



The Deanery Church of England Academy
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Headteacher – Mrs Kelly Osborne-James
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Dear Parents,

Following the report and cover letter sent today, I wanted to write and provide you with additional information relating to the school's next steps.

In order for us to make rapid progress, we will continue to address the areas in which improvements are required. The school has produced a Post Ofsted Action Plan and this is already driving school improvement.

I am very pleased with our current staffing team, who are working extremely hard to further improve outcomes for our students. The new Recruitment and Retention Strategy specifically addresses key staffing priorities including increasing applications and appointments in order to reduce the number of vacancies.

To this end, I am driven to ensure all staff feel valued and supported. I am acutely aware of the need to quickly establish clear systems and processes in all aspects of school life. I believe this will significantly impact on staff turnover thus reducing change and achieving consistency.

Despite the final judgement, the inspectors identified positive strengths within the school including most importantly that 'safeguarding is effective' and 'pupils feel safe in school'.

The report also acknowledged that 'pupils are keen to do well' and 'classrooms are calm places to learn'.

Inspectors noted how the school has made improvements regarding attendance however, we must raise expectations and to ensure every student attends school as much as possible in order to maximise their learning and progress to achieve their best. I will be reporting on attendance in weekly updates over the coming weeks/months.

The Post Ofsted Action Plan identifies the key areas which require improvement. These include:

- To improve leadership at all levels to ensure robust strategic and operational plans drive school improvement at pace.
- To develop an ambitious curriculum for all pupils which identifies and sequences the component knowledge required to help pupils learn, build knowledge and develop skills over time.
- To accurately identify the needs of pupils with SEND to ensure the curriculum is successfully adapted, designed or developed to be ambitious and meet the needs of

pupils with SEND, developing their knowledge, skills and abilities to apply what they know and can do with increasing fluency and independence.

- To ensure pupils have high attendance. They must arrive at school on time and be punctual to all lessons. When this is not the case, the school will take appropriate, swift and effective action.
- To provide coherently planned, rich experiences throughout the curriculum and in extra-curricular activities which support pupils' personal development.
- To ensure pupils are prepared for future success in education, employment and training.

The school is the heart of the community and it deserves the very best. I am sure that you will be keen to hear more about what we are doing for all students, but also specifically for those in Year 11. There will be more information to follow in the next few weeks to address this.

With the publication of the report, now is the time to look forward and continue to address the issues that you as parents are most concerned about – that is ensuring that the children of The Deanery Church of England Academy receive the high quality education that they deserve where all children are supported to reach their potential and flourish. Your continued support as parents will be crucial in helping us to achieve this aim.

As headteacher, I am passionate to improve the life outcomes for every student and committed to meet the challenges ahead in order to achieve this.

I have chosen the following quote to take us forward into the term and beyond, which is full of reassurance and hope.

“For I know the plans I have for you,” declares the Lord. “Plans to prosper you and not to harm you, plans to give you hope and a future”.

Yours Sincerely

Kelly Osborne-James
Headteacher