

Education and Skills Director's Report to Governors

AUTUMN 2018

CONTENTS

Pages

- | | |
|--|----|
| 1. Provisional Achievement in Barnet (2018) | 2 |
| 2. Ofsted Monitoring visit report 31 July - 1 August 2018 | 6 |
| 3. Governance self-evaluation audit tool | 8 |
| 4. Revised Guidance for Maintained Schools on Applying for Funding of Redundancy Costs | 9 |
| 5. School Admissions and Place Planning Update 2018 | 10 |
| 6. Connect: the network for global learning in education | 14 |
| 7. Governor Services: Enhanced support from the Governance Advice Officer service | 16 |
| 8. School SENCO Toolkit launched | 18 |

***DEVELOPING THE
EFFECTIVENESS OF
YOUR GOVERNING
BODY***

For more information
please contact Sarah
Beaumont, Governor
Services Manager and
Lead GAO
Tel: 020 8359 7622

Summary

2017-18 was another successful year with regard to the achievement of pupils at the end of each key stage. The analysis below is provisional, based on the current data available which may change when the results are validated:

Barnet summary

- Early Years achievement was above national. The increase was in line with national.
- Year 1 Phonics attainment was above national. The increase was in line with national.
- Key Stage 1 attainment showed increases at EXS+ (pupils reaching the expected standard) in each subject with increases greater than national.
- Key Stage 1 attainment showed increases at GDS (Greater Depth) in reading and maths. The increase in Maths was greater than nationally. The increases at GDS were lower than nationally in Reading and Writing.
- Overall, for RWM (Reading, Writing and Maths) at KS1, the attainment increase was better than it was nationally for EXS+, but below national for GDS.
- Overall, for RWMS (RWM and Science) at KS1, the attainment increase was greater than the national increase.
- At KS2 attainment was above national and statistical neighbours in all subjects and above London in Reading, Maths and Grammar, Punctuation and Spelling (GPS) and equal to London in Writing.
- At KS2 the percentage of pupils who achieved Expected or above in RWM combined ranks Barnet 8th best LA out of 151 in the country.
- Progress made by pupils between KS1 and KS2 was significantly better than national in all subjects.
- At GCSE there was an increase in the percentage of students achieving 4+ and 5+ in English and Maths.
- At GCSE there was an increase in Attainment 8 between 2017 and 2018.
- At A Level there was an increase in the percentage of students achieving an A* to A, A* to B and A* to C.

Barnet detail (Primary)

Early Years Foundation Stage: GLD (%) (Good Level of Development)

	2017	2018	Increase
Barnet	73.3	74.1	+0.8
National	70.7	71.5	+0.8

Phonics (Year 1): Percentage meeting the standard

	2017	2018	Increase
Barnet	84.8	86.2	+1.4
National	81.2	82.6	+1.4

Key Stage 1

		% EXS+			% GDS		
		2017	2018	Change	2017	2018	Change
Reading	Barnet	78.1%	78.9%	+0.8%	27.2%	27.3%	+0.1%
	National	75.6%	75.5%	-0.1%	23.6%	25.2%	+1.7%
Writing	Barnet	70.7%	73.3%	+2.6%	16.3%	16.2%	-0.1%
	National	68.2%	70%	+1.8%	15.6%	15.9%	+0.3%
Maths	Barnet	76.9%	79.3%	+2.4%	20.0%	24.6%	+3.1%
	National	75.1%	76.1%	+1.0%	17.8%	21.8%	+2.6%
Science	Barnet	84.1%	84.4%	+0.3%	-	-	-
	National	82.6%	82.8%	+0.2%	-	-	-
RWM	Barnet	66.8%	69.1%	+2.3%	12.4%	12.4%	+0%
	National	63.7%	65.4%	+1.7%	11%	11.7%	+0.7%
RWMS	Barnet	66.6%	68.8%	+2.2%	-	-	-
	National	63.3%	65.1%	+1.8%	-	-	-

Key Stage 2 - Attainment

		% EXS+		
		2017	2018	Change
RWM	Barnet	69%	72%	+3%
	National	61%	64%	+3%
Reading	Barnet	78%	81%	+3%
	National	72%	75%	+3%
Writing	Barnet	79%	81%	+2%
	National	76%	78%	+2%
Maths	Barnet	82%	83%	+1%
	National	75%	75%	+0%
GPS	Barnet	85%	84%	-1%
	National	77%	77%	+0%

Key Stage 1 to 2 – Progress

	Barnet	Significantly above national
Reading	+1.8	YES
Writing	+0.6	YES
Maths	+1.9	YES

Barnet detail (Secondary)

We rely on secondary schools giving us the data about their GCSE and A Level achievement. This year we received GCSE information from 20 of the 24 schools with Year 11 students and we received A Level information from 19 of the 20 schools with Year 13 students. The achievement (based on these schools) is as follows:

GCSE

This year saw the expansion of the new nationwide system for measuring students' attainment (using a points scale of 9-1) to other subjects alongside English and Maths from last year, and it is the third year of the implementation of 'Attainment 8' and 'Progress 8', which measures the achievement of a pupil across eight qualifications including English and Mathematics.

- 79% achieved a standard pass (grade 4 and above) in English and Maths. This was 16% higher than the 2017 national average (we do not currently have a 2018 national average).
- 63% achieved a strong pass (grade 5 and above) in English and Maths. This was 21% higher than the 2017 national average (we do not currently have a 2018 national average).
- Average 'Attainment 8' score in Barnet is 57.6 points compared to the national average in 2017 of 46 points (we do not currently have a 2018 national average).
- The English Baccalaureate (EBacc) measure reflects pupils who achieve a 5+ in all of English, Maths, Science, Humanities and a Language. Although the changes to Science, Humanities and Languages grading mean results are not directly comparable to previous years, attainment in this measure is strong in 2018 at 41 per cent. compared to the national average in 2017 of 21.1 per cent (we do not currently have a 2018 national average).

A Level

Barnet's results remained high this year, continuing to exceed national averages, with this year's results matching or exceeding those recorded 12 months ago.

The results come amid further expansion of the new linear A-levels which focus mainly on exam results in determining a final grade, rather than classroom assessment carried out by teachers.

- 98.6% of A-level examinations were awarded an A* to E grade. This is above the national average of 97.6%.
- 84.3% of students achieved an A* to C (above the national average of 77%).
- 63.3% A* to B (above the national average of 53%).
- 37.1% A* to A (above the national average of 26.4%).

Priorities arising from this achievement data:

Priority	Reason
Early Years	Although the percentage of pupils who achieved a GLD in 2018 was above national we do not know currently whether this is above London and Statistical Neighbours averages and whether this places us in the top 10% of LAs nationally. Barnet's national ranking, for percentage of pupils achieving a GLD in 2017 was 39 th
Key Stage 1 Achievement	Although the percentages in 2018 were above national we do not know currently whether these are above London and Statistical Neighbours averages and whether this places us in the top 10% of LAs nationally. In 2017 Maths was ranked the lowest (44 th) for the proportion of pupils achieving at least the expected standard, then

	Writing (36 th) with the best relative attainment being in Reading (34 th).
KS2 Writing	Although attainment is now above national and statistical neighbours and in line with London, our ranking is still not in the top 10% of LAs nationally
Achievement of Disadvantaged Pupils and other Vulnerable Groups (inc Black Caribbean)	This remains a priority for improvement to eliminate differences in the performance of groups of pupils.
Looked After Children	Although there is no confirmed data available on the performance of looked after children in 2018, results collected from schools indicates the performance of this group of young people remains significantly below that of non-looked after children.
Progress and Progression Pathways of low attaining pupils across all key stages	To ensure that sufficient quality and learning opportunities exist for children and young people to succeed across a range of skills and abilities.

Governors' Role

To note the above information.

For action by

All Governors

Contact

**Neil Marlow, Assistant Director, Traded Services, and Head of School Improvement
Barnet with Cambridge Education, North London Business Park, Oakleigh Road
South, London N11 1NP
Tel: 020 8359 7943
Email: neil.marlow@barnet.gov.uk**

Summary

OFSTED visited us on 31 July and 1 August for their fourth monitoring visit and Inspectors focused on:

- the quality of assessment and care planning for children looked after
- the quality of case recording, management oversight and supervision, including the oversight of independent reviewing officers
- the use and effectiveness of performance management and quality assurance information
- placement sufficiency and stability and the quality and timeliness of assessments for connected carers
- the timeliness and effectiveness of plans for permanence.

They concluded that:

“In the areas of practice considered during this visit, senior leaders, managers and the local authority improvement partner have maintained a consistent and strong focus on improving services and the quality of social work practice. The scope and pace of this work in the last year has been appropriately steady. Some changes and improvements are now well established, such as the quality assurance processes, and foster carer recruitment, while others are more recent or new such as arrangements for connected carers, and require further consolidation”.

“The workforce is now more stable, caseloads are manageable, and this is enabling social workers to build better relationships with children and to get to know them better. Staff morale is good, with new social workers joining Barnet as a positive choice, and existing social workers who met inspectors also welcoming the improvements being made”.

They went on to say that:

“Managers have made considerable progress in widely embedding the quality assurance framework and particularly the use of audits for children looked after. This is making a difference to strengthen practice. Changes have been made to improve processes and practice. These changes have tightened management oversight and decision making for children who need permanence, including the assessment and support for connected carers. Placement choice for children is improving with the positive recruitment of more foster carers. Further plans are in place to review placement provision to ensure it reflects the needs of the children in Barnet”.

They concluded that:

“Inspectors found a stronger core of improved practice, with children seen to be appropriately looked after, and their needs for permanence and stability being mostly met. Inspectors found that proportionately there is much less case work of an inadequate standard. This finding concurs with the local authority’s realistic assessment of their own performance. However, there is more work to do to improve practice to reach a good standard overall. Practice is still too variable particularly the quality of children’s assessments and plans”.

Future Monitoring visits

OFSTED confirmed that they anticipate undertaking two further monitoring visits in November and February. We are in discussion with them about the focus of those visits.

Conclusions

The outcome of the visit was positive and aligned to our expectations about our present performance. There is much more to do and our absolute focus going forward is on ensuring that assessments and plans are of a consistently good quality.

Colleagues are thanked for all their help through the monitoring visit.

Governors' Role

To note the above information.

For information

All Governors

Contact

**Chris Munday, Strategic Director for Children and Young People,
Barnet with Cambridge Education, North London Business Park, Oakleigh Road
South, London N11 1NP
Tel: 020 8359 7099
Email: chris.munday@barnet.gov.uk**

Summary

Many Governing Boards in Barnet now conduct an annual self-evaluation of their own effectiveness, which they use to drive improvement in the quality and impact of governance.

Of the Governing Boards that submitted their audit to the local authority in previous years, those that received the most positive feedback demonstrated the use of the tool to track improvement over time to compare judgements year-on-year, and listed clear evidence to support each judgment.

Audits that were judged effective by the Local Authority were undertaken as a collective exercise by the whole Governing Board or a number of Governors, rather than being undertaken solely by the Chair of Governors or Headteacher. They also referred to an Action Plan, either separate from, or as part of, the School Improvement Plan in order to support improvements in identified areas.

Over the past three years, the Barnet Governance Self-Evaluation Audit tool has been used by the local authority to gather data, which has helped build up a picture of the effectiveness of governance, (set out in the Director's Report Summer 2018) and also identify themes, trends and training requirements.

Now in its fourth year, the format for the self-evaluation audit has been revised to incorporate the Competency Framework of Governance, and a new audit template is attached in **Appendix One**. You may find it useful to include judgements from past years to help you compare performance.

We ask all governing boards of maintained schools to complete and return the 2018/19 Governance Self-evaluation Audit to Sarah Beaumont at sarah.beaumont@barnet.gov.uk by Friday 14 December 2018. We would also welcome responses from academies and free schools.

If submitted by the deadline, feedback will be offered to you. If your school subscribes to the Governance Advice Officer (GAO) Service, you may ask your GAO for more detailed feedback and discuss training and support required.

Further training can be arranged by Governor Services and the Barnet Partnership for School Improvement (BPSI). BPSI hours can be used for some of this training.

Governors' Role

All maintained schools to complete and return this Audit to Sarah Beaumont at sarah.beaumont@barnet.gov.uk by Friday 14 December 2018.
All Free Schools and Academies to respond at their discretion.

For action by

All Governors

Contact

**Sarah Beaumont, Governor Services Manager and Lead GAO,
School Improvement, Education and Skills,
Barnet with Cambridge Education, North London Business Park, Oakleigh Road
South, London N11 1NP.
Tel: 0208 359 7622
Email: sarah.beaumont@barnet.gov.uk**

Revised Guidance for Maintained Schools on Applying for Funding of Redundancy Costs

Summary

The council has revised and updated its guidance to maintained schools on applying for funding of redundancy costs. This brings the guidance into line with revised DfE guidance on 'Schemes for financing schools' issued in March 2018.

The revised guidance emphasises the importance of schools planning budgets well in advance (with 3-year budget plans) in order to seek to avoid unnecessary redundancy costs. The council recognises that some redundancies will be inevitable given the constraints on school funding, but would like to encourage schools to plan ahead in circumstances where budget pressures are becoming evident. Failure to plan ahead and to take early measures to reduce expenditure in order to minimise the need for redundancies could mean the council will not contribute to subsequent redundancy costs. Therefore, please read the guidance carefully, attached as **Appendix Two**. A Redundancy Form is attached as **Appendix Three**.

The council is only likely to agree a contribution to redundancy costs if it believes the redundancies are necessary to avoid a deficit or to meet the conditions of a licensed deficit.

Governors' Role

If you think you need to restructure, and redundancies may result, please consult your HR adviser at the earliest opportunity. If have any questions about eligibility for redundancy costs please contact Nick Adams, the council's Schools Finance Manager, at Nick.Adams@barnet.gov.uk.

For action by All Governors of maintained schools

Contact

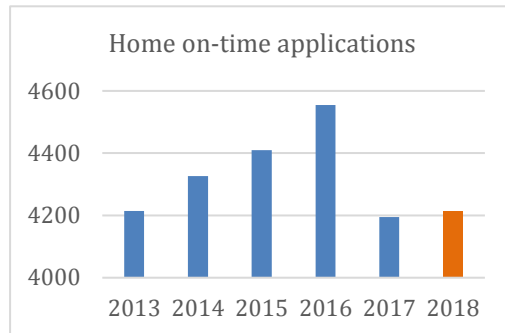
Ian Harrison, Education and Skills Director
Barnet with Cambridge Education, North London Business Park, Oakleigh Road South, London N11 1NP
Tel: 020 8359 7943
Email: ian.harrison@barnet.gov.uk

Summary

Primary

National Offer Day

The upward demand for Reception places in recent years reached a peak in 2016 and has fallen significantly in the last two years.

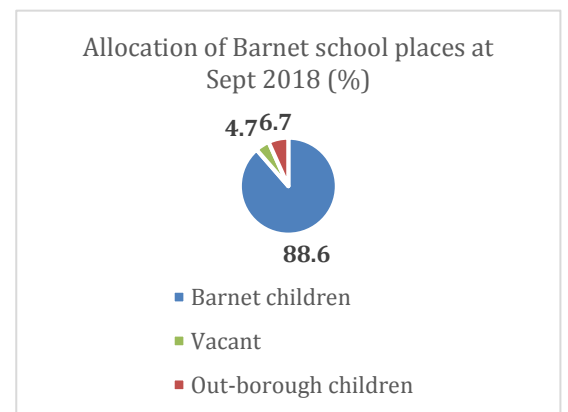
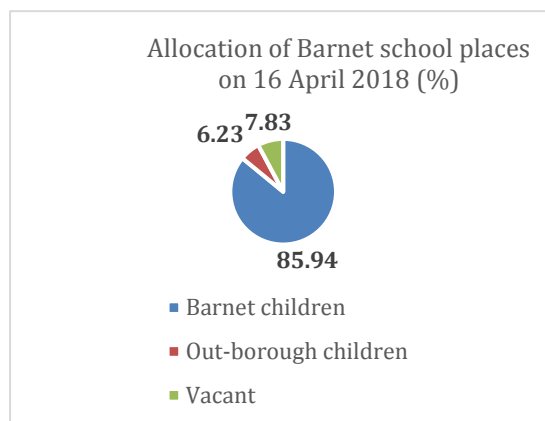


For the September 2018 entry, Barnet received **4214** on-time applications, up 17 compared to the previous year. In addition, **746** applications were received in respect of out-borough children; also up 17 compared to the year before.

Every child in Barnet whose parent applied on-time was offered a school place; **84%** were offered a place at their first preference school, whilst nearly **95%** were offered a place at one of their top three schools.

Of the **4494 Reception places** available, **3862** were offered to home applicants, **280** were offered to children from other boroughs and **352 (7.83%)** remained vacant. A total of **350** Barnet children were offered a place at a school in another borough.

Approximately **150** Barnet residents applied late for a Reception 2018 entry and nearly all have been offered a school place.



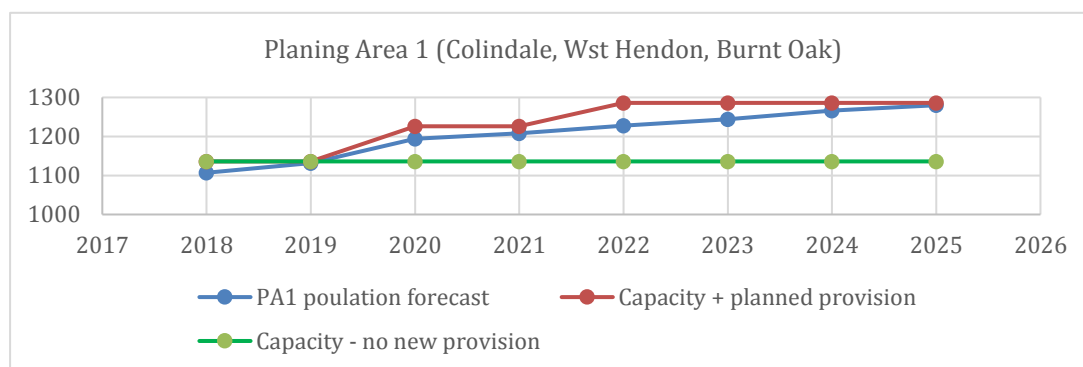
In-year demand for primary places

Barnet expects to be able to meet in-year demand for primary places through existing provision. Currently, there are approximately 200 vacant Reception places, across a number of Barnet schools. It is anticipated that some schools, particularly those in the

West of the borough, will be required to admit over the published admission number to accommodate a small number of in-year applicants during the academic year.

Forecast and future primary place planning

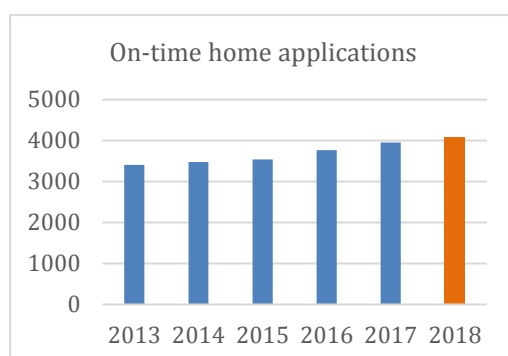
Whilst the pressure for primary school places has eased overall, the demand at local level continues to be high in all year groups. The latest school population forecast indicates sufficient provision in all planning areas over the next five years, except Planning Area 1 (Colindale, West Hendon, Burt Oak). New primary provision is planned for 2021 (**Saracens Primary, 3FE**) and 2022 (**'West Hendon' primary, 2FE**) to meet the anticipated shortfall of places, resulting largely from significant regeneration and typical high mobility, in Planning Area 1.



Secondary

National Offer Day 2018

At secondary level, the pressure is continuing to grow as the large cohorts from primary schools pass into the secondary phase. The demand for secondary places in 2018 was higher than in previous years and all surplus places were allocated to Barnet children on National Offer Day.

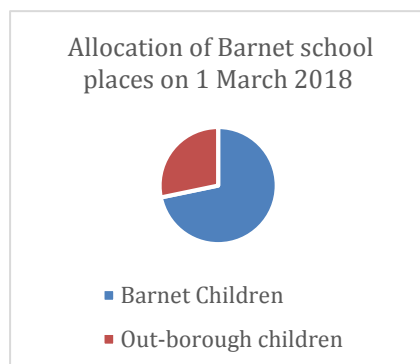


For entry to Year 7 in September 2018, Barnet received **4094** on-time home applications; up 137 compared to the previous year. In addition, **3784** applications for Barnet school places were received in respect of children resident outside Barnet.

On 1 March 2018, all on-time applicants were offered a school place; almost **68%** were offered a place at their top choice school and **86%** received an offer of a place at one of their top three school choices. New secondary provision (Saracens High, 5.6FE), permanent expansions (St Mary's and St John's, 2FE; St James' High, 1FE) and temporary bulges across many Barnet secondary schools have all been taken up and a small surplus is concentrated across a few schools. Christ's College Finchley became a co-educational school from September 2018, to provide more local choice to residents.

Of the **4450** available secondary places, **3287** were offered to Barnet children, **1163** were offered to children from other boroughs and, for the first time in many years, there were

no surplus places. **798** Barnet children were offered a place at a school in another borough.

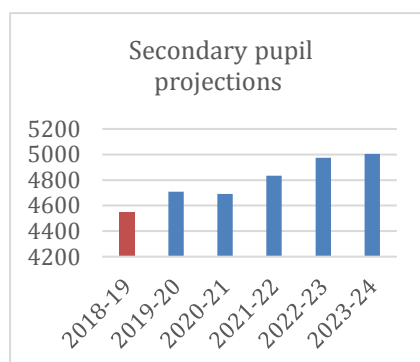


In-year secondary demand

As usual, not all offers are taken up, and Barnet currently has approximately **150 surplus places** concentrated in a small number of schools. However, a significant number of these places are expected to be re-allocated to unplaced children whose parents previously refused the offer. Barnet expects to be able to meet in-year demand for secondary places through existing provision although the rate of parental preference offers is likely to be reduced in comparison to previous years.

Forecast and future secondary place planning

Current projections indicate a significant rise in the secondary population across Barnet over the next decade. The pressure is expected to rise significantly from 2022/23, when new housing developments start to yield additional secondary population and large primary cohorts continue to feed through to the secondary phase.



Additional provision planned from 2019 is expected to meet the anticipated shortfall. **Ark Pioneer Free School** is planning to open in September 2019, providing an additional 6 forms of entry. St James' Catholic High is permanently expanding by 2FE and Saracens High will offer to a Planned Admission Number at 6FE, from 2020.

Governors' Role To note the information above

For action by All Governors

Contact **Alison Dawes, Assistant Director, School Access and Corporate Services, Barnet with Cambridge Education, North London Business Park, Oakleigh Road South, London N11 1NP**
Tel: 020 8359 7698
Email: alison.dawes@barnet.gov.uk

Summary

From September until the end of the financial year Barnet with Cambridge Education are allowing all Barnet schools to become Level 1 Connect members free of charge.

What is Connect?

CONNECT, formerly North London Schools International Network (NLSIN) provides ongoing specialist support for schools in accessing and gaining maximum benefit from international funding, training and curriculum development opportunities. Connect schools have a high success rate for funding applications. Bids last year resulted in funding or packages of £56,000 and more for some members. CONNECT works very closely with the British Council and the manager is a British Council Schools' Ambassador.

'This service has been invaluable for us over the years. The team have been incredibly supportive and understand our needs'

'The service is a valuable tool in developing a global approach in our school'

Connect Survey 2017

A Global Learning approach can:

- Support recruitment & retention
- Impact on standards
- Support & enhance the delivery of the National Curriculum in ALL areas
- Support the Rights Respecting Schools Award (RSSA), International School Award (ISA) and other accreditation schemes
- Support the delivery of, and motivation to learn, Modern Foreign Languages
- Support outstanding Spiritual, Moral, Social & Cultural skills development (SMSC), British Values
- Help schools address the expectations of the Ofsted framework and achieve an 'Outstanding' judgement

'It is the school's involvement in the local community and its international links that enhance SMSC understanding'

Ofsted, Connect 'Outstanding' school

This FREE two-term Level 1 Associate membership package covers:

- Access to 'Members Area' of dedicated Connect portal
- Opportunities to share and disseminate good practice / project outcomes / your international work
- Resources (curriculum planning etc.) & Connect Newsletter
- Regular information alerts about funding, international programmes and initiatives
- Reduced costs to attend CONNECT training events
- Free webinar training

Schools wishing to access more individual bespoke support and guidance would be able to upgrade to Level 2 membership for an additional charge

To benefit from their Associate membership, schools will need to:

- Identify a named contact person in the school
- Attend the FREE British Council celebration event for all Connect members

**Governors'
Role**

Governors to note the information above

**For
information**

All Governors

Contact

**Anne Roots, Manager, Connect,
Barnet with Cambridge Education, North London Business Park,
Oakleigh Road South, London N11 1NP
Tel: 020 8359 7798
Email: anne.roots@barnet.gov.uk**

Governor Services: Enhanced support from the Governance Advice Officer (GAO) service

Summary

Schools buying into the Governance Advice Officer (GAO) package are receiving enhanced strategic support as more features are added. Benefits include a termly GAO briefing to offer strategic advice and guidance on governance matters, a GAO termly newsletter, and strategic support for your Clerk.

GAO Briefing for Clerks

New in the autumn term is the introduction of the GAO Service termly briefing for Clerks, which provides opportunity exclusively for Clerks of Governing Boards of schools subscribing to the Governance Advice Officer (GAO) service. This will be your Clerk's termly opportunity to attend training and benefit from support on agenda-setting and minute-taking at your meetings. There will be reference to the Clerks' Competency framework, local news for Barnet schools and partnerships, and a chance to learn and share good practice.

The Autumn term GAO Clerks' Briefing will take place on Tuesday 6 November 2018 at 8am – 10am.

You may access more information via the following link:

http://cpd10g.cyberdrome.co.uk/pls/cpd1819/gen_cpd_pubview?p_cr_id=181900032&p_style_id=120

GAO Briefing for Governors

The next termly GAO briefing for all Governors of subscribing schools will take place on **Wednesday 10 October 2018 at 7 – 9pm** and, as always, will contain regular standard items on themes including policies, school website compliance, shared experiences from Governor colleagues on recent OfSTED inspections, an overview of the termly Governor Support and Development programme, items for additional focus and useful supporting documentation.

The agenda will include:

Policies: Teachers' pay, performance, appraisal and capability

Data protection, including General Data Protection Regulation (GDPR) and Freedom of Information (FOI)

Website: Completion of your Pupil Premium Report 2017/18

Ofsted inspection: Local Authority overview

Shared experiences of inspection

Support and Development: training programme overview

Additional Focus: How do you know that your school improvement plan has the right priorities?

You may access more information via the following link:

http://cpd10g.cyberdrome.co.uk/pls/cpd1718/gen_cpd_pubview?p_cr_id=171820195&p_style_id=120

GAO Termly newsletter

The GAO termly newsletter, exclusively for Governors of schools subscribing to the GAO service, contains articles on a variety of governance matters with a local Barnet flavour.

The Autumn Term edition includes articles on:

- Agenda items for the autumn term
- Support for the Chair/Vice-Chair
- Safeguarding: Keeping Children Safe in Education
- Resolving and dealing with complaints
- Understanding your data: a guide for school governors and academy trustees
- Self-evaluation audit – enhanced feedback from your GAO
- Accountability
- School Resource Management
- The national funding formula
- Enhanced disclosure and barring service (DBS) checks for Trust Chairs
- Mental Health Support Provision within schools
- The Special Educational Needs and Disability (SEND) Governance Review Guide
- Schools that Work for Everyone: Government response
- School Admissions for Summer-born children
- The Good Estate Management for Schools (GEMS) Manual
- Data Protection in schools and colleges: Questions from the Governing Board/Trustees/Directors
- Queen’s Birthday Honours List news for Barnet Governor Services
- Sources of Support

In addition to the benefits detailed above, the GAO service also offers:

- strategic oversight and support on governance issues throughout the year;
- advice and assistance on governor election procedures, documentation, membership eligibility and on disqualification procedures and documentation
- liaison with diocesan boards and other appointing bodies
- liaison with legal services on the provision of instruments of government
- advice on instruments of government and on constitutional and procedural matters
- advice and liaison with the council on local authority appointments
- enhanced feedback on your Governance Self-evaluation audit.

Governors’ Role

If your school subscribes to the GAO service, please ensure that your Governors are gaining the benefit from the features on offer. If your school would like to subscribe to the GAO service, please contact Sarah Beaumont.

For action by Contact

All Governors
Sarah Beaumont, Governor Services Manager and Lead GAO
School Improvement, Education and Skills,
Barnet with Cambridge Education, North London Business Park, Oakleigh Road
South, London N11 1NP.
Tel: 0208 359 7622
Email: sarah.beaumont@barnet.gov.uk

Summary

Barnet Special Educational Needs Coordinators (SENCOs) and Barnet with Cambridge Education have been working together to develop a School SENCO toolkit. The toolkit sets out guidance for schools to consider in relation to their SEN practice. Areas covered are Whole School SEN Practice, Identification of Need, Assessments of Need, and Setting Outcomes.

In the Autumn term, guidance will also be included on SEN Support Plans and on Secondary Identification of Need. During this academic year schools will be invited to moderation sessions using the Identification of Need Toolkit.

Governors' Role

Governors to note the information above

For information

All Governors

Contact

Joanne Moor, Advisory Teacher Inclusion
Barnet with Cambridge Education, North London Business Park,
Oakleigh Road South, London N11 1NP
Tel: 020 8359 7685
Email: joann.moore@barnet.gov.uk