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# SCHOOL IMPROVEMENT



2021

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# THE VISION AND PRIORITIES FOR ENFIELD EDUCATION



The roadmap to success to benefit our children in Enfield is very clear with these four steps:

1. Our children will be at the very heart of all decisions taken by the Education Service
2. We will encourage high quality pre-school, nursery and early learning across the Borough
3. All children will receive a high-quality education and be given the tools to achieve to the best of their ability
4. All children will be supported to become good citizens, able to contribute and become full members of society

Enfield Education wants to work closely with you to achieve our common goals. We will support you throughout by providing high-quality services to benefit our children with the best quality education tools available to us.

*"HIGH STANDARDS, QUALITY SERVICES, CHILDREN FIRST"*

By working collaboratively, we want to:

- Raise attainment across all key stages to above the London average
- Address and reduce inequalities across education to ensure equality of outcomes
- Form partnership working with all stakeholders to be key to the work and success of the Enfield Education Service
- Ensure all Enfield schools are judged by Ofsted to be at least Good
- Effectively meet the needs of pupils with special needs, including mental health needs
- Allow for effective pupil place planning

The visions and values of Enfield Education are commonly entwined with those of the London Borough

of Enfield Council's values. Our symmetry to these is clear as we strive to achieve and meet the

expectations of all our residents:

- We Take Responsibility
- We are Open, Honest and Respectful
- We Listen and Learn
- We Work Together to Find Solutions



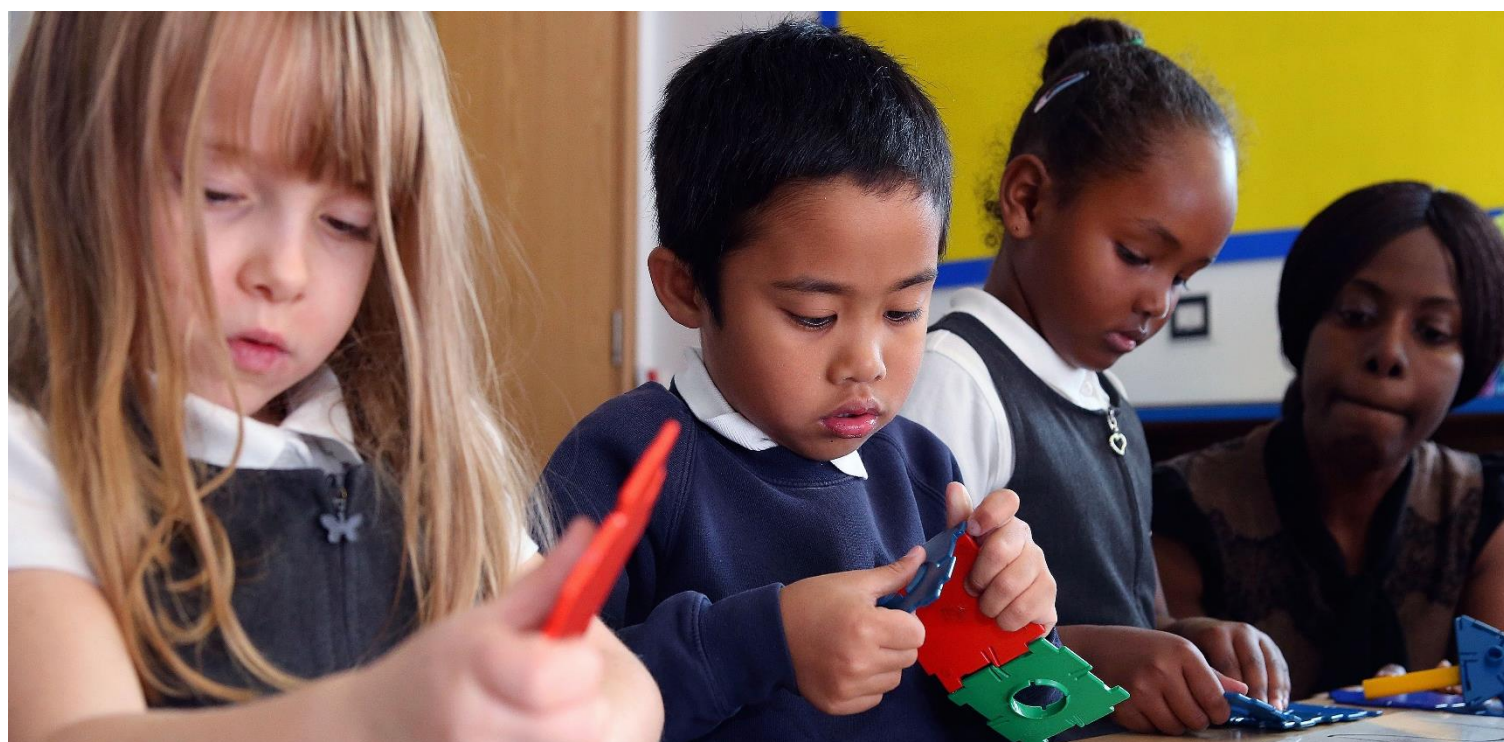


# SCHOOL IMPROVEMENT PRIORITIES



Working in partnership with Headteachers to

- Raise attainment across all key stages to above the London average
- Ensure all Enfield schools are judged by Ofsted to be at least good
- Address high levels of fixed term exclusions
- Address the high levels of youth violence
- Effectively meet the needs of pupils with special needs including mental health needs
- Effective pupil place planning
- Encourage high quality pre-school, nursery and early learning across the Borough





# SCHOOLS & EARLY YEARS IMPROVEMENT SERVICE

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The SEYIS Team delivers statutory and core school improvement support in the London Borough of Enfield.

The team consists of experienced advisers, including current Ofsted inspectors and specialist early years, EAL, SEN and governance advisers.

The SEYIS team is strengthened by using a pool of well regarded external consultants who are quality assured by the LA and given training on the local context.

There is also a traded SLA offer that provides highly effective, responsive support tailored to meet individual school improvement needs.

The team works in partnership with you to strengthen leadership and management, improve teaching and learning, build capacity at all levels and improve outcomes.



We are committed to working with providers, schools, settings and colleges to ensure that all children and young people living and studying in Enfield have access to a world class, world changing education system and are able to embrace all the learning opportunities our borough has to offer.



**ENFIELD**  
EDUCATION  
SERVICE

# THE SCHOOL IMPROVEMENT MODEL IN LBE



## **Champion**

of educational transformation,  
moral purpose, democratic  
mandate to ensure good  
outcomes, vision



## **Commissioner**

bringing the strategic picture,  
intelligence and data, enabling  
and commissioning support  
and development



## **Convenor**

bringing leaders together,  
connecting to best practice  
within and beyond the system,  
facilitating partnerships





# CHAMPION CONVENOR COMMISSIONER

## What makes Enfield unique:

- A common, vested interest in our children
- Shared measure of success
- The Head of SEYIS feeds into the wider LA
- Seamless interlink with our statutory responsibilities
- Access to local knowledge and intelligence with an data-led approach
- Agile & dynamic collaboration to meet the needs of the children in our borough





## TRADED OFFER

### Ofsted package – 9.5 days

- Feedback on the school self-evaluation and forward plan Curriculum health check
- Working with middle leaders to support and challenge the quality of curriculum (curriculum conversations)
- Interviews with Governors
- Interviews with pupils
- Targeted Ofsted support and training for staff and Governors
- Quality check of the website
- Safeguarding review

### Curriculum Package – 6.5 days

- Curriculum health checks
- Targeted CPD for three identified areas
- Working with 3 middle leaders to support and challenge the quality of curriculum (curriculum conversations)
- Targeted learning walks
- Interviews with pupils

### School Improvement Package – 5 days

- Full day team review
- Additional four SIA meetings throughout the year
- Website compliance check

9.5 Days: £3,800 | 6.5 Days: £2,500 | 5 Days: £2,000

Many more optional extras are available to compliment our traded offer packages

Available: <https://traded.enfield.gov.uk/TheHub>

# 5 DAY SCHOOL IMPROVEMENT PACKAGE

## AUTUMN TERM

### Core visit - outcomes

- What are the school's improvement priorities?
- How does the headteacher assess current school performance and on what basis? SEF feedback
- Does the data and documentation on **all** pupils' attainment and progress support high ambition for the pupils? (link to catch up premium)
- Curriculum adaptations post pandemic
- Are there significant variations and areas of under-performance within the school?
- How good are pupils' attendance and behaviour, looking at the different groups? Are these affecting achievement? What about fixed term and permanent exclusions?
- How well is the school ensuring that the pupils are ready to progress to the next stage of education and beyond?

### Follow up half day visit, activities to be agreed from previous visit and school priorities:

- Pupil interviews on focussed area, curriculum or mental health
- Middle leader interviews focussed on curriculum adaptations, pupil progress or mental health
- Review paperwork in a school improvement priority, interviews with relevant staff to triangulate evidence
- Support middle leaders reporting impact of their work





# 5 DAY SCHOOL IMPROVEMENT PACKAGE SPRING TERM

- Review in first half Spring term.
- Review areas agreed (impact of Autumn term priorities or Ofsted recommendations), using either Curriculum Health Check Model or review brief.
- Suitable external consultant/s or peer headteachers used to bring fresh eyes to the process, and any required additional expertise.

Follow up half day visit, activities prompted by the review.

- Support to Middle leaders in any area identified as needing more development.
- Whole school CPD in a particular area identified from school priorities or review
- Review paperwork in a school improvement priority, interviews with relevant staff to triangulate evidence
- Support middle leaders reporting impact of their work

Summer term 2022 Impact

Half day in depth website check, summer 1

- Basic website compliance check
- Check on consistency of policies, dates and format
- Professional view of the curriculum offer on the website
- Readability check
- Check of all links
- One hour feedback conversation



# 5 DAY SCHOOL IMPROVEMENT PACKAGE SUMMER TERM

## Summer term 2022 Impact

### Half day in depth website check, summer 1

- Basic website compliance check
- Check on consistency of policies, dates and format
- Professional view of the curriculum offer on the website
- Readability check
- Check of all links
- One hour feedback conversation

### Wrap up half day visit summer 2

- What was the impact of the year's priorities?
- Choosing the priorities for the next academic year using available data
- Is the school setting ambitious priorities (and targets) appropriate for pupils?
- What aspects of practice could be shared with others beyond the school so as to contribute to raising attainment and achievement by offering school to school support?
- Are there any plans to work collaboratively with other schools? (Local authority opportunities can be highlighted, becoming a headteacher mentor, staff who may be looking for a secondment.)





# SCHOOLS & EARLY YEARS IMPROVEMENT SERVICE



## ENFIELD MAINTAINED SCHOOLS

In addition to the above traded offer we provide a service to meet our statutory duties.

## STATUTORY AND CORE OFFER

The following offer is without charge and is in line with the local authority discharging its statutory intervention functions and is set out in the School Intervention and Support Programme.

This enables the LBE to fulfil its basic statutory duties and local priorities for school improvement.

We recommend that this support is complemented by our traded offer.

- One half day visits offered from the allocated school improvement adviser to provide advice on school self review and improvement and commissioning plans across the academic year.
- The provision of a school improvement adviser point of contact for schools having Section 5/8 Ofsted inspection and visits, and the attendance of an LA officer at the final feedback meeting.
- Additional half-day targeted adviser quality assurance advice for Early Years settings & in SEN resource provision where this is identified as a significant area for development.
- Statutory advice and support for Governors, including an induction package, production of Instruments of Government, LA Governor appointments, half-termly Governors' newsletter, monthly Governor surgeries, support for Chairs and LA governors through Member Governor Forum.
- Statutory Assessment moderation and security visits in Early Years, Key Stage 1 & 2.
- A local programme of induction support for Headteachers.
- Access to 'school to School' brokered support.
- Statutory advice and guidance for Governing Bodies on the appointment of Headteachers, and attendance and support with final appointment panel.
- The provision of an locally agreed RE syllabus and related training.
- Statutory advice and support for education, training and employment pathways for young people 14–19, in line with Raising the Participation Age.
- In line with the SEN Codes of Practice – support from suitable qualified SEN Careers Advisors to work with SENCOs with regard to young people with an EHCP who are at risk of disengagement.
- Access to information from Enfield Education and borough partners



# ENFIELD MAINTAINED SCHOOLS – ADDITIONAL SUPPORT

## **Enfield Maintained schools – additional support**

Additional intervention and support will be provided for schools identified by Ofsted to be requiring improvement, or inadequate.

Also, schools identified locally as red or amber will receive additional support:

i) Ofsted requiring improvement schools and those locally identified as amber:

Additional LA adviser time, including governor support, will be allocated to support school improvement planning and monitoring progress, including support for discussions with HMI. Reviews of teaching and learning and leadership will also be commissioned, with reports provided to Headteachers and Governors. The general expectation will be that schools will commission any additional curriculum or consultant resources to support their improvement plans, drawing on any established SLA with the LBE, Diocese or other organisations.

However, in exceptional circumstances additional funding can be agreed where there are immediate priorities.

ii) Schools judged to be inadequate by Ofsted or locally identified red:

Additional LA adviser time, including governor support, will be allocated to support school improvement planning, the statement of action and monitoring progress, including support for discussions with HMI. Reviews of teaching and learning and leadership will also be commissioned, with reports provided to Headteachers and Governors. Alongside drawing on any established SLA with the LBE, Diocese or other organisations to support the resourcing of improvement plans, additional funding and resources may also be made available to support priorities.





## **Non-Maintained Schools, Academies and Independent Schools STATUTORY AND CORE OFFER**

The following offer is without charge and is in line with the local authority discharging their statutory intervention functions and is set out in the School Intervention and Support Programme.

This enables the LBE to fulfil its basic statutory duties and local priorities for school improvement.

We recommend that this support is complemented by our traded offer, the advantages of which are listed on here.

- The allocation of a school improvement adviser to all schools and Academies to provide a local authority point of contact and advice on commissioned support, including SLAs, with the offer of an in-school meeting to support this.
- A local programme of induction support for Headteachers.
- Access to 'school to School' brokered support.
- The offer of advice for Governing Bodies when appointing Headteachers.
- Support for Chairs through Member Governor Forum.
- Statutory advice and support for education, training and employment pathways for young people 14–19 in line with Raising the Participation Age.
- Access to information from Enfield Education and borough partners through The Hub



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