LITERACY
NUMERACY
SCIENCE
RELIGIOUS
EDUCATION
HISTORY
ICT
GEOGRAPHY
ART & DESIGN
MUSIC
PHYSICAL
EDUCATION
SPECIAL
EDUCATIONAL
NEEDS
CURRICULUM
SCHOOL
IMPROVEMENT
PLAN
SATS
ADMISSIO
FINANCE
HEATH & SAFETY
TARGET SETTING

All Saints' Church of England Primary School

Governors' Annual Report to parents 2001/2002

" Classes are stimulating places for an exploration and consolidation of learning that challenges the more able and offers security for the less able. "

The image of children used on the front and back cover is from a picture library - they are not pupils who attend All Saints' School.

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Report from the Chair of Governors

So much has happened in the last year that you will find this a bumper report and account and I am most grateful to Mrs Tompkins for coordinating the various reports that we put before you.

As in any year there are always going to be opportunities for saying 'hail' and 'farewell', whether of pupils, governors or members of staff, so it is not surprising that I should begin by formally recording our many thanks to Mrs Exon as Headteacher here for 14 years. Those of you who were able to attend her farewell service in church and the later celebratory party will have already have taken the chance to thank her and to hear more about her future plans. She has already been to Tanzania and Mount Kenya since she retired so we can be assured that she is actively taking opportunities to enjoy her retirement.

It was good that we were able to make an appointment of a successor when so many schools (and certainly not just those in the voluntary aided sector) find it difficult to encourage outstanding candidates to offer themselves for senior positions in schools at a time when there are so many new demands made of them, both by Government and by parents. Mrs Tompkins needs little introduction to any of us as she has been with the school for six years and as Deputy Head and Acting Headteacher she had already gained much experience as well as winning our respect and friendship. We look forward to her taking the school forward in the coming years with a commitment to the learning of every pupil within a Christian environment. Other staff changes are reported elsewhere; to those who have left we send our real thanks and blessing.

Reports in the press across the year have focussed, inevitably, on both the curriculum and the funding needs of schools, whether infant and primary or secondary. There are valid concerns, publicly, in these matters for any school but I wish to assure parents that All Saints' School is aware of them and is tackling them. In particular, we have decided to focus on areas of the curriculum that have performed perhaps less well than Numeracy and Literacy, for which we continue to gain good results. Our immediate concern at the start of the academic year 2002/3 will be on Science and ICT. As was noted by the press in June 2002 there is a danger that it is the successful small schools that build confidence and offer high standards that suffer most from cuts in expenditure. Our school is a case in point but the Governors are actively supporting the Headteacher in pursuing ways in which we can balance the budget without affecting the teaching and learning of any one of our children.

Lastly, as outgoing Chair of Governors, may I say what a privilege it has been to be so closely involved in the lives of the school community? Even if I was not only withdrawing to the back benches I would still look forward to keeping a close link with the school and as an *ex officio* Foundation Governor as well as parish priest I rejoice that I can.

In the 21st century, as in the first, the Christian emphasis on the pursuit of Truth remains vital if we are to be citizens of a better world. I am thrilled that our school offers all of our children the benefits of a profoundly well-structured start in life. The successes (and there are many, as secondary school applications attest) are not only obtained by hard work. They come from love, joy, peace and friendship, qualities that can only be learned by example and by good practice, at home, in school and wherever the young come together.

Thank you for choosing All Saints' School for your child, for your support (and through the Friends and parents much becomes achievable that would otherwise remain a wishful dream) and for your continuing involvement in the life of all that the school means. Together we can bring true gifts to every child if we can learn in humility to receive what each of them brings to us of God.

Father Nicholas

Chair of Governors 2000-2
September 2002

Headteacher statement

In December 2001 Mrs Exon retired and it was a great privilege to be appointed as headteacher during the academic year 2001-2002. The ethos and values of our school make it a very special place. The children are engaging and special; the staff are dedicated and hard working; the parents and carers work tirelessly to support their child's learning as do the many volunteers who give their time and expertise freely.

All Saints' is a voluntary aided school and therefore has to be inspected separately with regard to Religious Education. This was undertaken in October 2001. It deemed that,

" All Saints' is a good example of a high achieving church school."

Amongst the comments concerning what the school does well were:

" The Christian ethos at All Saints' is very clear and permeates every aspect of its life."

It is on this firm foundation of effort, purpose and success that I wish to build the future; through celebrating and reinforcing the school's strengths, as well as taking on new challenges. It is important that the children are able to enjoy school life to the full and gain knowledge and skills to equip them for life. Independent and mature, I am confident that they will continue to make us all very proud.

Debbie Tompkins
September 2002

Secondary transfer

In July 2002 our Year 6 pupils transferred to secondary school as follows:

School	Accepted	Offered
Alleyns	1	3
Addey & Stanhope	0	1
Blackheath High	0	1
Beths	1	2
City of London	0	3
Colfes	0	7
Christ's Hospital	1	1
Dulwich College	3	4
Dartford Grammar	1	1
Deptford Green	0	1
Eltham College	0	7
Haberdashers' Aske's	3	12
Grey Coat Hospital	1	1
JAGS	1	3
King Edward VI	1	1
Prendergast	2	7
St Dunstans	5	13
St Olaves	1	1
Thomas Tallis	1	7
Sedgehill	1	2
Sevenoaks	1	2
Westminster City	0	1
Westminster Under	2	2

11 scholarships were awarded plus 2 half ones

Attendance

The total number of registered pupils from September 2001 to May 2002 186

The percentage of hal-day sessions missed through:

Authorised absence 4.9%

Unauthorised absence 0%

Admission arrangements for pupils with disabilities

The Governors' admission policy for the school designates eight places as 'open places'. These places are awarded to pupils with special educational, medical or social needs. Every effort is made to encourage children with a disability. The school has a caring Christian ethos that values everyone and this is reflected in all the school policies.

Governors assess the needs and suitability of the premises at the time of application and make any necessary adaptations possible. The access to the school for the disabled is currently under review.

Once it is known that a child with a disability is to be admitted into school we determine the level of support that the child will need and find out who will be responsible for funding this support. It is important that a partnership is established with the parents or carers as soon as possible before the child is actually admitted. Challenging but achievable targets are set on a half-termly basis. The child is encouraged to set its own targets and these are included in the *Individual Education Plan (IEP)*.

If appropriate, the class are prepared for the child's arrival, to try and establish some empathy with the difficulties that the child has to overcome. We then seek ways in which the child will have a peer support group, a circle of friends who can help to ensure that they are not lonely and are included in the day-to-day life of the school.

Pupils with Special Educational Needs

The *Special Education Code of Practice* changed in January 2002. This is a document produced by the Government to ensure that there is national continuity between schools. Staff training was undertaken to ensure awareness of all the new implications.

There are three main phases; *Monitoring, School Action* and *School Action Plus*.

During the *Monitoring Phase* the class teacher, SENCO and Headteacher monitor the progress of all pupils. As part of the lesson the class teacher gives work that is appropriate for the child. Any pupils who are not making the expected progress are identified and given additional support by teaching assistants during the lessons and consideration will be given to whether the child would be offered a booster class after school.

If the progress is still not what is expected the child is seen by the SENCO for further assessment. This is the second phase, known as *School Action*. Targets are set and, after discussion with the child's parents or carers, advice may be sought from external support agencies. An *Individual Education Plan (IEP)* is then established and short-term targets are set. A teaching assistant or SENCO may give the child support in class or in a small group setting.

If after this additional support and careful monitoring there are still concerns about the child then they will be referred to appropriate external support service. This is the third phase, *School Action Plus*. The targets set on the *Individual Education Plan (IEP)* are revised following the advice given and discussed fully with parents/carers and, where appropriate, the child.

This year we have benefited from the support of the Speech and Language Therapy Service, the Specific Learning Team, James Allen – an advanced skills teacher from Watergate school, Maggie Morgan – teacher of the deaf, Andrew Burgess – Greenwich liaison advisor for the hearing impaired, the educational psychologist and school doctor.

Financial Statement

The school is funded from central government via Lewisham Education. The total funding received for the school financial year April 2001- March 2002 was £548,936

Net actual spend	
Teaching salaries	£352,916
Other staff salaries	£145,497
Premises/services	£11,465
General supplies	£40,456
Department allowances	£8,065
Contingency	£0
Income	£7,716

Report from the Finance Committee

The delegated budget from the local authority has only increased by 2.9% for the financial year April 2002 - March 2003, against 4.4% for all primary schools in the borough, as money has been directed towards schools which have the greatest need for improvement. Despite a detailed review by the Finance Committee and meetings/correspondence with Lewisham, it is apparent the school is unable to operate within its delegated financial means during the current year. Accordingly, an application is proposed to be sought for a *Licensed Deficit*, in order to smooth the shortfall over a number of years, but which also necessitates the Governing Body being charged with identifying savings in staff and resources, so that the budget may be regularised.

The budget is monitored against actual out-turn and is reported to the Governing Body on a termly basis. The day-to-day management of the accounting function is the responsibility of the Headteacher, ably assisted by the school bursar, whilst the Finance Committee maintain a watching brief.

During the year, the Committee identified a number of action points assumed under its responsibility, forming part of the *School Improvement Plan*.

Report of the Personnel and Pay Committee

The committee meets once each term, and additionally when necessary. A sub-committee of Personnel met to shortlist and interview candidates for a staff vacancy. The successful applicant joined the staff in September. Currently members of of Personnel, together with other governors and the Headteacher are preparing to shortlist and interview applicants for the post of Deputy Head.

The Headteacher and Deputy Headteacher's salaries were reviewed as part of the Pay Committee's reponsibilities.

Statutory Committees

The governing body has set up four statutory committees as required by law – **Admissions, Pupil discipline, Staff dismissal, Staff dismissal appeals**. The Admissions Committee meet on a regular basis to consider applications to the school. The remaining three committees meet as and when required, and this year have not been required to meet.

Payments to governors

Governors are entitled to claim payment or reimbursement of expenses in connection with carrying out their responsibilities as a school governor. No governor has made a claim for such expenses during this academic year.

Premises and security

The Governing Body received a grant to update the security systems at the school. The money was used to purchase coded keypads for the main exit door out of the school, playground gate and the premises officer's room. A video entry phone was installed on the door leading to the administration block. In addition to this wooden gates and fencing was erected outside the Reception classroom and Class 1 to provide a secure outside play area for these classes. A fence was erected on the wall by the steps leading up to the Goffers Road.

We have divided the ICT room so that the area is more compact and to provide a group room which is large enough for small groups of children to work. We have also begun a programme to decorate the school.

Professional development of staff

It is a priority of the school to ensure that all members of staff have the support, facilities and guidance, which they need in order to carry out their duties efficiently and effectively. During the school year they were involved in substantial and wide-ranging activities linked to the *School Improvement Plan* including Science, RE, Assessment, Gifted and Talented, Special Education Needs, Multi-Sensory Teaching, Literacy Initiatives, Leadership and Management, Inclusion and Attainment.

Complaints

In most cases the Headteacher deals with problems as they arise. When necessary, the Headteacher will seek the advice and guidance of Southwark Diocesan Board of Education and/or Lewisham Education Authority.

If a complainant is not satisfied with the way in which their complaint was dealt with then they can make formal representations to the Governing Body.

OFSTED inspection

One of the major challenges to overcome was ensuring that the *School Improvement Plan* was more manageable and that Governors have a more active role, in identifying areas for development and monitoring its implementation.

Coordinators have written their own action plans for some time but targets that they had set were not achievable because it did not take into consideration the overview of the whole school. Debbie Tompkins and Carolyn Webb have worked closely with Lyn Henderson, the Headteacher from Kender, a beacon school, to ensure that the targets are achievable. Each aspect of the plan has a *Development Phase* and a *Maintenance Phase*. This ensures that we are not attempting to develop too many aspects of school life at once and that those that we have developed are monitored.

The *OFSTED Action Plan* identified that the subjects to be focused on in more detail were RE, Science. This has involved the coordinators in organising INSET for staff, auditing equipment and ensuring that planning, record keeping and assessment are consistent, show continuity and maintain the high standards.

The Governing Body receive a report on a termly basis regarding the implementation of the OFSTED Action Plan and are advised when deadlines are not met and how the school plans to address this so that by the end of the year the Action Plan is completed.

The School Improvement Plan, which is an annual action plan, links in with the financial year (April – March), and directly addresses the issues of the OFSTED Action Plan enabling targets to be manageable and achievable. The Governors monitor this on a termly basis and know when targets have been met or not.

Religious Education inspection

In October 2001 the school had a separate OFSTED inspection for Religious Education. It stated that:

" All Saints' is a good example of a high achieving church school."

Amongst the comments concerning what the school does well were:

" The Christian ethos at All Saints' is very clear and permeates every aspect of its life."

" The very good links between the school and All Saints' Church are maintained by the Parish priest who visits the school each week and knows the staff and the pupils."

" The quality of RE teaching and learning is consistently good. Teachers demonstrate secure subject knowledge and have good relationships with their pupils."

" Classes are stimulating places for an exploration and consolidation of learning that challenges the more able and offers security for the less able. "

"RE and collective worship make an important contribution to pupils' spiritual and moral development."

It identified that the school should review the scheme of work to include a wider range of Christian topics: develop overt links with other subjects, provide more challenging activities that reinforce learning and ensure that there are appropriate resources to support the curriculum changes. These areas have been addressed in our *School Improvement Plan*.

Statutory Target Setting

The Governing Body has a statutory duty to set targets for the attainment of pupils at the end of Keystage 2. The following table shows the percentage of pupils attaining level 4 or above in Keystage 2 English and Mathematics for the academic years 97/98, 98/99, 99/00, 00/01. The figures in brackets are the targets that were sent for that year.

We are committed to achieving the very best for each individual child and the targets set are a challenge for each child. They will therefore differ from year to year – sometimes higher, sometimes lower than previous years.

	97/98	98/99	99/00	00/01
English	86	100	100	87 (84)
Mathematics	77	80	96	78 (84)

Targets for Keystage 2 in 2003

%Targets 2003	Level 4 +	Level 5+
English	71	46
Mathematics	79	50

Results Keystage 1 and 2 in 2002

Test results Keystage 2(2002) for All Saints' showing level 4 and level 5

% Results	Level 4 +	Level 5+
English	96 (88)	54
Reading	6	20
Writing	9	9
Mathematics	93 (88)	58
Science	87	57

The National Comparative results Keystage 2 (2002)

% at each level	Below 3	3	4	5	6	Pupils Disapplied	Pupils Absent
English	1	17	46	29	0	1	1
Reading		12	42	38		1	1
Writing		31	43	17		1	1
Mathematics	1	20	46	27	0	0	1
Science	0	9	49	38	0	0	2

Test results Keystage 1 (2002) for All Saints'

% at each level	W*	Level 1	Level 2	Level 3
Mathematics	0	4	68	29
Reading	0	4	46	50
Writing	0	4	90	7
Spelling	0	7	61	32

***W** *represents pupils who are working towards a level 1 , but who have not yet achieved the standards needed for level 1*

The National Comparative results Keystage 1(2002)

% at each level	W	Level 1	Level 2	Level 3
Mathematics		7	59	31
Reading			52	30
Writing Task	4	9	77	9
Spelling		9	52	26

***W** *represents pupils who are working towards a level 1 , but who have not yet achieved the standards needed for level 1*

The Governing Body

Ex-Officio Governors

Fr. Nicholas Cranfield	*Parish Priest*
Debbie Tompkins	*Headteacher*

Foundation Governors

Appointed by Southwark Diocese Board of Eduction

Michael Almond	*31 October 2003*
Barbara Ward	*30 September 2003*

Appointed by the Parish Council of All Saints' Church

Philip Broadhead	*31 August 2003*
John Faid	*31 August 2004*
Stephen Lanes	*31 August 2005*
Sue Philpott	*31 August 2003*
Pamela Holt	*31 August 2004*
Caroline Williams	*31 August 2003*

Elected Parent Governors

Sue Taylor	*28 February 2006*
William Hames	*28 February 2006*

Elected Teacher Governor

Vacancy

Elected Staff Governor

Pauline Wisdom	*31 October 2004*

Elected by the London Borough of Lewisham

Janet Willis	*31 August 2003*
Vacancy	

Clerk to Governors

Pat Barber	*c/o Lewisham Education Authority*

All Saints'
Church of England
Primary School

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