**Head Teacher’s Report to Governors – October 2015**

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| **Beis Yaakov Jewish High School Academy** | | | | | | | | | | | | | | | | | |
| **School Details** | | | | | | | | | | | | | | | | | |
| Head Teacher | | Mrs Stacey Feddy | | | Governance | | | Academies | | | | School Years | | | Year 7 to Year 11 | | |
| School Phase | | Secondary | | | Local Authority | | | Salford | | | | Pupils of this school | | | 279 | | |
| **Pupil Numbers** | | | | | | | | | | | | | | | | | |
|  | **Year 7** | | | **Year 8** | | | **Year 9** | | | **Year 10** | | | **Year 11** | | | **All Years** | |
| Pupils of this school | 58 | | | 62 | | | 63 | | | 46 | | | 50 | | | 279 | |
| Single Reg | 58 | | | 62 | | | 63 | | | 46 | | | 50 | | | 279 | |
| Total Pupil Numbers | 58 | | | 62 | | | 63 | | | 46 | | | 50 | | | 279 | |
| **Key Pastoral Factors** | | | | | | | | | | | | | | | | | |
|  | **Year 7** | | | **Year 8** | | | **Year 9** | | | **Year 10** | | | **Year 11** | | | **All Years** | |
| Free School Meals | 1.72% | | 1 | 3.23% | | 2 | 3.17% | | 2 | 2.17% | 1 | |  |  | | 2.15% | 6 |
| English as Add'l Language | 1.72% | | 1 | 8.06% | | 5 | 6.35% | | 4 | 6.52% | 3 | |  |  | | 4.66% | 13 |
| Medical Condition |  | |  | 6.45% | | 4 |  | |  | 8.70% | 4 | |  |  | | 2.87% | 8 |
| Gifted and Talented | 10.34% | | 6 | 12.90% | | 8 | 9.52% | | 6 | 8.70% | 4 | | 10.00% | 5 | | 10.39% | 29 |
| SEN Needs | 24.14% | | 14 | 14.52% | | 9 | 11.11% | | 7 | 10.87% | 5 | | 24.00% | 12 | | 16.85% | 47 |
| SEN Status | 55.17% | | 32 | 25.81% | | 16 | 17.46% | | 11 | 21.74% | 10 | | 20.00% | 10 | | 28.32% | 79 |
| **Session Attendance Summary (September to14 Oct 2015)** | | | | | | | | | | | | | | | | | |
|  | **Year 7** | | | **Year 8** | | | **Year 9** | | | **Year 10** | | | **Year 11** | | | **All Years** | |
| Attendance | 96.37% | | | 95.71% | | | 95.07% | | | 95.54% | | | 93.47% | | | 95.27% | |
| Authorised | 2.40% | | | 3.44% | | | 3.68% | | | 3.26% | | | 4.42% | | | 3.42% | |
| Unauthorised | 1.23% | | | 0.85% | | | 1.21% | | | 1.14% | | | 2.11% | | | 1.28% | |
| Persistent Absence >=15% | 5 | | | 9 | | | 6 | | | 4 | | | 8 | | | 32 | |
| AEA | 0.09% | | | 0% | | | 0% | | | 0% | | | 0.79% | | | 0.16% | |
| Present | 96.28% | | | 95.71% | | | 95.07% | | | 95.54% | | | 92.68% | | | 95.11% | |
| Lates | 0.50% | | | 0.68% | | | 1.29% | | | 1.20% | | | 3.16% | | | 1.31% | |
| Attendance  Same time 2014 | 95.2% | | | 93.08% | | | 93.00% | | | 89.72% | | | 92.21% | | | 92.78% | |

**Staffing**

New staff who joined in September

Mrs Holt –Mathematics Mrs Holt is training staff in the use of SIMS as well as working on the data for school

Mrs Smith – Science

A new middle leadership tier has been created following a fair recruitment process.

Mrs Bergin: Head of Faculty for STEM

Mrs Singer: Head of Faculty for Creative

Mrs Patel: Interim Head of Faculty for Communication and Humanities

Mrs Reif: Head of Faculty for Nach

Mrs Jacobs: Head of Faculty for Rashi

Mrs Klein: Informal Kodesh Education Co-ordinator

Mrs Levy: Behaviour Manager

Mrs Stefansky: Senior mentor

Mrs Bor, will be joining the school as office manager in the near future

We are currently looking to recruit teachers for Science, English, Home Economics and Kodesh subjects due to maternity absence, staff progression.

**Number of exclusions**

There have been no incidents of exclusion.

**SEND**

**Pupil Premium**

The pupil premium is a fund given by the government to schools to reduce the attainment gap for the most statistically disadvantaged children, whether by income or by family upheaval. For each pupil who is eligible for [free school meals](https://en.wikipedia.org/wiki/Free_school_meal), the school receives £935.

Schools receive an extra premium of £1,900 for pupils:

* in local authority care
* adopted from care (and the parent self-declares)
* who in care in the last year, which ceased by virtue of a special guardianship order (and the guardian self-declares), residence order or [Child Arrangement Order](https://en.wikipedia.org/wiki/Child_Arrangement_Order).

Our school receives a total of £15,427.50 for Pupil Premium.

Schools receive this funding to support their eligible pupils and narrow the attainment gap

between theses pupils and their peers.

**School priorities/Aims**

Through wise use of the pupil premium Beis Yaakov aims for the following:

* To ensure all Pupil Premium pupils leave school making the minimum of 3 levels progress.
* That students gain at least 5 higher grade GCSEs including English and Maths.
* To have high expectations of all including meeting at least target grades in all subject areas.
* To improve attendance/punctuality of those eligible for pupil premium.
* To Increase enjoyment/engagement of the school curriculum
* To increase participation in a range of extracurricular activities, clubs, trips etc.
* To encourage parent participation in supporting achievement and attainment.
* Raise aspirations both during school and beyond

**Pupil premium Allocation**

* Financial Year 2014 – 15 £ 15895
* Financial Year 2015 – 2016 £ 14960

**How do we decide where the money is spent?**

Beis Yaakov is committed to spending the Pupil Premium Funding in a way that will have the greatest impact on attainment and achievement. Funding has been allocated based on enhanced tracking of pupils and on research and evidence from other schools and organisations. Targeted interventions and support are based on a needs analysis which has helped identify priority classes, groups or individuals. Teachers are also able to apply for funds to help students both in and outside of lessons. To ensure efficient use of Pupil Premium funding, activities and interventions are evaluated regularly including the impact on progress of pupils at the end of each academic year.

**2014 – 15 Spending**

Pupil eligible for Pupil Premium have been able to access:

* Teaching groups in English and Maths with extra TA support.
* Targeted intervention (Small group and one-to-one) carried out by HLTA and specialist teacher.
* Strategies to improve Literacy including software packages that girls can access without support.
* Additional homework support within the school day.
* Targeted support for individuals, small groups and teachers based on needs analysis by SENDCo and support staff.
* Additional funding available for the curriculum and pastoral needs of individuals, small groups and classes at the request of pastoral care team and support staff.
* Pupil focused services such as behaviour groups and Careers advice

**Educational Impact**

* One pupil who took GCSEs achieved 5 A-C passes including 2 A’s
* The other 5 pupils all made expected levels of progress.

**Planned 2015 - 16 Spending**

* HLTA has been appointed to identify any gaps in learning of those learners eligible for pupil premium, plan appropriate intervention and oversee and measure their progress throughout the year.
* Additional funding available for the curriculum and pastoral needs of individuals, small groups and classes at the request of pastoral care teams and support staff.
* Continuation of extra services such as behaviour groups and Careers advice

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| Year 7 Catch Up Funding Impact and Evaluation Report 2014/15 |

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| Objectives of year 7 Catch Up Funding |
| * To narrow the gap by providing literacy and numeracy support and raise the attainment of those girls entitled to Catch up Premium * To raise the self- esteem of girls entitled to the Catch up premium * To enhance existing provision * To identify concerns and target intervention in order to accelerate progress * To ensure that parents are consulted where appropriate |

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| Amount of year 7 Catch Up Funding Received | |
|  |  |
| Number of girls who did not achieve level 4 in Maths or English at KS2 | 11 |
| Year 7 Catch Up Funding Pupil Allocation | £500 |
| Total year 7 Catch Up Funding Grant | £5500 |

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| Summary of Year 7 Catch Up Funding Spend |
| * Small group classes-low student –teacher ratio, intensive literacy support * Targeted in class support- * Pastoral Support-from our pastoral/mechanchos team * Mentoring- before school short mentoring sessions * 1-1 reading –toe by toe * 1-1 literacy and numeracy support - where needed * Remedial Maths group |

| Record of Year 7 Catch Up Funding Spend | | | |
| --- | --- | --- | --- |
| Project/item | Cost | Objective | Outcome |
| Small Group classes | £2350 | To raise attainment in Literacy or numeracy by greater teacher contact | By the end of the school year 90% of girls had made at least 1 sub level of progress ( using the NC levels) with half of those advancing by 2 sublevels. One pupil with a statement who is particularly challenged in Maths did not make progress. This will be addressed next year.  In English 100% of girls made at least one sub level of progress. One pupil who received specialist teaching made 7 levels of progress in one school year.  As a result of this new intervention, which we piloted with this pupil we have now introduced anew method of English and Literacy support which we hope will advance our SEND pupils even more . |
| In class support | £1680 | To raise attainment in Literacy or numeracy by greater teacher or TA contact |
| Mentoring | £300 | To assist girls with organisational or interpersonal skills |
| 1-1 reading | £390 | To improve the reading age |
| 1-1 Literacy or Numeracy | Included in above costings | To improve Literacy and Maths skills to enable fuller participation in class lessons |
| Remedial Maths group | £375 | To teach Maths in a class with extra TA support to improve attainment |
| Maths resources | £400 | To increase accessibility to Maths lessons |

2014-2015 Catch up funding is £5,500

2015-2015 Catch up funding is £8,500

The total cost of the cover for 2014-2015 is £10954. The total allocation for Catch up 7 is £5500. This is an over spend of £5454. This overspend is accounted for in other monies into the school for girls with statements, ASS and other needs.

The total projected costs of the cover for 2015-2016 is £11060. The total allocation for Catch up 7 is £ 8500. This would give an overspend of £2560.

Intervention is led by Sarah Bookman and the information about spend is on the school website.

**Attainment and Progress**

Attached is a copy of the data dashboard, published by Ofsted. It makes excellent reading and gives us a good indication of areas for development. <http://dashboard.ofsted.gov.uk/dash.php?urn=138698>

This is not yet updated for 2015 but below is a link to the summary of this summer’s results.

<http://www.education.gov.uk/cgi-bin/schools/performance/school.pl?urn=138698>

**Progress in relation to the post-Ofsted School Improvement Plan**

1. **Safeguarding**
   1. The SCR is now compliant and is checked regularly by HT and Chair of GB
   2. Key staff and governors have been on safer recruitment training
   3. Recruitment procedures fully embedded
   4. Safeguarding procedure checked by external consultant termly
   5. H&S external advice and guidance in place
   6. Entry and exit protocols and procedures updated
   7. Governor training for safeguarding has been undertaken
2. **Financial recording**
   1. New software is being used
   2. Greater transparency – Head teacher and Finance administrator meeting with trustees on a regular basis
   3. A register of Business interests will be in place by the end of November
3. **SLT/Leadership**
   1. A new interim Head teacher is in place working alongside a Menaheles
   2. A new tier of middle leaders has been established. Following a fair recruitment process, staff are in place for both Kodesh and Chol
   3. A core group of governors meet with the interim Principal on a weekly basis
   4. The SLT meet weekly
   5. Heads of Faculty meet regularly
   6. All school staff have a line manger and job description
   7. Governors have done an accompanied learning walk
   8. The school website has been updated and is now compliant
   9. All statutory policies are now in place and by the end of November will be adopted by the GB and delegated appropriately
   10. A new admin structure has been agreed and implemented
4. **Performance Management**
   1. All staff have met with their line manager, together they are in the process of setting appropriate targets
   2. A central record of performance management has been established and is linked to CPD - over 40% of teaching staff have been on an excellent teachers programme delivered by a Teaching School; all middle leaders have received relevant training.
5. **Attendance**
   1. Still remains an area for development and a school lead has been identified to work on both attendance and ongoing safeguarding.
   2. Governors are actively monitoring attendance through the relevant sub-committee and link governor
6. **Teaching and Learning**
   1. Progress is now tracked more effectively and pupil cohorts are being identified in relation to underperformance
   2. TA effectiveness is an area identified as a priority on the new school development plan.
7. **SMSC**
   1. IAG for careers is now in place supervised by an education manager
   2. Citizenship is now being delivered in Y8 and 10
   3. SMSC audit complete and recognised as a strong feature of the school on most recent monitoring visits.

A new School Improvement Plan is being established and will be shared with governors when complete

**External Support and monitoring visits**

* I meet with an NLE on a weekly basis
* The GB have support from an NLG
* Governors subscribe to Governor Services from the City Council
* Staff are accessing CPD from external providers including a teaching school.
* An SLE undertakes safeguarding checks
* Governors will work with teaching school staff to quality assure aspects of school performance on the 20th and 21st October 2015. External QA visits and validation of assessments will become a regular feature of school life into the future
* We are receiving external support via the teaching school for data and timetabling.

**Ofsted**

A new Common Inspection Framework from Ofsted came into effect in September. The Head teacher has attended relevant training and there are plans to facilitate training for governors.

The Academy is due our third monitoring visit from HMI this term.

**Sixth Form**

The school does not have any sixth form students this year

**School events**

The school has created a link on the school website

**School building structural changes**

The typing room has been split into two rooms; one is slightly bigger than the other. This has created an extra working space for SEND pupils.

A partition wall has been reinstated in the head of faculty office for Kodesh. This has created a small work area outside the office.

Four computer terminals have been installed in the library and another four terminals in the meeting room. Both rooms will be used for SEND and the meeting room is being used for CPD training.

**Website**

<http://www.byjhs.org>