The Headteacher's Report 2019/20

HTR All-through School

Date of this Report	01 July 2019

School Information

School Name	HTR All-through School	Last Ofsted	13-Mar-18
Headteacher	Hannah Jones	Grade	Good
Address:	3000 Aviator Way, Manchester, M22 5TG		

Summary update since the last report

The all new Headteacher's Report will save school leaders even more time each term. We have updated the report to reflect the 2019 Ofsted Framework and to also link through to your MIS data. We still pre-populate all our templates with national, LA and similar school benchmarking data and you will receive a full breakdown of the similar schools that we have used within your report (name, LA and URN).

School-specific data can be pulled in from your MIS (e.g. Capita SIMS) or entered once using our new online portal, which also supports multi-user log in, allowing multiple people within the school to complete different sections.

You can also choose to hide sections within the report, which allows for further customisation each term, for example you may not wish to report staff performance in Spring but would like to include this section in your Summer report.

We update national, LA and similar school data throughout the year in line with the DfE data release schedule, your annual subscription will include all updates and support.
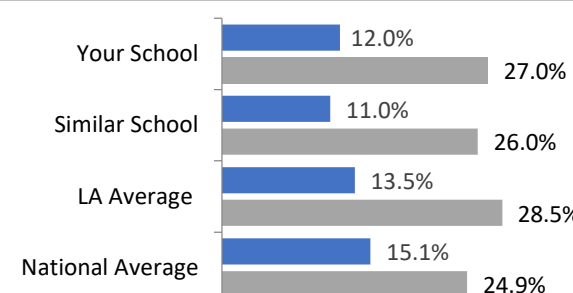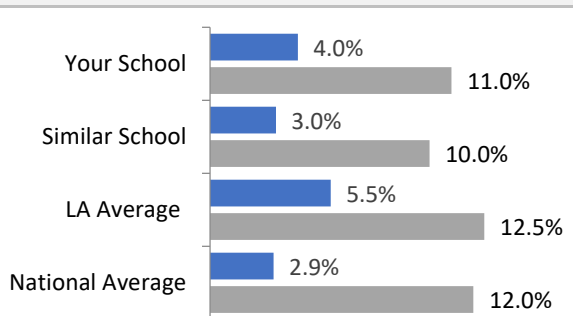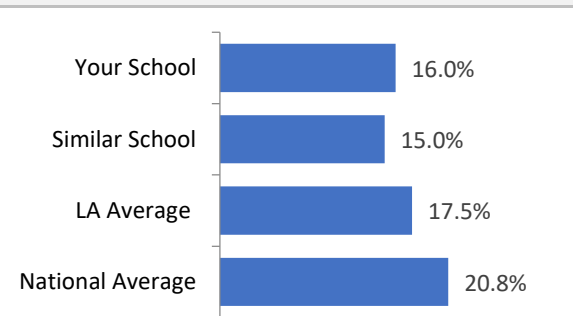
Please note this sample report is based on an all-through school, however your actual report will match your school phase, year groups and key stages. We can link with all major school MIS systems including

>> Capita SIMS
>> RM Integris
>> Arbour
>> ScholarPack
>> Schoolpod

For more information please email ben@theheadteachersreport.com or call 0161 266 1028, orders can be placed in the same way or online at app.theheadteachersreport.com/signup

Ofsted and Current Self-Assessment

Last Ofsted Date	13-Mar-18	**Grade**	Good

Current Self-Assessment:	**Grade**
Overall SEF Grade:	**Good**
Quality of Education	**Outstanding**
Behaviour and Attitudes	**Requires Improvement**
Personal Development	**Requires Improvement**
Leadership and Management	**Good**

School Contextual Data:

Comparator data relates to 2019/20

Number on Roll v's Total Capacity

NOR 976   **Capacity   976**

100% of published capacity figure

■ FSM Pupils   ■ Ever6 Pupils

	FSM	Ever6
Your School	12.0%	27.0%
Similar School	11.0%	26.0%
LA Average	13.5%	28.5%
National Average	15.1%	24.9%

■ SEN with EHCP   ■ SEN other

	SEN with EHCP	SEN other
Your School	4.0%	11.0%
Similar School	3.0%	10.0%
LA Average	5.5%	12.5%
National Average	2.9%	12.0%

■ EAL

	EAL
Your School	16.0%
Similar School	15.0%
LA Average	17.5%
National Average	20.8%

Current Pupil Characteristics by Key Stage

	Total	Boys	Girls	FSM (ever 6)	FSM	CLA	SEND (EHCP)	SEND Other	EAL
EYFS	55	25	30	15	10	1	3	6	4
KS1	58	26	32	16	0	1	3	6	5
KS2	60	27	33	16	0	1	3	7	5
KS3	60	27	33	16	0	1	3	7	5
KS4	57	26	31	15	0	1	3	6	5
KS5	59	27	32	16	0	1	3	6	5
TOTAL	**349**	**157**	**192**	**94**	**10**	**7**	**17**	**38**	**28**

Pupil Premium (Deprivation Element) Summary Information 2019/20

Number of pupils the 2019/20 Pupil Premium funding is based on	76
% of the total cohort that received Pupil Premium funding	22.0%
Total deprivation Pupil Premium funding 2019/20	£70,300

Please note funding is based on the January pupil census

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LEADERSHIP AND MANAGEMENT	Current SEF Grade: Good

1. Key Personnel and Policy Update

Safeguarding Update (total MAT figures)

Child Protection Plan (CPP) Update	Learners added to a CPP since the last report	Learners taken off a CPP since the last report	Number of learners remaining on a CPP
	2	**1**	**5**

Has a safeguarding incident been reported since the last report (Y/N)?	**Yes**
Does every academy have an identified safeguarding governor (Y/N)?	**Yes**
Has the safeguarding governor visited school in the last 6 months (Y/N)?	**No**

SEND Update

Is the SEND Information Report on the school website and up to date?	**Yes**
Named Safeguarding Governor	**Ben Hardy**

Pupil Premium Update

Is the Pupil Premium strategy on the school website and up to date?	**Yes**
Is the P.E. and Sports Premium strategy on the school website and up to date?	**No**
Named Pupil Premium Governor	**Laura Davies**

GDPR and Data Protection Update

Have there been any GDPR data breaches since the last report?	0	Number of breaches reported to the ICO since the last report	0

Further Details

Add details here:

2. Relationship with Learners and Parents			
Has a parent survey been completed in the last 12 months?			**Yes**
Formal complaints from parents, update since last report		Resolved	1
		New	0
		Outstanding	2
Has a pupil survey been completed in the last 12 months?			**Yes**

Key Outcomes of Parent and Pupil Surveys
Add details here:

3. Staffing Matters			
Has a staff wellbeing review or survey been undertaken in the last 12 months?			**Yes**
Staff Wellbeing Review	Number of reported staff bullying incidents		1
	Number of reported staff harassment incidents		2
	Number of reported excessive workload incidents		1
Have staff workload expectations been reviewed in the last 12 months?			**Yes**

Staff Professional Development and Performance	
Is there a staff training schedule and an appropriate budget in place?	**Yes**
Have all teaching staff received an appraisal in the last 12 months?	**Yes**
Have all support staff received an appraisal in the last 12 months?	**No**

Number of Teacher Full-Year Reviews 2018/19	Total Passed	Total Failed	Incomplete Reviews
	39	2	12
Successful Pay Progressions 2018/19	21	**Number of Eligible Employees**	23

Staff Absence Information
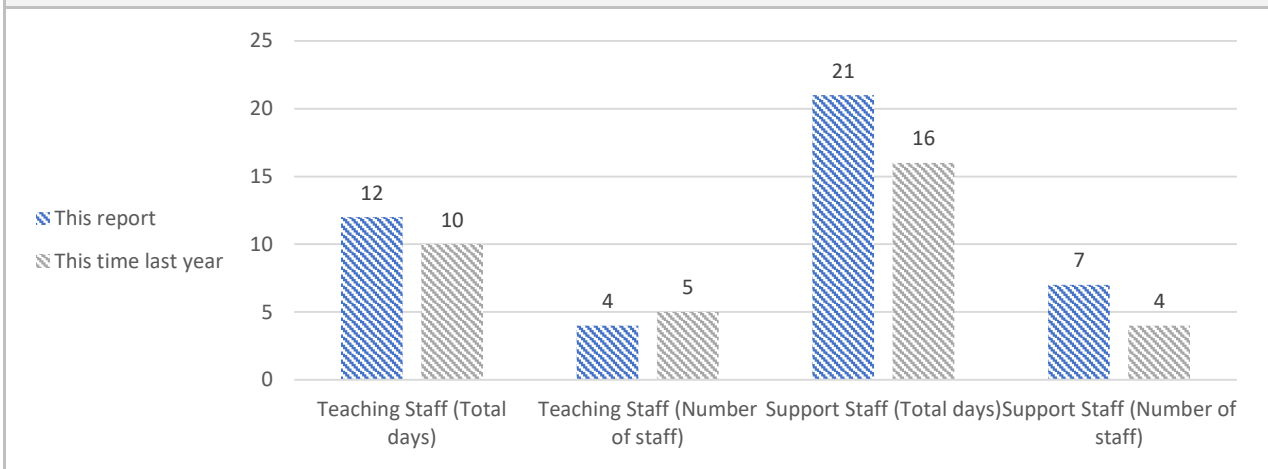
Starters, Leavers and Vacancies	Teaching Staff	Support Staff
Starters this period	2	7
Leavers this period	2	7
Vacancies this period	2	7

4. Staff Benchmarking Data

	Average Teacher Salary	Pupil Teacher Ratio (PTR)	FTE Teachers	FTE Teaching Assistants
Your School	£38,756	19.6	1.7	4.7
Similar School	£37,756	19.1	9.9	15.4
LA Average	£38,756	21.4	7.5	16.4
National Average	£40,756	20.6	11.4	14.6

4. Governance

Has a governor skills audit been completed within the last 12 months?	**Yes**
Number of current governor vacancies	**4**
Number of governors whose terms of office is due to end in the next 12 months	**2**

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5. Upcoming SLAs / Contracts / Policies for Review

Renewal Date	Details
01/08/2019	Safeguarding Policy
01/08/2019	Anti Bullying Policy
01/10/2019	Behaviour for Learning Policy
01/02/2020	CPS Child Protection and Safeguarding Policy
01/02/2020	Confidential Reporting Code Update (Whistleblowing Policy)
01/02/2020	Online Safety Policy
01/02/2020	SEND information Report
01/02/2020	Pupil Premium Strategy

6. Finance Summary

3-Year Consolidated Budget Forecast	Current Year	Year 2	Year 3
Total income	£12,247,451	£12,875,254	£13,258,745
Total expenditure	£11,987,452	£12,998,751	£13,058,754
In year position	£259,999	-£123,497	£199,991
Carry forward	£300,214	£560,213	£436,716
Cumulative position	**£560,213**	**£436,716**	**£636,707**

Financial Benchmarking

Comparator data relates to 2017/18

	Your School	Similar School	LA Average	National Average
Income per pupil - grant	£5,258	£5,258	£5,258	£4,899
Income per pupil - self generated	£89	£89	£89	£231
Expenditure per pupil - teaching	£2,240	£2,240	£2,240	£2,407
Total expenditure per pupil	£5,271	£5,271	£5,271	£5,132

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BEHAVIOUR AND ATTITUDES

Current SEF Grade: Requires Improvement

Pupil Attendance Rates

Overall Attendance Rate

Target		96.0%
This report	⚠	95.0%
This time last year		98.0%

Persistent Absence Rate

Target		4.0%
This report	●	3.0%
This time last year		5.0%
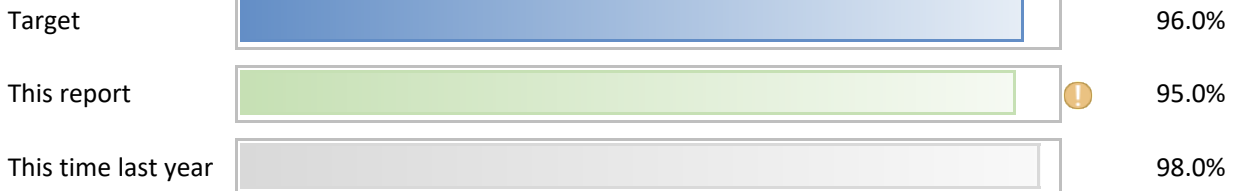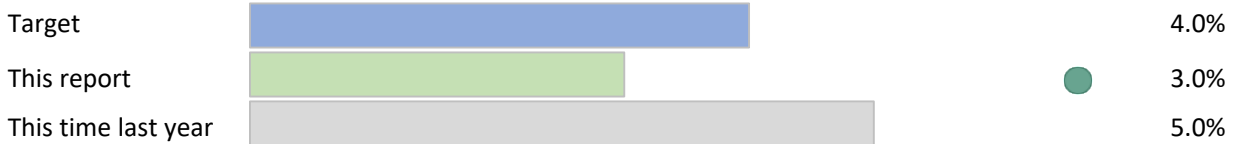
Auth. Absence due to Illness		Unauth. Absence - Family Holidays	
This Report	3.0%	This Report	4.0%
This time last year	2.0%	This time last year	5.0%
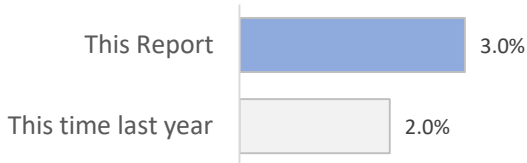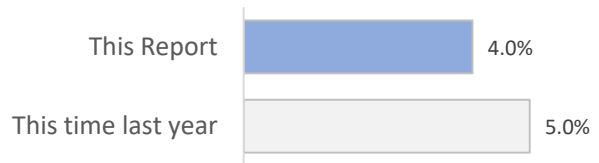
Attendance Benchmarking

Data relates to 2017/18
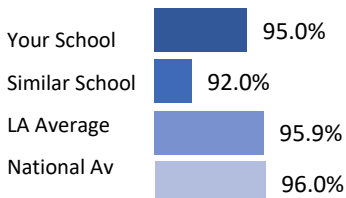
	Overall Attendance	Persistent Absence	Auth. Absence Illness	UnAuth. Family Holiday
Your School	95.0%	3.0%	2.0%	1.0%
Similar School	92.0%	1.0%	0.5%	1.0%
LA Average	95.9%	8.8%	2.7%	3.0%
National Av	96.0%	8.2%	2.5%	2.0%
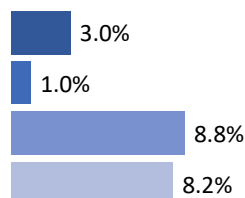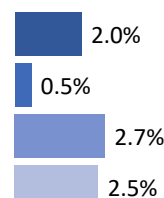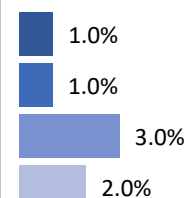
Behaviour Update	
Has the Behaviour Policy been reviewed in the last 12 month?	**Yes**
Is there a method of recognising and praising good behaviour that helps to foster an ethos of high expectations?	**No**
Has a pupil voice survey been completed in the last 12 months?	**No**

Summary of behaviour incidents recorded since the last report			
Exclusions - Fixed Term	0	Bullying Incidents	0
Exclusions - Permanent	0	Physical Interventions	0
		Race / Hate Incidents	0

Additional Information for the Behaviour and Attitude Section
Add details here

PERSONAL DEVELOPMENT	Current SEF Grade: Requires Improvement

Key Governor Checks	
Is the Charging Policy on the school website?	**Yes**
Number of educational visits that have taken place since the last report across the school	**5**

Summary of visits that have taken place since the last report
Add details

Do we offer learners a wide range of extra-curriculum activities?	**No**
Percentage of pupils that take part in extra-curriculum activities?	**45%**

Examples of extra-curriculum activities that take place
Add details

Do learners have the opportunity to work with a variety of pupils in school?	**Yes**

Examples of activities that take place in school
Add details

Is there a program in place that prepare learners for life in modern Britain?	**Yes**

Examples of activities that take place in school
Add details

Is there a school council or an equivalent forum that allows learners to express their views?	**Yes**

QUALITY OF EDUCATION	Current SEF Grade: Outstanding

Quality of Education: INTENT	
Key Governor Checks	
Are details of the curriculum published online?	**Yes**
Does the school follow the national curriculum or a curriculum of similar breadth and ambition?	**Yes**
Does the SEND information report for each academy include details of how the curriculum is adapted or made accessible for learners with SEND requirements?	**Yes**
Do disadvantaged learners follow the same curriculum as other learners in each academy?	**Yes**
Quality of Education: IMPLEMENTATION	
Number of learning walks or equivalent that have taken place by governors since the last report	4
Do we have more than 3 data collection points a year?	**Yes**

If yes, what is the rationale behind this decision

Add details here:

The Quality of the Curriculum Implementation

This Report	**Last Report**

This Report pie chart:
- Outstanding 30%
- Good 50%
- RI 10%
- Inadequate 10%

Last Report pie chart:
- Outstanding 25%
- Good 45%
- RI 10%
- Inadequate 20%

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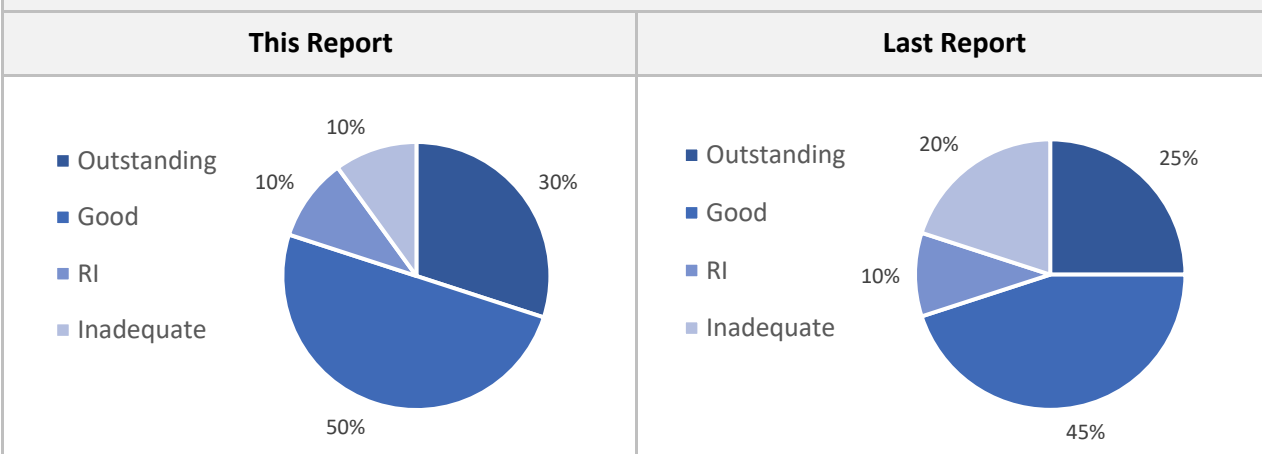
Quality of Education: IMPACT (EYFS)

2018 EYFS Results

% of learners with a Good Level of Development (GLD) in 2018		Similar School	LA Average	National Average
All Learners	✓ 80%	65.0%	90.0%	78%
All Boys	✓ 81%	66.0%	91.0%	79%
All Girls	⚠ 75%	60.0%	85.0%	78%

% of learners achieving all Early Learning Goals (ELG) in 2018		Similar School	LA Average	National Average
All Learners	✓ 72%	57.0%	82.0%	70%
All Boys	⚠ 69%	54.0%	79.0%	71%
All Girls	✓ 77%	62.0%	87.0%	75%

2019 EYFS Targets & Forecasts

	% of Pupils expected to achieve a Good Level of Development by 2019			% of Pupils expected to achieve at least Expected in all 17 ELG's by 2019		
	Currently on Track	Target	Forecast	Currently on Track	Target	Forecast
All	80.0%	79.0%	80.0%	80.0%	79.0%	80.0%
Boys	76.0%	72.0%	76.0%	76.0%	72.0%	76.0%
Girls	82.0%	81.0%	83.0%	82.0%	81.0%	83.0%

ELG	Early Learning Goals	Nat.	National Average
GLD	Good Level of Development		

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Quality of Education: IMPACT (KS1)

2018 KS1 Phonic Results

% of Learners Meeting the Required Standard of Phonic Decoding by Year 2	Similar School	LA Average	National Average
All Learners ⚠ 72%	57.0%	82.0%	77%
All Boys ✅ 69%	54.0%	79.0%	65%
All Girls ⚠ 77%	62.0%	87.0%	78%

2018 KS1 Results by Subject

% Results at KS1 in READING		Similar School	LA Average	National Average	National Non-Disadvantaged
All Learners	EXP+ ⚠ 72%	57.0%	82.0%	77%	
	GD ⚠ 72%	57.0%	78.0%	77%	
Disadv.	EXP+ ✅ 69%	54.0%	79.0%	65%	65%
	GD ✅ 69%	65.0%	66.0%	65%	65%

% Results at KS1 in WRITING		Similar School	LA Average	National Average	National Non-Disadvantaged
All Learners	EXP+ ⚠ 72%	57.0%	82.0%	77%	
	GD ⚠ 72%	57.0%	78.0%	77%	
Disadv.	EXP+ ✅ 69%	54.0%	79.0%	65%	65%
	GD ✅ 69%	65.0%	66.0%	65%	65%

% Results at KS1 in MATHS		Similar School	LA Average	National Average	National Non-Disadvantaged
All Learners	EXP+ ⚠ 72%	57.0%	82.0%	77%	
	GD ⚠ 72%	57.0%	78.0%	77%	
Disadv.	EXP+ ✅ 69%	54.0%	79.0%	65%	65%
	GD ✅ 69%	65.0%	66.0%	65%	65%

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	% Results at KS1 in SCIENCE			Similar School	LA Average	National Average	National Non-Disadvantaged
All Learners	EXP+		⚠ 72%	57.0%	82.0%	77%	
	GD		⚠ 72%	57.0%	78.0%	77%	
Disadv.	EXP+		✅ 69%	54.0%	79.0%	65%	65%
	GD		✅ 69%	65.0%	66.0%	65%	65%

2019 KS1 Targets and Forecasts

Subject Area - All Pupils	At or Above Expected Standards			At Greater Depth		
	On Track	Target	Forecast	On Track	Target	Forecast
Phonics Year 2	91%	92%	92%			
Reading	88%	87%	88%	12%	15%	14%
Writing	87%	86%	88%	11%	14%	12%
Maths	82%	85%	83%	12%	15%	15%
Science	80%	84%	81%			

Abbreviations used in this section

EXP+	At or above Expected Standard
GD	Greater Depth
NAT.	National

Quality of Education: IMPACT in Key Stage 2 (KS2)

2018 KS2 Attainment Results

% Results at KS2 in READING, WRITING AND MATHS			Similar School	LA Average	National Average	National Non-Disadvantaged
All Learners	EXP+	✅ 72%	57.0%	82.0%	71%	
	GD	✅ 19%	64.0%	29.0%	17%	
All Boys	EXP+	✅ 71%	56.0%	81.0%	60%	
	GD	✅ 18%	15.0%	28.0%	13%	
All Girls	EXP+	⚠️ 72%	57.0%	82.0%	77%	
	GD	✅ 14%	14.0%	24.0%	11%	
Disadv.	EXP+	✅ 69%	54.0%	79.0%	67%	65%
	GD	⚠️ 12%	11.0%	22.0%	10%	71%

% Results at KS2 in READING			Similar School	LA Average	National Average	National Non-Disadvantaged
All Learners	EXP+	✅ 72%	57.0%	82.0%	71%	
	GD	⚠️ 10%	7.0%	12.0%	9%	
Disadv.	EXP+	⚠️ 69%	54.0%	79.0%	70%	70%
	GD	⚠️ 13%	10.0%	15.0%	9%	65%

% Results at KS2 in WRITING			Similar School	LA Average	National Average	National Non-Disadvantaged
All Learners	EXP+	✅ 72%	57.0%	82.0%	71%	
	GD	⚠️ 72%	57.0%	82.0%	77%	
Disadv.	EXP+	⚠️ 69%	54.0%	79.0%	70%	70%
	GD	✅ 69%	65.0%	66.0%	65%	65%

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% Results at KS2 in MATHS			Similar School	LA Average	National Average	National Non-Disadvantaged
All Learners	EXP+	✅ 72%	57.0%	82.0%	71%	
	GD	⚠️ 72%	57.0%	82.0%	77%	
Disadv.	EXP+	⚠️ 69%	54.0%	79.0%	70%	70%
	GD	✅ 69%	65.0%	66.0%	65%	65%

% Results at KS2 in GRAMMAR, PUNCTUATION & SPELLING			Similar School	LA Average	National Average	National Non-Disadvantaged
All Learners	EXP+	✅ 72%	57.0%	82.0%	71%	
	GD	⚠️ 72%	57.0%	82.0%	77%	
Disadv.	EXP+	⚠️ 69%	54.0%	79.0%	70%	70%
	GD	✅ 69%	65.0%	66.0%	65%	65%

KS2 Progress Results

READING	You		Similar	LA	NAT
ALL	✅	0	2.1	1.6	-1
BOYS	✅	0	0.9	0.4	0
GIRLS	⚠️	0	-3	-1.2	1
DISADV.	⚠️	-3.1	-1.4	-2	-0.3

WRTING	You		Similar	LA	NAT
ALL	✅	0	2.1	1.6	0
BOYS	⚠️	0	1.6	1.1	2
GIRLS	✅	0	-3	0	0
DISADV.	⚠️	-3.1	-1.4	-2	-0.3

MATHS	You		Similar	LA	NAT
ALL	✅	0	2.1	1.6	0
BOYS	⚠️	0	1.6	1.1	2
GIRLS	✅	0	-3	0	0
DISADV.	⚠️	-3.1	-1.4	-2	-0.3

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2018 Average Test Scores
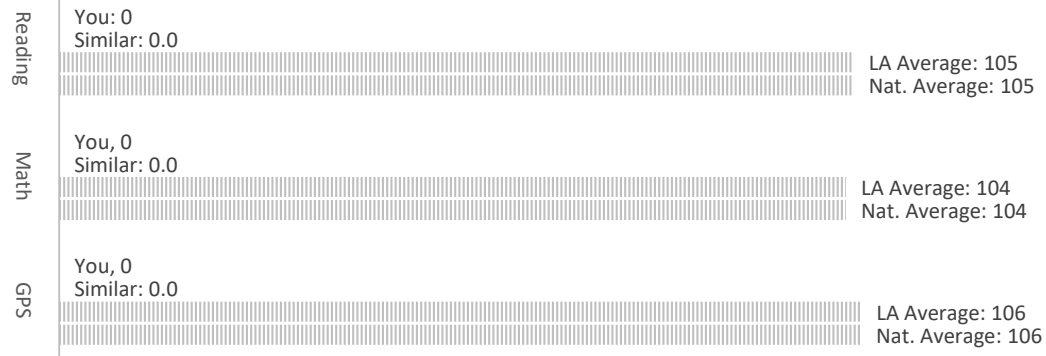
	GPS	Math	Reading
⦙⦙ You	0	0	0
⦙⦙ Similar	0.0	0.0	0.0
⦙⦙ LA Average	106	104	105
⦙⦙ Nat. Average	106	104	105

2019 KS2 Targets and Forecasts

Subject Area - All pupils	At or Above Expected Standards			At Greater Depth		
	On Track	Target	Forecast	On Track	Target	Forecast
Reading, Writing & Maths	74%	73%	74%	14%	13%	14%
Reading	70%	74%	70%	10%	14%	10%
Writing	71%	72%	71%	11%	12%	11%
Maths	76%	76%	76%	16%	16%	16%
GPS	71%	70%	71%	11%	10%	11%

Abbreviations used in this section

Nat	National Average Figure	GPS	Grammar, Punctuation & Spelling
RWM	Reading, Writing & Maths	Disad	Disadvantaged Pupils
		N.Disadv	Non-Disadvantaged Pupils

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Quality of Education: IMPACT In Key Stage 4 (KS4)

2018 KS4 Attainment Results

Comparable data relates to 2018 data for state funded schools

Progress 8 Score			Attainment 8 Score		55
Your School	**1.40**	Above Average	Your School	55.00	
Similar	**-1.30**	Well Below Average	Similar School	45.50	
LA Average	**0.40**	**Average**	LA Average	59.30	
Nat Average	**0.00**		Nat. Average	40.00	

% of Pupils Entering the EBacc - All Pupils	**74.0%**	EBacc Average Point Score (APS) - All Pupils	**4.21**
Your School	74%	Your School	4.21
Similar School	62%	Similar School	3.65
LA Average	77%	LA Average	5.56
Nat. Average	73%	Nat. Average	4.56

% at Grade 5 or Above in English & Maths GCSEs - All Pupils	**60.0%**	Staying in Education or Entering Employment	**93.0%**
Your School	60%	Your School	93%
Similar School	55%	Similar School	88%
LA Average	68%	LA Average	95%
Nat. Average	54%	Nat. Average	98%

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2019 KS4 Targets

	Progress 8	Attainment 8	Entering Ebacc	Ebacc Average Point Score	Grade 5+ in Eng. & Maths	Staying in Edu. or Entering Employment
% On-track	66%	54%	66.0%	55%	64.0%	90.0%
Target	1.5	45.0	65.0%	4	66.0%	95.0%
Forecast	1.5	44.0	66.0%	4.40	65.0%	95.0%

Abbreviations used in this section

Nat	National Average Figure	GPS	Grammar, Punctuation & Spelling
RWM	Reading, Writing & Maths	Disad	Disadvantaged Pupils
		N.Disadv	Non-Disadvantaged Pupils

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