progress. Pupils with a statement or EHCP of SEN are supported by high-quality, well-trained teaching assistants who provide a balance between support and letting the pupil do the work for themselves. Teaching promotes perseverance, confidence and independence.

- Within Maths, we have implemented a new curriculum, developed regular fluency time and continued to provide opportunities for children to be challenged.
- Pupils work in a variety of classes, mixed ability, ability, across year group, across KS groups for a variety of lessons, this enables them to work together and collaborate.
- Curriculum focus weeks, where children have had the opportunity to work across year groups have been very successful. E.g. Arts week, STEM week, Book Week and World Arts Festival.
- Involvement in National/World events which include, World Book Day, National Letter writing week and World Internet Safety Day. LPA took part in one National Writing Competition and came first!
- IRIS connect used to improve teaching and learning across the Academy. This is also linked into teacher's performance appraisal.
- Participation in IRIS research project with Brighton University, using video as a tool to support teacher professional development. Learning conversations were recorded during 6 observations using IRIS video technology and sent to a leading national researcher to assist in his research about teaching and learning. Positive feedback was given to the coaching pair at the end of the project about their learning conversations and their participation in this project.
- Leaders expect and ensure the very highest levels of teacher literacy skills to ensure pupils are immersed with accurate speech and a wide range of vocabulary throughout their time in the academy.
- Writing and Maths moderation ensure staff focuses on consistency across year groups and progression across the Academy. Use of exemplification materials for staff meeting moderation.
- Constructive feedback is regularly given to pupils which is of high quality, leading to high levels of engagement and interest.
- Regular feedback is given to all pupils during the teaching and learning process as part of an on-going, high quality, learning dialogue between the teachers, support staff and pupils. This ensures pupils know how well they are doing, any misconceptions are quickly addressed and pupils know what they need to do next to improve.
- Mock SATS held for Year 6 children for process and procedures. This also includes mindfulness and a breakfast club.
- Use of the Framework in years 2 and 6 to enable pupils to assess their own learning and next steps.
- Silver Arts Mark and Platinum School Games Kite Mark have been gained. They have all been implemented through a cross Key Stage approach and therefore have had greater impact.
- Extra-curricular before and after school clubs include a wide of range activities e.g. art, dance, sport, music and coding.
- Forest Schools programme enhances the Science and DT curriculum for all Year 4 children.
- Structured Read, Write Inc. phonics programme with proven results. Phonics and early reading development training was a focus of INSET in September 2019. Children are regularly assessed, fast-tracked if necessary and those not making progress are identified and interventions provided.
- Intervention programmes delivered across the school to support identified children in making developments to close the gap between them and their peers.
- Year 2, 5 and 6 booster groups in Writing and Maths are taking place.
- Personalised learning is evidenced through differentiation and use of ILPs.
- Digital Leaders have been appointed and have been specially trained to develop E Safety learning.

**Impact:**

-Teaching is either good or above due to high expectations and clear subject knowledge. Pupils make accelerated progress. This is seen in lesson planning where there is clear differentiation for all groups of learners. Tasks are challenging and more able pupils are given additional challenges to ensure that they make rapid progress. Planning demonstrated differentiated tasks for all

children to be challenged and supported. Resources within the classroom environment are appropriate for the focus of greater depth writing.

-Successful learning walks have taken place with other locality and Trust Head Teachers who have praised the Academy learning environment. Termly staff learning walks to enable sharing of good practice.

-Judgements Quality Assured by Challenge Partner and External Moderator.

-The teaching of reading and writing is outstanding. It is a strength of the Academy. In the Early Years Foundation Stage, KS1 and KS2, a wide and appropriate range of reading strategies are used including RWInc phonics. We have had a focus on deep learning and mastery in INSET sessions.

-The teaching of maths is seen as outstanding and continues to improve.

-The Academy has a very effective policy and strategy for assessing, recording and reporting pupils' progress that meets the needs of all pupils including those with special educational needs.

-Regular pupil progress meetings are held to address progress and attainment.

-Target Tracker, the in house assessment and tracking platform, enables teachers to analyse pupil performance and track progress, identifying gaps for learning.

-Regular opportunities to report to parents including the Spring Term Interim Report and the Summer Term Full Report and Parent Consultations happen twice a year in the Autumn and Spring Terms.

-A focus on assessment for learning has had a positive impact on teachers' planning which is clearly focused on learning outcomes and success criteria. Pupils benefit from shared understanding of objectives and the increased use of self and peer evaluation.

-Self and peer assessment has strengthened pupils' knowledge and understanding of what the next steps are in their learning and pupils are able to articulate these.

-The Academy's assessment for learning processes are robust with internal moderation of teacher assessment informing pupil attainment which is tracked and analysed to identify under achievement in reading, writing, maths and science. This informs the intervention provision map for reading, writing and maths.

-Nationally test data is strong and demonstrates the curriculum's power.

-External moderation has supported judgements with Year 6 Writing Moderators stating that the academy is the 'exception to the norm', as well as asking teachers to work with and moderate others.

-Pupils leave the academy with the knowledge and skills required for future learning and success.

#### **Areas for Development:**

-Ensure that the level of expectation and learning tasks remains high throughout lessons, so that more able pupils are consistently being challenged.

-Continue to review the Curriculum ensuring Intent, Implementation and Impact are clearly communicated and understood.

-To achieve 85% meeting end of year expectation combined, across the year groups.

-Ensure that Reading, Writing and Mathematics continue to be seen as fundamental to every pupil's success.

-To embed coaching within IRIS ensuring whole school teacher professional development.

-Ensure that all our children continue to have a love of learning and a thirst for knowledge.

-Further develop links made with Oathall across all curriculum subjects.

-Teachers to develop knowledge passports for at least geography, history and science.

## Impact-Outcomes

### **STANDARDS**

#### **KS2**

##### **Maths:**

In 2019 97% (National 75%) achieved the expected standard and 59% achieved a high standard. The average scaled score is 110

In 2018 74% (National 96%) achieved the expected standard and 47% achieved a high standard. Our maths progress score 2018 was 4.2. The average scaled score 109.

In 2017 74% (National 75%) achieved the expected standard and 22% achieved a high standard. Our maths progress score was -0.1. The average scaled score 104.

##### **Reading:**

In 2019 90% (National 75%) achieved the expected standard and 49% achieved a high standard. The average scaled score is 108

In 2018 91% (National 75%) achieved the expected standard and 44% achieved a high standard. Our reading progress score was 2.4. The average scaled score 108.

In 2017 79% (National 71%) achieved the expected standard and 38% achieved a high standard. Our reading progress score was 2.7. The average scaled score 107.

##### **Writing:**

In 2018 91% (National 78%) achieved the expected standard and 23% achieved a high standard. Our writing progress score was 0.2.

In 2017 81% (National 76%) achieved the expected standard and 11% achieved a high standard. Our writing progress score was -0.1.

In 2016 57% (National 74%) achieved the expected standard and 8% achieved a high standard. Our writing progress score was -3.8.

##### **GPS:**

In 2019 93% (National 78%) achieved the expected standard and 62% achieved a high standard. The average scaled score 110

In 2018 92% (National 78%) achieved the expected standard and 49% achieved a high standard. The average scaled score 109.

In 2017 84% (National 77%) achieved the expected standard and 42% achieved a high standard. The average scaled score 108.

##### **Combined Reading, Writing and Maths score:**

2019: 87% (National 65%)

2018: 85% (National 64%)

2017: 63% (National 61%)

#### **KS1**

##### **Reading:**

In 2019 91% (National 75%) were working at the expected level or above. 30% of children were working at GD.

In 2018 88% (National 76%) were working at the expected level or above. 29% of children were working at GD.

In 2017 87% (National 76%) were working at the expected level or above. 29% of children were working at GD.

##### **Writing:**

In 2019 88% (National 70%) were working at the expected level or above. 19% of children were working at GD.

In 2018 86% (National 70%) were working at the expected level or above. 20% of children were working at GD.

In 2017 74% (National 68%) were working at the expected level or above. 17% of children were working at GD.

Maths:

In 2019 88% (National 76%) were working at the expected level or above. 26% of children were working at GD.

In 2018 87% (National 76%) were working at the expected level or above. 26% of children were working at GD.

In 2017 86% (National 75%) were working at the expected level or above. 24% of children were working at GD.

### **Year 1 Phonics Check**

In 2019 94% of children in a cohort of 89 passed the phonics check

In 2018 97% of children in a cohort of 90 passed the phonics check

In 2017 95% (National 81%) of children in a cohort of 90 passed the phonics check

95% of boys passed the check / 96% of girls passed the check

### **GLD**

2018/19 GLD= 82%

2017/18 GLD= 80%

2016/17 GLD= 74% (71% national)

### **KS2 Disadvantaged**

Year 6 Results for PP (4 children)

	Test Scaled Scores		
	<100	100+	110+
Reading		4 (100%)	1(25%)
Writing		4 (100%)	1 (25%)
Maths		4 (100%)	1(25%)

### **KS1 Disadvantaged 5 children**

Reading 4 children =80%

Writing 4 children = 80%

Maths 4 children = 80%

## GLD

### Reception Results for PP (5 children) – 80%

#### Progress Breakdown

Y2, Y3, Y4, Y5, Y6 - Pupil Premium (26 pupils)

17 July 2019

Sum2 2017-18 to Sum2 2018-19

All Pupils (26 pupils)	Reading	Writing	Mathematics	Average
Progressed by 6 steps or more	23 (88.5%)	24 (92.3%)	24 (92.3%)	23.7 (91.0%)
Progressed by 5 steps	1 (3.8%)	1 (3.8%)	1 (3.8%)	1.0 (3.8%)
Progressed by 4 steps	1 (3.8%)	0 (0%)	0 (0%)	0.3 (1.3%)
Progressed by 3 steps	0 (0%)	0 (0%)	0 (0%)	0.0 (0%)
Progressed by 2 steps	0 (0%)	0 (0%)	0 (0%)	0.0 (0%)
Progressed by 1 step	0 (0%)	0 (0%)	0 (0%)	0.0 (0%)
No steps progress	0 (0%)	0 (0%)	0 (0%)	0.0 (0%)
Regressed	0 (0%)	0 (0%)	0 (0%)	0.0 (0%)
Missing Data	1 (3.8%)	1 (3.8%)	1 (3.8%)	1.0 (3.8%)

## KS2 SEN Progress



#### Progress Breakdown

Y2, Y3, Y4, Y5, Y6 - All SEN (62 pupils)

15 July 2019

Sum2 2017-18 to Sum2 2018-19

All Pupils (62 pupils)	Reading	Writing	Mathematics	Average
Progressed by 6 steps or more	48 (77.4%)	45 (72.6%)	49 (79.0%)	47.3 (76.3%)
Progressed by 5 steps	8 (12.9%)	10 (16.1%)	8 (12.9%)	8.7 (14.0%)
Progressed by 4 steps	4 (6.5%)	2 (3.2%)	2 (3.2%)	2.7 (4.3%)
Progressed by 3 steps	1 (1.6%)	2 (3.2%)	2 (3.2%)	1.7 (2.7%)
Progressed by 2 steps	0 (0%)	1 (1.6%)	0 (0%)	0.3 (0.5%)
Progressed by 1 step	0 (0%)	1 (1.6%)	0 (0%)	0.3 (0.5%)
No steps progress	0 (0%)	0 (0%)	0 (0%)	0.0 (0%)
Regressed	0 (0%)	0 (0%)	0 (0%)	0.0 (0%)
Missing Data	1 (1.6%)	1 (1.6%)	1 (1.6%)	1.0 (1.6%)



#### Progress Breakdown

Y1 - All SEN (15 pupils)

15 July 2019

Aut1 2018-19 to Sum2 2018-19

All Pupils (15 pupils)	Reading	Writing	Mathematics	Average
Progressed by 6 steps or more	1 (6.7%)	0 (0%)	0 (0%)	0.3 (2.2%)
Progressed by 5 steps	2 (13.3%)	3 (20.0%)	2 (13.3%)	2.3 (15.6%)
Progressed by 4 steps	7 (46.7%)	8 (53.3%)	8 (53.3%)	7.7 (51.1%)
Progressed by 3 steps	3 (20.0%)	2 (13.3%)	4 (26.7%)	3.0 (20.0%)
Progressed by 2 steps	2 (13.3%)	1 (6.7%)	1 (6.7%)	1.3 (8.9%)
Progressed by 1 step	0 (0%)	1 (6.7%)	0 (0%)	0.3 (2.2%)
No steps progress	0 (0%)	0 (0%)	0 (0%)	0.0 (0%)
Regressed	0 (0%)	0 (0%)	0 (0%)	0.0 (0%)

**Year 6 results SEND 10 children**

		Test Scaled Scores		
	Other – not applied	<100	100+	110+
Reading	1 (10%)	4 (40%)	5 (50%)	3 (30%)
Writing	1 (10%)	3 (30.0%)	6 (60%)	3 (30%)
Maths	1 (10%)	1 (10%)	8 (80%)	4 (40%)

**Prior Attainment 2018****Reading**

57% (11%) of pupils with low prior attainment reaching the expected standard  
 14% (0%) of pupils with low prior attainment achieving a high score  
 89% (82%) of pupils with medium prior attainment reaching the expected standard  
 24% (15%) of pupils with medium prior attainment achieving a high score  
 100%(100%) of pupils with high prior attainment reaching the expected standard  
 79% (81%) of pupils with high prior attainment achieving a high score

**Writing**

29%(11%) of pupils with low prior attainment reaching the expected standard  
 0%(0%) of pupils with low prior attainment working at greater depth  
 97%(82%) of pupils with medium prior attainment reaching the expected standard  
 3%(0%)of pupils with medium prior attainment working at greater depth  
 100%(100%) of pupils with high prior attainment reaching the expected standard  
 57%(30%) of pupils with high prior attainment working at greater depth

**Maths**

71%(11%) of pupils with low prior attainment reaching the expected standard  
 0%(0%) of pupils with low prior attainment achieving a high score  
 97%(64%) of pupils with medium prior attainment reaching the expected standard  
 24%(3%) of pupils with medium prior attainment achieving a high score  
 100%(100%) of pupils with high prior attainment reaching the expected standard  
 89%(56%) of pupils with high prior attainment achieving a high score

**GPS**

43%(22%) of pupils with low prior attainment reaching the expected standard  
 0%(0%) of pupils with low prior attainment achieving a high score  
 95%(85%) of pupils with medium prior attainment reaching the expected standard  
 30%(24%) of pupils with medium prior attainment achieving a high score  
 100%(100%) of pupils with high prior attainment reaching the expected standard  
 93%(85%) of pupils with high prior attainment achieving a high score

**RWM**

14%(0%) of pupils with low prior attainment reaching the expected standard

0%(0%) of pupils with low prior attainment achieving a high score

89%(48%) of pupils with medium prior attainment reaching the expected standard

3%(0%) of pupils with medium prior attainment achieving a high score

100%(100%) of pupils with high prior attainment reaching the expected standard

46%(19%) of pupils with high prior attainment achieving a high score

**Age Related Combined Summer 2019**

	Year 1			Year 2			Year 3			Year 4			Year 5			Year 6		
	All	Boys	Girls															
Summer 17 Combined	71%	82%	65%	69%	68%	70%	78%	75%	81%	73%	74%	72%	67%	62%	73%	71%	70%	73%
Summer 18 Combined	77%	75%	78%	78%	82%	73%	78%	77%	81%	80%	75%	86%	80%	78%	82%	85%	79%	90%
Summer 19 Combined	79%	74%	85%	82%	81%	83%	82%	89%	75%	79%	77%	82%	83%	76%	91%	87%	85%	89%

**Areas for Development:**

- Improved percentage of children achieving the expected standard.
- Ensure children make good progress and achieve the expected standard in all combined areas-reading, writing and maths.
- The Academy has a joint maths and writing key target and continues to monitor progress and attainment in writing.
- Ensure that our disadvantaged children are both attaining and achieving at levels beyond those of comparable children nationally.
- Ensure current Year 6 are well prepared for SATS tests and identified groups supported in order to reach expected standard.
- The Academy evaluation identifies mathematics progression as requiring continuing focus to see the impact of intervention and enrichment programmes.
- To monitor the progress of our more able groups.

**SEF Grade: OUTSTANDING**

**Key Strengths**

- OFSTED, September 2018, wrote 'there is a calm and orderly atmosphere that encourages high standards of behaviour and very positive attitudes to learning.'
- Our Values and our school charter of Rights and Responsibilities underpin and consolidate positive behaviour throughout the Academy. The Academy has a Good Behaviour Code and a Good Behaviour Policy. (reviewed July 2019)
- The Academy has updated and reviewed the 'Anti bullying Policy'.
- Trend over time: Classroom observations over the past 3 years have judged children's behaviour and attitudes to be good or better in 100% of lessons. The overwhelming majority of pupils' behaviour is outstanding and this makes a significant contribution to the excellent ethos for learning.
- The Peer Review has commented on outstanding behaviour for learning.
- Trend over time: Behaviour was judged as 'outstanding' at the 2010 inspection and this was confirmed by the HMI subject inspection in October 2012. This has also been ratified by our Challenge Partner and the 2018 Inspection.
- The Academy's Good Behaviour Policy clearly states expectations of all pupil behaviour together with the resulting consequences and sanctions. We provide an ethos where positive role models are praised and good behaviour reinforced and rewarded.
- Whole school House Points System has had a positive impact on behaviour and individual class reward systems support this.
- Weekly celebration assemblies and Termly Super Celebration Assemblies reward good behaviour and achievement
- Captain's Table on Friday lunchtime to promote outstanding work and behaviour.
- Bullying is not tolerated at Lindfield and if an instance occurs, quick and effective action is taken by staff to deal with it.
- An online recording system allows the efficient recording of behavior and any bullying incidents. These are regularly analysed.
- There are very few reports of bullying in the Academy. Any incidents are fully investigated and dealt with promptly. Parents are informed of any serious incidents and every effort is made to resolve differences and steps are taken to ensure channels of communication are kept open for as long as it takes for the matter to be resolved. In our Academy, there is zero tolerance towards harassment, racism and bullying. (3 reported bullying incidents from 2018-19)
- An annual anti-bullying week supports children's well-being with displays and assemblies complement this.
- An annual equality week develops children's tolerance and respect with displays and assemblies complement this. Demonstrating that the school believes difference is valued.
- Liaison with the Police Welfare Officer highlights strategies for older children dealing with cyber-bullying incidents and safe use of the internet.
- Positive Handling Plans with de-escalation strategies in place.
- Pupils make a very positive contribution to a well ordered, safe school. Pupils know the importance of feeling safe and happy in the Academy. This includes the use of the Internet. The Internet user policy is regularly updated and children and parents sign an acceptable use agreement. As a result pupils are aware of the dangers of the internet/social media and are happy to share any rare incidents of inappropriateness with staff. There are appropriate rules for each

year group. We participate in the annual e-safety week and have held an E Safety presentation for parents and information is on the Academy website.

-We have held full training on e-safety for all staff and the Local Board.

-Pupils have an excellent understanding about what constitutes unsafe situations. They maintain a well-tuned perspective on their own safety and that of others.

-Children are encouraged to “tell” an adult or a friend of any concerns they have in relation to specific issues.

-All members of staff on duty during playtimes wear a high visibility jackets to ensure all children can see a member of staff. Serious or repeated behaviour incidents are recorded and reported.

‘Children to watch out for’ are identified in all meetings.

-Poor behaviour is tackled effectively by parents, carers and staff working together to develop an individual education plan encouraging independence and making the right choices to remain in school. Despite challenging behaviour from vulnerable pupils, through effective management and strategies there were no exclusions in 2018-19.

#### Case Study-Child B

*1-1 support sometimes 3-1, reduced timetable, regular communication with parent, learning mentor intervention, risk assessments and behaviour plan, differentiated learning and specialist lunchtime provision*

-Behaviour logged on CPOMS and termly behaviour analysis identifies issues and areas for improvement.

#### **ATTITUDES**

-OFSTED, September 2018, wrote that children have ‘examples of where their ideas have been listened to and they feel that they can approach all adults with any concerns or worries they may have.’

-Children show high levels of engagement, courtesy, collaboration and cooperation in and out of lessons. Pupils get on very well together in lessons and at social times. These good relationships underpin learners’ achievement and progress. They have excellent, enthusiastic attitudes to learning, enabling lessons to proceed without interruption.

-Progress is very good. Learners support each other and show high levels of concern and care for others.

-Good role modelling from peer mediators, playground pals, sports crew, house captains, eco reps and school council members sets a clear expectation across the Academy.

-Academy Values fully embedded part of academy life. Unique Octo developed and designed by children in order to celebrate difference.

-Views of pupils taken through pupil survey, school council, peer mediators and house captains.

-Views of Stakeholders include communication with Parents and Carers, with a clear website, Senco Surgeries and Principal pop ins and fortnightly newsletters. Parents’ views are generally favourable regarding safety and they work in partnership with the Academy. Excellent community links and a strong PTA support for the Academy e.g. Book Week celebrations, Lindfield Village Day and ‘new entrants’ meeting. Results from our parent survey (2017) demonstrated an overwhelming positive result.

#### **ATTENDANCE**

-Overall attendance for 2016-17 was 96.7%. (National 95.35)

-Overall attendance for 2017-18 was 96.9%.

-Overall attendance for 2018-19 was 96.8%

-Persistent absence for 2016-17 was 2.91%.

-Persistent absence for 2017-18 was 1.9%

- Persistent absence for 2018-19 was 3.6%
- Autumn Attendance for 2018-19 was 97.7%. Despite a significant sickness bug, whole school attendance at the end of the Spring Term was still 96.6%. Summer attendance was 97.4%.
- Regular visits by the Trust Attendance Officer to support actions and direction with attendance. Liaison with the office and SLT show good knowledge of children's absence. Appropriate letters are sent to parents where necessary. Work with individual families and the learning mentor addresses any issues. Persistent absence is monitored and parents involved. Schedule is as follows-
  - Term 1- letter home about attendance if below 90%
  - Term 2-letter home requesting a meeting with Assistant Principal/Attendance Officer if still below 90%
  - Term 3-letter home requesting another meeting with Assistant Principal/Attendance Officer and school nurse present
- Attendance and punctuality are celebrated through assemblies and the newsletter.
- KS1 and KS2 end of term award for the two classes with the highest attendance in the Academy.

#### **Areas of development**

- To continue to monitor and celebrate diversity.
- Continue to review and improve lunchtime, morning and afternoon routines including playtimes.
- To promote positive attitudes towards difference.
- To continue to encourage the few children who have poor attendance or who are late to attend.
- To continue to actively discourage holiday leave through communication and fines.
- To continue to effectively manage challenging behaviour from vulnerable pupils.

### Section 7: Personal Development

**SEF Grade: OUTSTANDING**

#### **Key Strengths**

-OFSTED, September 2018, wrote that 'the school is a welcoming and happy place to be, underpinned by the schools values, which include celebration, success, perseverance and respect.'  
 -Children have plenty of opportunities to celebrate their learning e.g. weekly sharing assemblies, weekly celebration assemblies, art exhibitions, locality enrichment opportunities, music concerts, Year 6 drama productions, Christmas shows and community choir/dance events. This gives the children pride in their achievement and commitment to learning, supported by a positive culture across the whole school.

#### **Case Study-Child A**

*Peer mediators- wrote letters to apply and selected on merit. Then receive training for this role. These children then assisted staff with implementing the Good Behaviour Code- resolving KS1 conflict and movement around school*

- Stakeholders have reported that the use of Values Stickers and certificates has led to increased courtesy and consideration in children.
- Healthy Schools and promotion of healthy eating is of great importance in our Academy. Our Healthy Schools coordinator has arranged staff meetings, visiting chefs, healthy eating demonstrations to parents and visits to supermarkets. The school council selected the school dinner menu to ensure it was balanced and healthy.

- Exercise is promoted throughout the school through a wide range of sporting activities available before and after school. Within class every day opportunities to be active are planned such as the daily mile and regular brain breaks. Teachers have received CPD in teaching a range of sports and high profile given to sporting achievement in celebration assemblies and regular tweets.
- Whole school Jigsaw curriculum for PSHCE has enabled children to develop and demonstrate skills and attitudes that will allow them to participate fully in and contribute positively to life in modern Britain.
- A wide, rich set of experiences and opportunities are provided for all children to interact positively across a range of situations e.g. many clubs, sports activities, competitions, church visits, Village Day parade, cross phase curriculum weeks, singing in the community and Super Celebrations.
- Strategies for positive learning behaviour have been put in place e.g. crystal ball moments, what to do if you are stuck? (The 3 Bs) and Growth Mindset problem solving solutions. These strategies promote self-confidence, self-awareness and an understanding of how to be a successful learner.
- Plenty of opportunities are arranged to promote end of year transition and Year 6 work closely with feeder secondary schools to prepare for KS3. This also happens for pre-school transition.
- Programmes are offered to vulnerable children and their families to promote positive school experiences e.g. Forest School, Circle of Friends and Lunchtime Club. This includes enabling children to manage their own feelings and behaviour and how they relate to others.
- Vulnerable children receive targeted support from our Learning Mentor. School makes use of family and Child support worker and Family Link Worker.
- Daily 'Lunch Club' set up to support children with any need and is available at lunchtime.
- Mindfulness takes place within the Academy when needed.
- NSPCC have taken part in our Community Assemblies.
- All children have access to the Learning Mentor who is available to counsel and provide emotional support.
- Provision for Pupil Premium children is personalised and aimed to widen their life experience, providing cultural capital.
- SEND children have personalised learning tailored from their individual starting points to ensure they reach their potential.
- Pupils with medical need have an Individual Health Care Plan.
- Pupil Premium children are offered funding to enable them to access the after school clubs for free.
- Results from the National Child Measurement Programme from Spring 2018

Year group	Obese LPA	Overweight LPA	Combined LPA	Combined Nat	Combined West Sussex
Early Years	4%	11%	15%	22%	20%
Year 6	4%	11%	15%	34%	30%

**SPRITUAL, MORAL, SOCIAL AND CULTURAL**

- Social, moral, spiritual and cultural diversity are embedded and underpins the curriculum.
- Equality Week celebrates all.
- The Academy's curriculum provides highly positive, memorable experiences and rich opportunities for high quality learning; has a very positive impact on all pupils' behaviour and safety; and contributes very well to pupils' achievement and to their spiritual, moral, social and cultural development.
- Forest School programme for all Year 4 children.

-In our Academy we follow a structured programme of assemblies that enable children to understand our Academy Values (Respect, Teamwork, Success, Celebration, Perseverance, Enthusiasm and Independence), British Values, other faiths and provide opportunities to take part in charitable events and national celebrations. We ensure that they are well prepared to respect others and contribute to wider society and life in Britain.

-Topics celebrate our values, such as Macbeth in Year 4.

-We have an elected and democratic School Council.

- The Academy is a harmonious community where people from different faiths and social backgrounds get on well together and respect differences. The School Council and new PSHCE curriculum provide all pupils with an excellent opportunity to take responsibility and participate in decision-making. The outcomes contribute to the quality of teaching, learning and curriculum. This process is a valuable part of our ethos.

### **BRITISH VALUES**

-There is an acceptance and engagement with the fundamental British Values across our Academy.

-We have developed a British Values Curriculum statement identifying areas of the curriculum where British Values are taught and explored.

-Children develop and demonstrate skills and attitudes that will allow them to participate fully in and contribute positively to life in modern Britain.

**Democracy**- regular school elections in line with national elections for KS1 and KS2 children, pupil election of house captains, school council and eco warriors. Children are given opportunities to raise concerns, make decisions or share ideas with the school council.

**Rule of Law** – development of our own school codes of behaviour based on rights and responsibilities, links with emergency services, class behaviour codes developed together in each classroom.

**Individual liberty** –Choice of challenge in work and play, choice of activity in playtimes, a wide range of after-school clubs on offer, expectations are set and pupils understand how to make safe choices.

**Mutual Respect**- In a recent pupil questionnaire 100% of children stated that adults in our academy cared about them. We work hard to develop a language of respect and emphasise the importance of good manners and this is reinforced through our Behaviour policy, values and ethos. Many opportunities are provided for children to work in teams (houses). Peer mediators, playground pals and sports leaders also play a significant role.

**Tolerance for those with differing faiths** – in a recent pupil questionnaire 100% of children felt that our Academy teaches us to respect people who are different. We have a coordinated assembly programme celebrating diversity and welcome visitors into our Academy (community assemblies). Whole School Scheme of work for RE and significant events celebrated in assemblies.

-In all subjects of the curriculum we make a contribution to the Spiritual, Moral, Social and Cultural Development of all our pupils through the taught curriculum and through the appropriate teaching and learning strategies e.g. discussion, reflection, pupil participation, circle times and collective worship.

### **Spiritual Development**

-Development of mindfulness sessions across the Academy.

-Class time dedicated to reflection on learning. (use of our crystal ball)

-Use of imagination and creativity across our broad topic based curriculum and our PHSE and RE curriculums

-Development of self- confidence, taking part and performing in class assemblies, school productions or activities.

### **Moral Development**

- Good Behaviour code
- School Values and behaviour system designed to celebrate positive behaviour. In a recent pupil survey, 98% of children said they liked having our school values.
- Think sheet – children have the opportunity to reflect when things go wrong and are encouraged to understand the consequences of their behaviour and actions.
- PHSE curriculum gives children the opportunity to discuss a dilemma.

### **Social Development**

- Opportunities for all children to interact positively across a range of situations e.g. many clubs, sports activities, competitions, church visits, village day parade, cross phase curriculum weeks, singing in the community and Super Celebrations.
- House rewards across the Academy.

### **Cultural Development**

- We aspire for all our children to develop a love of learning and have developed a broad and creative curriculum providing a range of opportunities.
- Development of a wide range of activities across the school through our work to achieving Artsmark Silver –whole school arts celebration, locality competitions, drama clubs, mega choir, musical assemblies, book week, reading and writing competitions.
- Local cultural experiences such as taking part in Lindfield Arts Festival.

### **Areas for Development**

- To update British values displays in classrooms.
- To continue to make links through Community Assemblies.
- To embed children’s emotional literacy across the whole school using zones of regulations.

## Section 8: Leadership and Management

### **SEF Grade: OUTSTANDING**

#### **Key Strengths:**

#### **AMBITION AND HIGH EXPECTATIONS**

- OFSTED, September 2018, wrote ‘There is a strong ethos of ambition and high expectations within a caring a nurturing environment.’
- The Principal, Local Board and staff have ambitious vision for the Academy underpinned by data analysis, rigorous monitoring and target setting. All Leadership have a highly accurate understanding of the strengths and areas of weakness of the Academy.
- The Academy has a culture of a calm, orderly and respectful environment which underpins the smooth running of it.
- Both the Principal and Vice Principal have significant responsibilities for teaching and learning standards throughout the Academy.
- Challenging targets are set each year for pupils’ attainment and progress and in all areas of the Academy’s work. These are carefully monitored and used as important means of judging the Academy’s success.
- The SLT, supported by Subject Leaders, are successful in monitoring, evaluating, reviewing and improving teaching and learning. Leaders demonstrably work hard to monitor, improve and support teaching. Teaching quality is sustained at a high level.

- The Principal provides opportunities and support for staff development. All staff are encouraged to engage with both internal and external opportunities for professional enhancement.
- Leaders support staff in dealing with tricky conversations with parents.
- The Academy is committed to equality of opportunity for all staff and children. The policy for Equal Opportunities and Inclusion within Lindfield Primary Academy adheres to the guidelines laid down by the West Sussex Education Authority and the Academy Trust. Its purpose is to actively support the practice of a code of equal opportunity and inclusion across all aspects of school life. It is complementary to the county council's Equal Opportunities in Employment Policy, which sets out the key areas to consider with regard to employment. The Academy follows these guidelines with respect to all rights of employment.
- All staff have annual Performance Appraisals and Interim reviews. Targets set include one on Pupil Progress which is based on assessment data, one on Teaching and Learning and one on a whole school initiative.
- The Academy is continuing to develop a peer/coaching cycle within the use of IRIS.
- Rapid Achievement Plan Key Targets developed by all staff. Action Plans written and regularly reviewed on an annual cycle based on Academy data.
- RAP for Subjects is developed by subject leaders and is also reviewed annually. Action plans show developments in all subjects to maximize children's learning.
- The budget is targeted on the educational priorities and each year it is carefully balanced. Financial planning and financial management are efficient and great care is taken to use all resources effectively and economically to raise standards and improve progress.
- Wrap around care, Innovational grant applications and restructured PTA funding, all generate additional income. This income is effectively and efficiently used within the Academy on items such as curriculum resources, staff CPD and enriching children's experiences.
- Leaders provide staff meetings and INSET days to improve teaching and learning and professional development for all staff.
- We have a strong locality with an ethos of sharing expertise and CPD opportunities. Good practice is also shared through staff meetings, INSET Days, moderation sessions and year group meetings.
- Pupil Progress Meetings based on the internal tracking system happen with staff discussing disadvantaged children and more-able children first. If targets are not met then interventions will be identified on Action Plans.
- Termly SEF review and development with all staff.
- SEF judgements agreed and verified by Academic Challenge Partner and External Moderator.
- The Local Board, who support and challenge, have completed their own SEF. This can be found on the Academy website under About us/Governance.
- The Staff and Local Board continue to develop the three-year strategic plan. This road map can be found on the Academy website.
- School leaders have lead INSET with other Academies and Schools within the locality on our broad and balanced curriculum.
- We welcome over 80 volunteers into the Academy. This has included links with local business in setting up an effective reading program.
- OFSTED, September 2018, wrote that 'parents, carers, governors and leaders from the Trust have full confidence in the leadership of the school.'

### **SAFEGUARDING**

- The Academy's arrangements for safeguarding pupils meet all statutory requirements in full and they are very effective in providing an environment in which children thrive and do well.
- The Principal, Vice Principal, Assistant Principal and members of the Local Board have successfully completed the Safer Recruitment course.

- The principles of The Children Act underpin all our work to ensure that, in all we do, children flourish in a supportive environment for learning. The Academy's arrangements for safeguarding pupils meet statutory requirements and give no cause for concern.
- Academy Leaders have implemented effective procedures for the safeguarding of pupils and have successfully met all current government requirements, for example, child protection procedures and risk assessment. All staff are fully trained in keeping pupils safe from abuse, sexual exploitation and radicalization.
- Safeguarding is a major part of all new staff induction procedures.
- CPOMS has been introduced for greater efficiency within Safeguarding.
- The school business manager maintains the single central record. Safety and security checks are carried out in line with DCSF requirements and records are kept. There is a high number of staff with appropriate training in first aid and recognised qualifications.
- There are 5 Designated Leads for Child Protection.
- The Principal completes the annual safeguarding return to LA.
- A Trust Safeguarding Peer Review took place in December 2018. All findings were positive with useful ways forward to improve practice even further and these have been addressed.
- SLT meet weekly to discuss Safeguarding issues from the previous week and update for the week ahead. SLT also meet with the local board member for Safeguarding once a term to go through the Safeguarding Peer Review Action plan.
- Staff complete the county 'Evolve' risk assessment for all educational visits.
- Staff supported in risk assessments by the EVC.
- Regular fire drills and lockdown drills are held.
- The Academy office monitors DBS checks and ensures the central record is up to date.
- First aid training is arranged for our mid-day supervisors and teaching assistants when needed.
- The Local Board have been DBS checked and have the necessary Safeguarding training.
- Our Medicines Officer monitors, evaluates and reviews current practice.
- Lockdown/Critical Incident training has been completed and procedures are now embedded.
- Annual visits to Years R, 2 and 5 by local fire officers to deliver fire safety programmes raising awareness of children to the dangers.
- Our Premises Officer has undertaken a range of training courses to ensure site safety is maintained. Regular inspections are carried out with SLT, tree surgeons and fire technicians. All cleaning fluids are kept in a locked cupboard. There is a COSHH register, which is updated when new materials are purchased. A monthly temperature test on the water is carried out coupled with the annual water safety test. Annual PAT testing is carried out together with electricity and emergency lights test. Annual service on intruder alarms. Universal services carry out inspections on PE equipment. A snow plan is in place and reviewed every year together with the emergency response plan.
- Top ten risks from the Academy have been identified by the Risk Management Group. This group will meet termly to discuss progress of risks.
- Safety procedures are outlined in curriculum areas to help support correct use of tools and equipment, which are then shared in lessons.

#### **STAFF DEVELOPMENT AND WELL-BEING**

- Teacher workload considerations are central to academy initiatives.
- Leaders ensure teacher voice is central to whole-school developments, ensuring workload impact is assessed.
- Whole school approach to professional development through IRIS Twilight sessions built upon over three years. Teachers continue to develop and reflect on their pedagogical knowledge.
- Continued highly effective professional and subject knowledge development takes place in regular staff meetings and INSETs (with key focus on curriculum development).

- Teacher Workload: Focused staff meetings have a structured and managed agenda. Meeting time adapted so staff can complete data captures, report writing and ILPs. Meaningful time given on staff meeting agendas to ensure a whole-academy approach to school development.
- Regular review of practice to ensure smarter approach to teacher workload.
- Regular opportunities are given for teacher feedback when new initiatives are introduced.
- Well-being Wednesday introduced including snacks and well-being bulletin.
- Well-being item included on staff meeting agendas.

### **PARENTAL ENGAGEMENT AND PARTNERSHIPS**

- The OFSTED parent survey from September 2018 stated that 100% of parents agreed that their child is happy at school.
- The Academy has worked hard to improve the engagement of parents. Along with an open door policy, this regular engagement with parents include, teacher drop in sessions, 'Principal Pop In' sessions, Newsletters, Read Write Inc. information letters, 'Welcome to the year group' meetings, '6 weeks in' meetings, parent volunteer requests, Learning Mentor sessions, ILP's shared at an additional SEN parents meeting, parent survey, Interim Reports and End of Year reports and Community events.
- The Academy provides a range of opportunities to hear the views of hard to reach parents and carers or those of vulnerable pupils through the use of the Learning Mentor.
- Improved communication with parents in SEN and Pupil Premium.
- Parent survey completed annually.
- There are regular updates on the Academy website to inform parents.
- Regular Tweets on Twitter.
- In response to feedback from the parent survey, a number of curriculum meetings were held.
- Parent information evenings have included: 6 weeks in, E-Safety, Year 1 Phonics, Year 2 SATS, Year 6 SATS, Assessment without levels and Supporting Maths at Home and Supporting Reading at Home.
- Regular SEND coffee mornings.

### **Areas for Development:**

- To continue to recruit teachers, at all levels, who demonstrate potential to be future School Leaders.
- Continue to raise the leadership potential and leadership capacity of all staff.
- Ensure that the Academy appraisal system continues to both challenge staff and support them in providing the best possible teaching and learning for all children.
- To further develop quality first teaching via the use of IRIS coaching technology.
- To continue to be more efficient and monitor the Academy budget.
- To continue to monitor and evaluate our curriculum against National Standards.
- To continue to develop effective assessment of the foundation subjects.
- To continue to review the Local Board 3 year Strategic Plan.
- Continuing and continuous vigilance in all matters related to safeguarding.

**SEF Grade: OUTSTANDING**

**Key Strengths:**

**Effectiveness of Leaders to drive improvement**

- Baseline assessments set the bench mark for closely tracking children’s development using Target Tracker and other teacher generated tracking documents. This allows development to be tracked, closely supporting and extending individual learning in the inside and outside environment. TAs are trained to use the class tracking charts to focus challenge and support throughout the week.
- All teachers and TAs attended Numicon training. Numicon is regularly used in teaching inputs and adult led focus tasks.
- Ability focused teaching has proved very effective in improving the standard of children’s writing. Weekly Next Steps trackers are used by all teachers.
- Marking stickers to respond to writing. When children see the ‘finger space’ or ‘stretch the word’ symbol, they are clear about their ways ahead.
- Digraphs introduced earlier to support independent spelling attempts and taught ‘tricky’ words related to weekly writing tasks.
- Independent writing is celebrated on the ‘Star writers’ display.
- Teachers have re-organised topics to maximise opportunities for writing in the spring and summer terms, including the use of traditional tales and small world re-enacting.
- Tracking data is entered half termly and used to inform planning and provision for groups.
- Weekly interventions are delivered for targeted groups and individuals to move them towards a GLD. These include School Start, fine motor activities and phonics and number support.

**Additional Funding**

- Money has been made available from the PTA which was used to enrich the outside environment with additional number resources.

**Safeguarding**

- All staff up to date with safeguarding training and procedures.
- Medical information is shared throughout the team and updated regularly.

**How teaching nurtures, engages and motivates**

- Independent challenges are encouraged during Discovery time. These are linked to the school values and rewarded by certificates and rainbow chart.
- Self-initiated and independent writing is a focus throughout the setting. Dens, responding to child interests have been created. Staff spent time talking to the children about what interests them and then create inviting spaces for writing, for example Super Heroes, Dinosaur Adventures and Paw Patrol.
- Writing opportunities are incorporated into role play, for example when writing notes in a vets surgery.
- Writing is displayed and celebrated in each class in ‘Star writers’ displays alongside photographs of the children.
- Children use their own writing belts and mini clipboards to encourage writing in all areas.
- Outside, the children enjoy number tasks through physical games, for example throwing balls at number targets and beanbags into numbered hoops. Number

characters with accompanying rhymes have been designed to enable children to recognise numbers, particularly the teen numbers. This has proved very effective.

- Numberblocks dvds are used to support the children's understanding of number. The children enjoy drawing the numberblocks characters and making their own numberblocks with multilink.
- Jigsaw Jenie times promote happy relationships and moments of calm. Our PSHE curriculum enables us to promote our British Values. Every day we learn about respecting each other, looking after our environment and making good choices.

#### **Breadth of curriculum**

- Exciting first hand experiences include; seasonal walks in grounds, village walks, police and firefighter visits, visits to the Bluebell Railway, incubating hens eggs and caring for chicks, visiting chickens, cooking activities.
- Staff have developed the quality of opportunities for 'Understanding the World' in the outside learning environment. Bulbs and seeds have been donated by the community to enhance our growing area which includes a bug hotel.
- Participation in whole school events and enrichment weeks such as book week, role model week, anti-bullying week, diversity week. Joining in with community events such as Village Day.

#### **Phonics**

- Differentiated daily phonics lessons across the year group, with some children joining year 1 in the summer term.
- Actions have been created by a teacher to reinforce the RWInc sounds. This has enabled the children to learn the graphemes far more confidently.

#### **Behaviour**

- Class golden rules written with the children and displayed with the children's handprints. Linked to our school values and British Values.
- Rainbow chart used to reward and encourage good behaviour.
- Early dialogue with parents if behavior issues arise.

#### **Engagement with parents**

- Outstanding links with parents.
- Welcome meeting with new parents and story sessions for new children, visits to nursery settings, additional visits to nursery and meeting with parents for children with additional needs.
- Home visits in September.
- 6 weeks in meeting has been adapted in response to previous feedback to include information about maths as well as reading, writing, phonics and classroom routines. Feedback this year's event was 100% positive.
- Sharing written next steps with parents at consultation meetings enables them to help their child reach individual targets. Parental feedback to interim reports is included in the learning journals.
- Class notice board shares overview of the next week with suggestions for maths activities at home. Class reps share this information with working parents.
- Heroes at Home stars develop further home/school links, moments for celebration and provide parent voice in evidence.
- Pupil premium parents are invited to workshops with their child, receive 'home packs' and meet with PP coordinator.
- Parent volunteers are welcomed and valued.
- Parents invited in throughout the year to see children's work e.g. for book looks, open days, EY Christmas performance and vehicle exhibition.
- Fortnightly informal 'reading pop in' has proved popular with parents and children.

- Open door policy at beginning and end of every day.
- Parents are invited to meet the Year 1 teachers and see their child's new classroom at the end of the summer term.
- Each class will visit a local old people's home to share books with the residents.

**Progress from starting points, attainment, disadvantaged consistency across all areas**

Successful external moderation 2017. Commended by WS moderator for range and quality of evidence and teamwork. All judgements validated. Participated in West Sussex Moderation training and local moderation sessions in 2018. Team plan closely together, equivalent displays, learning prompts and provision in each class.

GLD increased from 70% in 2016, 74% in 2017, 80% in 2018, 82% in 2019

	5+ STEPS PROGRESS 2018	PP CHILDREN ACHIEVING
READING	82%	100%
WRITING	78%	80%
MATHS	57%	100%

**Areas for Development:**

- Continue to adapt topics to maximise opportunities for writing in the spring and summer terms. Use traditional tales throughout the year to encourage story retelling and small world re-enacting.
- Learning Journeys have been adapted to allow more time to work on each text in greater depth.
- Continue to use the number tracking document to match and support number skills development and to provide opportunities to extend more able mathematicians to achieve Exceeding levels in Number.
- Small teacher-led able maths group introduced in spring term.
- Discrete maths books introduced in spring term to facilitate monitoring and celebrating maths.
- Induction of new staff with training on use of target tracker for taking iPad observations. Achieved- all staff using target tracker for observations.
- Develop opportunities for mathematical exploration in the environment.
- Number hunt challenges, estimation station, new storage units used for collections of natural objects to count. PTA funding secured for additional maths resources in summer term

Key target group to work on transition policy in spring term. Parents meeting planned for second half of summer term to inform them of transition to year one plans.