

## SILCHESTER CHURCH OF ENGLAND PRIMARY SCHOOL

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Head of School: Rachel Moir

Dear Parents and Carers,

Unbelievably we have now reached the end of our first half term. For us the past 7 weeks have flown by. It has been an incredibly busy half term for the new Leadership Team, getting to know all the children and parents and finding out different aspects about how the school operates. Every week we are learning something new and trying to implement changes to further improve the education we can offer your children. I would like to thank you for your openness and honesty about how you feel the school is doing. I also thank you for your patience and understanding that as a new Leadership Team, it takes a little bit of time to identify and prioritise the areas most in need of improvement and to embed change.

I wholeheartedly believe that for a school to be successful, everyone in that community needs to work together. Therefore, transparency from the school on what they are trying to improve and why is essential. Having now had 7 weeks in post I can say that Silchester C of E Primary School is a very special school. We have many strengths with our fantastic children being the main one, however, there are lots of things to improve too.

The school is currently judged as 'Good' by Ofsted but having undertaken 3 Ofsted inspections in the last 16 months across the other schools in the collaboration, I am not 100% confident that we would secure this grading if we were inspected tomorrow. I have shared this view with the local authority and Governors and this is why they have deemed us as a school that requires additional support. I do not share this information with you to alarm you or to blame anyone for the situation we find ourselves in. By being a school that is supported by the Local Authority we are given access to some of the best advisors, the latest resources and importantly for parents, we are monitored regularly by external inspectors to ensure that the progress we are making is swift and significant.

I have full confidence that Silchester will soon be the school that our children both deserve and need it to be. The current staffing team and Governing Body are fully committed to making our school the best it can possibly be and have shown in the last 7 weeks how hard they are willing to work and how open they are to change. Both Mrs Moir and I feel very fortunate to be leading a team of such lovely people and dedicated professionals.

By working together with you, our parents, I know we can get to where we want to be. Below is summary of the Headline Improvement Priorities that we will be and have been working on this year

<b>Improvement Area</b>	<b>Objectives</b>	<b>Why</b>
Vision and Values	<ol style="list-style-type: none"> <li>1. To construct a new set of school values that help to deliver our vision of what type of school we want Silchester to be.</li> <li>2. Introduce a whole school approach to behaviour management that is in line with our schools' values.</li> <li>3. Ensure that 'The Silchester Way' of teaching and learning reflects and promotes the schools' new values.</li> </ol>	To establish and develop a clear school identity, culture and ethos which every community member can be proud of.
Teaching and Learning	<ol style="list-style-type: none"> <li>1. To establish a clear Teaching and Learning Philosophy (The Silchester Way) including a consistent tool kit of teaching and learning strategies</li> <li>2. To introduce and establish key Learning Behaviors.</li> <li>3. To ensure that phonics and early reading are taught to a high standard across EYFS, KS1 and year 3.</li> <li>4. To improve the quality of teaching and learning of writing.</li> <li>5. To improve the quality of teaching and learning of maths</li> </ol>	To ensure that teaching and learning is consistently strong across all year groups and subjects and that the children can develop the skills, knowledge and behaviours to be happy and successful in life.
Supporting vulnerable & disadvantaged pupils	<ol style="list-style-type: none"> <li>1. To ensure that the quality of teaching and learning for our most vulnerable children is of a consistently high standard.</li> <li>2. Ensure that all current children with Education Health Care Plans are receiving high quality support and that all children who are on the SEN register are having their needs met to enable them to make at least good progress.</li> <li>3. To ensure that all systems and processes connected to the identification and provision for children with SEN are clear, purposeful, support transition and are shared with parents.</li> <li>4. Ensure that the schools Pupil Premium Plan and catch-up plans are robust and targeted in the right areas based on both internal data and external research.</li> </ol>	To provide the best education possible to all pupils regardless of any disadvantages they may face. To ensure that all have the same opportunity to succeed.
Curriculum Development	<ol style="list-style-type: none"> <li>1. To ensure that there is full coverage of the curriculum in a progressive and engaging way.</li> <li>2. To ensure that there is high quality teaching and learning across all subjects.</li> <li>3. To ensure subject leaders are impacting the quality of provision for their subject across the school.</li> <li>4. To ensure all subjects provide opportunities to develop and reinforce core English and Mathematic skills whilst maintaining the integrity of the foundation subject's objective.</li> </ol>	To provide a broad, rich and engaging curriculum that equips the children with the skills, knowledge and behaviours to make a positive contribution to the world.
Leadership and Management	<ol style="list-style-type: none"> <li>1. To establish clear and effective systems of self-evaluation, improvement planning, monitoring and communication.</li> <li>2. To further develop the skills, abilities and impact of subject leaders.</li> <li>3. To further increase the Governing Body's ability to challenge and support the strategic direction of the school</li> </ol>	For the school to be able to demonstrate strong leadership by knowing its own strengths and weaknesses and communicating effectively to stakeholders what it is doing to improve.

Once the full School Improvement (SIP) has been agreed by the Governing Body, we will post it on our school website for you to view the finer details of the plan.

### **Staffing change for Year 3**

At the end of the summer term, we explained that due to some unforeseen late staffing changes that we would be starting this year with a job share of Miss Ouazanni and Miss Mursell. We had also shared that Miss Mursell would be starting her maternity leave around Christmas time. Having reviewed how this first half term has gone I would like to ensure more consistency for the children in year 3 and so have made the decision to replace Mrs Mursell at the start of next half term.

Therefore, Mrs Rolfe will be taking over the Yr 3 class teacher responsibilities on a Thursday and Friday from directly after half term. Mrs Rolfe is a qualified teacher with experience of teaching year 3 and has a passion for music, art and drama. She is a member of our Silchester community and invested in the development of our school. The children know Mrs Rolfe as she has been working in the school in a different capacity since September. Miss Ouazanni will be working closely together and will plan to ensure consistency and continuation of learning throughout the week. I have every confidence that moving forward Miss Ouazanni and Mrs Rolfe will do a fantastic job. I apologise for the number of staffing changes that have occurred for your children this half term. We will do our very best to make this the last one for the year.

Finally, I would like to wish you all a fantastic half term break. We look forward to sharing all of the fun, festive activities we have planned with you next half term.

Yours Sincerely

Mr G Golding

Executive Headteacher

<b>Key Dates for October/November 2023</b>	
Friday 20 <sup>th</sup> October	<b>INSET DAY</b>
Monday 23 <sup>rd</sup> – Friday 27 <sup>th</sup> October	HALF TERM HOLIDAY
Tuesday 31 <sup>st</sup> October Wednesday 1 <sup>st</sup> November	Parents Evenings
Wednesday 1 <sup>st</sup> November	9am – Open Day for New Year R's 2024
Monday 6 <sup>th</sup> November	School Photos
Friday 17 <sup>th</sup> November	PTA Movie Night
Friday 24 <sup>th</sup> November	Stay and Read Event
Friday 24 <sup>th</sup> November	Christmas Jumper Jumble Sale