



**Values Education' is about understanding what is important to us individually, within our families and as a whole school community.**

## Annual Report To Parents

2018 - 2019

**Where possible we offer translation or explanation of written communication. Please contact the school office if you require forms/paperwork in any other format.**

## **Governing Board Annual Report to Parents for the Academic Year 2018/2019.**

The Education (No 2) Act requires every Governing Board to present an Annual Report to parents, and I am therefore delighted to provide this report which outlines our work for the academic year 2018/2019.

Our Governing Board for 2018/2019:

Governor	Committee	Specific Responsibility
Mandy Reddick	Pupils and Curriculum	Chair of the Governing Board, English, RE & International Schools
Nicola Neal	SRPC	Vice Chair of the Governing Board & Appeals
Matthew Dobson	SRPC (Chair)	Finance & PE
Jonathan Steer	SRPC	H&S, Sites, Maths & Exclusions
Jennifer Shields	Pupils and Curriculum (Chair) & SRPC	Safeguarding
Siobhan Wright	Pupils and Curriculum	Pupil Premium Champion
Nicola Parker	Pupils and Curriculum	Staff Welfare
Dave Bell	n/a	SMSC & Exclusions
Caroline Ashton	Pupils and Curriculum	EYFS
Iain Smith	Pupils and Curriculum	Appeals
Clare Johns	SRPC	Pupil Premium
Lucy Mayhew	Pupils and Curriculum	SEND
Susan Purdue	All committees	Head Teacher
Sharon Keely		Clerk to the Board

I'm very proud to report that 2018/2019 was another positive year in many respects for our school. Yet again, our end of year data was outstanding, demonstrating the very good progress that the children made over the year. I would like to take this opportunity to thank the dedication and hard work of our teachers and support staff who have all worked so very hard to achieve this success. An important contributory factor is also the team who ensure that our school runs smoothly on a day to day basis, so many thanks to our Site Agent and our Administration Team.

As our school grows in numbers, we have needed to employ additional teachers and we are very fortunate to open our doors in September 2019 with a full complement of teaching and classroom support assistants.

## Our Teachers for 2019/2020

EYFS	Miss N Bill
	Miss C Bishop/ Mrs C Gates
Year 1	Miss A Workman
	Mrs S Wright
Year 2	Mrs B Ambler/Miss S Ellis
	Mrs T Coles/ Miss C Smith
Year 3	Miss S Evans
	Miss L Curtis
Year 4	Mrs N Parker
	Miss R North

As parents will be aware, Mrs Purdue informed me of her intention to retire at the end of the summer term, and, although staff and pupils were very sad to see her leave to enjoy more time with her family, they gave her a wonderful send off and prepared a very moving church service in which everyone participated. I would like to take this opportunity to thank Mrs Purdue for her dedication to the school over many years. The school has benefitted from her outstanding leadership and distinctive Christian ethos. We all wish her a very long, happy and healthy retirement.

In January, a working party for the Governing board began the process of seeking a new Head Teacher. This was a very thorough and rigorous process, supported by representatives from the LA and the Diocese, and our Clerk. We were delighted to be able to appoint Mrs Sarah Boyle who has been a Deputy Head Teacher in a small lower school nearby. Mrs Boyle and Mrs Purdue have met frequently over the summer term and I am confident that the transition process has been transparent and smooth and the school will continue to succeed.

In the current education climate, many schools face an uncertain future, particularly those currently in a three tier system. Silsoe is part of a pyramid of schools which ultimately feed into Harlington Upper School and through this connection, our Governors are automatically involved in the Harlington Area Schools Trust (HAST). Our school joined the HAST board several years ago to ensure that our voice is heard at discussions about the future of education in our area. HAST are proposing to form a Multi Academy Trust (MAT), and their proposals have now been approved by the Regional Schools Commissioner. Our Governing Board regularly discuss whether joining this, or any other MAT is the way forward for our school. We are also consulting with the Diocese, because as a Church school, we cannot and will not make any decisions which could compromise our Christian character. In addition to this, the LA have made it clear that moving to a two tier system is their preference. May I assure you that no decision will be made without a full consultation, so please

be assured that if or when the time comes, all information will be shared with all stakeholders.

As I outlined earlier, our end of year data was impressive. In EYFS, pupils demonstrating a Good Level of Development (GLD) was 10% higher than the National average, with our less able pupils achieving very well. Our phonics results in Y1 were impressive and showed that all pupils passed the test, with the exception of those with an EHCP. Outcomes in Y2 were externally moderated this year and are well above national standards as are results in Y3 and Y4. The school has been able to accommodate joint planning and preparation time for teachers and classroom assistants allowing the sharing of ideas and new approaches, and this has undoubtedly been of benefit to the children.

In addition to our academic success, children have enjoyed some impressive sporting achievements. Many children had the opportunity to take part in sport festivals, and, as ever, not only did they work hard and to compete well, but their conduct and sportsmanship were a credit to themselves and our school. Children have also had opportunities to take part in a wide variety of extra curricular activities, all of which are outlined on our website.

As well as assisting our school with strategic direction, challenge and support, Governors demonstrate their support throughout the year by witnessing learning during focussed visits to the school. These are thoroughly enjoyable and all governors report that they are constantly impressed with the learning that they see. Visits to the school are an important part of monitoring the work of the school and ensuring that high standards are maintained.

As a church and values driven school, the Diocese of St Albans carried out an inspection under the new Statutory Inspection of Anglican and Methodist Schools (SIAMS) in June of this year. This is a very rigorous process and explores one question '*How effective is the school's distinctive Christian vision, established and promoted by leadership at all levels, in enabling pupils and adults to flourish?*' I am delighted to report that the school was deemed as 'Excellent' in all areas. The full report has been published on the website and can also be accessed through the Diocesan website.

As we begin preparations for a new academic year, I would like to assure you that the Governing Board will continue in their endeavours to support Mrs Boyle, the staff and the children to ensure that they receive the help and support they need and deserve. It is this ethos which ensures that our school maintains standards year on year with our mission:

*'To be an excellent, God-centred, values based, community focussed school where everyone is welcomed, encouraged and included. Our children will develop as*

*creative, determined learners and responsible citizens inspired to achieve their God-given potential and live life in all its fullness. We will foster understanding, tolerance and forgiveness within our caring Christian community' John 10:10*

**Mandy Reddick**

**Chair of the Governing board**

## **Pupils & Curriculum Committee Report 2018/19**

As always, we have a very comprehensive School Development Plan (SDP) which allows all staff and governors to focus clearly on the priorities for providing the very best opportunities for our children to learn. This year we have made significant progress in addressing all areas of the SDP and we start the next academic year in an excellent position.

I am delighted to report that good progress has been made across the key stages and that throughout the school we have continued to achieve both academic and sporting success. This is despite the many challenges that the growing school, the changing demographic and increased budgetary pressure have posed.

This year a new marking system was introduced which allowed teachers to provide immediate and focused feedback to the children. This has been received incredibly positively and is intended to be refined further in the coming years. 'The Big Write' has also been extended this year with years 2, 3 and 4 taking part and the value of this was made clear during moderation.

The governors and staff continue to be frustrated by the delay in handing over the school field, however, since the move to our new school site in 2017 the staff have become increasingly more creative in the use of the outdoor space that is available and have managed to maintain the level of access to a fantastic array of sports and activities. We have continued to press CBC for a resolution and are hopeful that we will have a fenced field available for the children to use when they return in September.

As a school we are proud of the partnership which we continue to build with our parents. We have enjoyed welcoming you in to school to share in our special days, sports events, musical concerts, performances and celebration worships.

The Pupils and Curriculum Committee meet termly and our primary function is to review the SDP and ensure that the priorities set out are focused on throughout the year. This information is then reported to the Full Governing Board.

Below is a high level summary of the results for each year group for 2018-2019. The results include all children in the year group including those from Conifer Class and children with SEND, assessments for all year groups have been measured using the national curriculum approach. Each teacher is responsible for completing a detailed analysis of the results of their class and the results of this analysis form the basis of the SDP for the following year.

## End of Year results

### Early Years Foundation Stage

In Acorn and Chestnut classes this year children have achieved exceeding judgements in all areas of the curriculum. It is significant that a large number of these exceeding judgements were awarded for communication and language which has been a focus of our School Development Plan this year as it is critical in developing confidence, increasing cultural capital and promoting learning.

Outcomes June 2019			
	<b>Silsoe 2019</b>	<b>Silsoe 2018</b>	<b>National 2018</b>
GLD	81.4%	86.2%	71.5%
Average point score	35	34.2	34.6
% of children with at least 1 exceeding judgement	40%	29%	15.3%
<b>Reading</b>	<b>Writing</b>	<b>Maths number</b>	<b>Maths shape/space/measure</b>
86% exp or exc	84% exp or exc	84% exp or exc	95% exp or exc
19% exc	5% exc	12% exc	5% exc

### Key Stage 1

#### Year 1

91% of the children achieved the expected level in the Phonics test. The 'phonics finder' continues to be a useful tool in helping parents to support their children with their learning.

Outcomes 2019			
	<b>Silsoe 2019</b>	<b>Silsoe 2018</b>	<b>National 2018</b>
Phonics	91%	95%	
	<b>Silsoe 2019 at or above</b>	<b>Silsoe 2019 above</b>	<b>Silsoe 2018 at or above</b>
Reading	91%	16%	91%
Writing	81%	9%	87%
Maths	91%	9%	91%
Science	94.5%	3.5%	96%

## Year 2

These are excellent above national results which have been externally moderated. The moderators completely validated the school's judgements and commented positively on how well the two teachers knew the children in their class.

Outcomes 2019			
	<b>Silsoe 2019</b>	<b>Silsoe 2018</b>	<b>National 2018</b>
Phonics retake	100%	96%	92%
	<b>At or greater depth</b>	<b>At or greater depth</b>	<b>At or greater depth</b>
Reading	90%	83%	75%
Writing	86%	83%	70%
Maths	92%	85%	76%
Science	96%	96%	83%
	<b>Reading</b>	<b>Writing</b>	<b>Maths</b>



Greater depth School 2019	29%	23%	33%
Greater depth national 2018	26%	16%	22%

## Key Stage 2

### Year 3

Outcomes 2019			
	<b>2019 At or above</b>	<b>2019 Above/greater depth</b>	<b>2018 At or above</b>
Reading	88%	41%	79%
Writing	74%	37%	76%
Maths	82%	29%	73%
Science	82%	25%	

### Year 4

This is a particularly strong set of results which demonstrates the positive impact of the focus on Key Stage 2 this year.

The significant impact of the 5 pupils in Conifer who are included within these statistics is also worth noting. As a group they account for 15% of the total and the impact is particularly significant in writing which is always an area of difficulty for someone with SEMH needs.

Outcomes 2019			
Outcomes with Conifer	<b>2019 At or above</b>	<b>2019 Above/greater depth</b>	<b>2018 At or above</b>
Reading	82.3%	35%	76%

Writing	74%	24%	68%
Maths	82.3%	26%	65%
Science	93.5%	23%	

**Jennifer Shields**

**Chair of Pupils and Curriculum**

## **Strategic Resources and Finance Committee (SRFC) Report – 2018- 2019**

Expenditure and resources are always deployed in support of the School Development Plan which is established prior to the start of the school year. The School year runs from September to July, whereas the school finances actually run in a typical fiscal year from April to March. The committee and governors review the School Development Plan in the context of keeping the school moving forward, focussing on any areas which have been highlighted for development or indeed replicating and expanding on the success from the previous year.

The committee continues to monitor the school's resources and how efficiently they are allocated to give the children at Silsoe Lower School the best quality of education. Moving into a third full year at the new school location has provided better historical data with which to manage resources and costs. For example, the costs of running the school in its larger size are significantly different from the old school, costs of utilities and insurance have risen as expected along with other incremental costs such as cleaning and security.

With the increase in pupil numbers, resources across the school increase in line to support learning, from staffing, technology through to teaching materials and even travel costs for external events. The school continues to forge closer links with the Pre-School, sharing expertise and indeed resources. This is closely monitored so as not to be a financial burden on the school, but most importantly to ensure the best possible outcome for children progressing through the Early Years Foundation Stages.

**Staffing** – With the increase in pupils at the school and the resultant additional class intake in Year 4 the staff has increased with additional full-time teaching and teaching assistant staff. This brings with it an increase in associated costs such as Pension provisions etc. With the planned growth phase now complete, there will be more focus on using staff resources efficiently across the school.

**Pupil Premium and Sports Premium** – One of the key areas of focus for the committee has been in regard to the efficient use of the additional government funding that has been received to support both in-class-learning and sports related activities. Sub committees report back on observations and discussions with

relevant staff members on the use of this important funding. Clear evidence of this has been observed both in the classroom and at play time.

**Carried forward Revenue** -. This excess funding carry-over is circa 5% which is fine (a maximum of 8% is allowed). The school has always been careful to ensure the current school and its pupils are invested in-year, much of this carry over has been kept aside for the Sports Field materials, when it is finally handed over correctly by the Council and the Developers, final progress on this is expected in 2019.

**Investments** - The school has been careful to invest as much as possible in a sustainable way, for example staff training to enhance the skill of the teaching and support staff that will benefit the learning of the pupils and will carry over into future years.

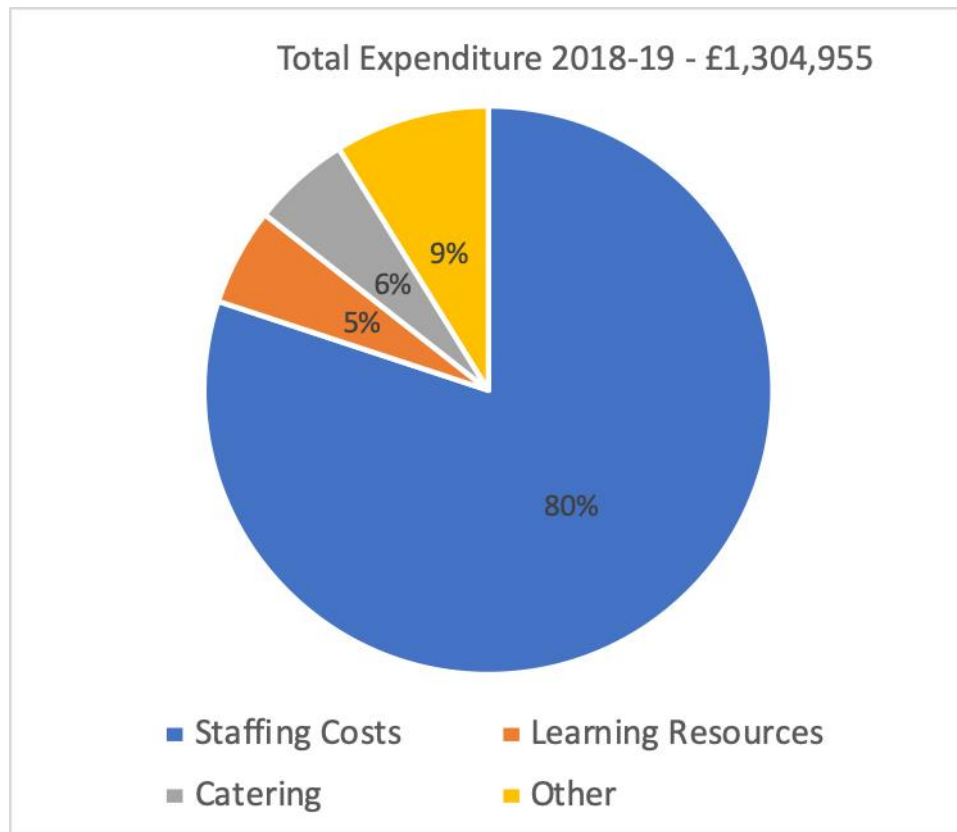
**PTA** – The Parents Teachers Association continues to be a huge support for the school, raising significant funds through various activities which have enabled the purchase of additional items for both in class benefit (IT Resources & Laptops) but also at break times and PE (Outside Play Equipment & Playground Markings) In addition extra help has been provided for School trips, in particular for Transport where the requirement for coaches has doubled with the 2 form entry. With the increasing numbers of pupils and their parents at the school there is significant workload on this team of volunteers. The PTA will be planning this coming year; continued support for school trips, support for Forest School and Play equipment once the new school field finally becomes available, plus new blinds for the Assembly hall.

**Value for Money** – The School management team regularly monitor that external expenditure is done at best value, consolidating purchasing within the HAST framework and Tendering where the scale of purchase allows.

**School Expenditure** - The School's 2018-2019 expenditure is summarised in the pie chart below.

As you will notice, as usual the bulk of expenditure is related to staff costs, this will always be the case. Total Expenditure is at £1,304k up from £1,139k the previous

year, this is in line with expectation as the school has completed the growth phase in adding 2 form entry throughout the year groups.



Should you require them, further details of the final accounts for 2018/19 are available on the VLE or from the School Business Manager, Mrs J Gidley.

The school continues to be run with very tight financial management, ensuring Pupils gain in-year benefit (in line with the School Development Plan) from expenditure and significant capital investments are sustainable and continue to provide benefits in future years. The focus in this coming year will be to continue the dialogue with the School management team, paying particular attention to maintaining a sustainable financial model for the benefit of our pupils.

**Matthew Dobson**

**Chair –Strategic Finance and Resources Committee**