

There is very little new information in here, which is largely a consequence of the excellent work undertaken by the Governing Body. As requested, I have referred to other documents that have been shared with governors rather than repeating information. If you want an additional copy of any of these reports please e-mail myself or the clerk.

Since September all governors have been sent:

- Head Teacher's Initial Data Report 2018-19 (also on Governors' Drive and website)
- Pupil Premium Report 2019 (also on Governors' Drive and website)
- Attendance Report and Strategy 2019 (also on Governors' Drive and website)
- SEND Information report 2019 (also on Governors' Drive and website)
- Use of P.E funding Report 2018-19 (also on Governors' Drive and website)
- Curriculum Target Setting Documents 2019-20 (also on Governors' Drive)
- School Development Plan 2019-20 (also on Governors' Drive and website)
- Termly Premises Reports from site manager and annual audit (also on Governors' drive)
- Incident report (also on Governors' drive)
- Behaviour Reports (also on Governors' drive)
- Inspectors Dashboard Summary Report (waiting for DfE update)

In addition to this information we will also be providing the following

- Copy of School Self Evaluation form (will update again in January 2019).

These have been (or will be) reviewed by the relevant committees. Minutes of these committees are sent to governors and published on the school's website and governor drive. I hope that having the following information collated into a single document is useful.

1. Standards

Governors received an extensive report on standards (see Initial report on standards 2018-19) in July. This has been reviewed by the Standards Committee and our School Improvement Associate. It has been updated after the DfE first statistical data release and releases of national data. Published on school's website:

http://www.stgeorges.wirral.sch.uk/serve_file/356856

Standards in EYFS, phonics and Key Stage One are excellent and above all relevant national benchmarks. We are significantly above at age related expectations. There is a clear impact from our school improvement work.

Standards at the end of Key Stage Two significantly improved in all areas. We are now above in all areas and significantly above in outcomes for maths, GPS and writing. Also demonstrated improved outcomes for disadvantaged and SEND pupils. The changes that we have made have accelerated progress over the last two years. However, there are still substantive gaps in knowledge and progress for many children in Years 5 and 6. It is important that we maintain a rigorous focus on standards.

Headline data is:

Early Years Foundation Stage

	2014-15	2015-16	2016-17	2017-18	2018-19	National Average
Good Levels of Development (GLD) Standard	67.5%	74%	81.5%	79.8%	79.5%	72.4%

Key Stage One Phonics

	2015 Result	2016 Result	2017 Result	2018 Result	2019 Result	2018 National Average
Year Test 1	87%	94%	92%	98.3%	98.1%	81%
Year (with retesting)	99%	99%	97%	98.4%	98.4%	92%

Key Stage One (end of year 2) National Assessments

	Key Stage One (KS1)				National Data
	2016 Results	2017 Results	2018 Results	2019 Results	
Reading Expected	78%	83.2%	83.9%	90.8%	75%
Reading Greater Depth	24%	31.9%	38.1%	32.5%	25%
Writing Expected	59%	75.6%	78.8%	84.2%	70%
Writing Greater Depth	8%	20.2%	18.6%	13.3%	16%
Maths Expected	71%	81.5%	82.2%	90%	76%
Maths Higher	18%	27.7%	33.9%	25.8%	20%
RWM Expected	53.1%	68.1%	74.6%	83.3%	65%
Science	81%	87%	90.7%	88.3%	83%

Key Stage Two (end of year 6) National Assessments

	Key Stage Two (KS2)				National Data (Provisional)
	2016 St George's	2017 St George's	2018 St George's	2019 St George's	
Reading Expected	68%	81.1%	68.9%	74.4%	73%
Reading Higher	19%	25.6%	17%	15.4%	25%
Writing Expected	69%	75.7%	71.6%	89.7%	78%
Writing Greater Depth	15%	13.5%	10.1%	14.5%	18%
Grammar, Punctuation and Spelling Expected	72%	76.6%	72.6%	87%	78%
Grammar, Punctuation and Spelling Higher	23%	25.2%	25.5%	35%	29%
Maths Expected	60%	73.8%	67.3%	87.2%	78%
Maths Higher	13%	21.6%	15%	26.5%	23%
Maths Average Score	101.8	104	102.8	105.4	105
Science	71%	75%	71%	91.5%	82%
Reading Writing and Maths Combined	46%	64.9%	54.1%	71.8%	65%

2. Targets for 2019-20.

Clear and ambitious curriculum targets for 2019-20 have been sent to governors for all year groups (See SDP). They have also been reviewed by the Standards Committee and our School Improvement Associate.

At every key stage we have built in good progress indicators and targets for vulnerable groups.

We have developed good progress primary route maps for all children in all subject areas, so we can match attainment and progress against our highest aspirations.

3. School Development Plan

Governors reviewed in detail 2018-19 SDP. This was rag rated for clear reporting.

Governors have been sent a copy of the School Development Plan for feedback and comments. Priorities have been reviewed by the Standards Committee and with our School Improvement Associate. Published on school's website:

http://www.stgeorges.wirral.sch.uk/serve_file/382111

This year's development plan has far too many priorities in. This reflects the extent of the continued change needed for school improvement. Key priorities for 2019-20 are:

- 1. Maintain momentum in school improvement with revised senior and middle leadership structure (include coaching and NPQMSL etc) and aims.**
- 2. Secure improvements in learning outcomes with a revised and structured approach to assessment and feedback across the school (include focus on greater depth)**
- 3. Ensure that we secure effective implementation of school's curriculum aims and intent to provide a high quality level of education across all subject areas.**
- 4. Strengthen the quality of reading provision to improve standards and engagement in reading.**
- 5. Embed improvements in mastery mathematics through revised curriculum structure, lesson design and high quality CPD.**
- 6. Strengthen school's mental health and well-being work to impact across the school community.**
- 7. Strengthen school's provision for vulnerable groups (include SEND and PP) to improve outcomes across the curriculum and with attendance (going to revise attendance strategy).**
- 8. Ensure a smooth and effective transition to new information management system (SIMs 8).
Improving effectiveness of HR procedures on absence and working practice across the school.**

4. Pupil Premium Resources

We have completely remodelled our use of funding for disadvantaged pupils since September 2017. Pete Dunning is our pupil premium governor. I have sent all Governors a copy of this year's pupil premium statement. It outlines how the pupil premium is being spent and our targeted expectations in key subject areas (see Pupil Premium report 2018-19). Published on school's website:

http://www.stgeorges.wirral.sch.uk/serve_file/382110

This was also a key focus for HT's appraisal.

Each key stage has specific pupil premium areas of improvement and we are targeting resources in these areas. We had a positive pupil premium review by our School Improvement Associate. We have also been asked to share our strategy with several other schools for whom this is a priority.

6. Wirral Council Banding

School has been banded as a Band 1 (self-improving status) school. This is the third year of this banding. It is an important statement on how our school improvement work is reviewed. Governors should remember that prior to this the school had previously been graded a coasting school and requiring improvement. This reflects the improvements in key action points and the impact that we have made in school performance (that work is ongoing).

7. School Budget

Governors have had termly updates on school budget. We have had to make huge savings in last few years to sustain school budget and ensure focus on school improvement.

In recent years, school budgets have been limited in growth and had to absorb huge increases in staffing. In 2019-20 we started with a planned budget surplus of £90,000 (about 2.6% of budget). We estimate that will reduce to about £40,000 at the end of the current financial year (about 1.25% of budget). Budget has been supported by successful grant and funding bids. We have raised over £220,000 in the last year from grant bids. Includes £100,000 capital funding, £30,000 from Erasmus +, £22,000 from Maths Hub funding, £17,000 from Maths Shine bid, £22,000 from STEM bursaries, £9,000 Sugar Tax grant and £20,000 for leadership grants paid for school to school support.

There is a lot of budget uncertainty moving forwards regarding the Local Authority's funding decisions and the DfE projected 8.5% spending increase for education. That should be clarified by

We have worked with our non-educational services to review provision and ensure financial sustainability in catering, nursery and extended schools services.

8. Curriculum Development

Governors have been extensively involved in curriculum development through committee work. We are now publishing our whole curriculum online.

<http://www.stgeorges.wirral.sch.uk/page/st-georges-curriculum/37168>

Key priority this year:

- Strengthen and embed improvements made since September 2018. This was always going to be a long term piece of work.
- Ensure high quality CPD for key subject areas.
- Develop subject leadership.

9. PE Funding Impact Report

I have sent all governors a full review of the funding and intended impact for 2019-20. This is also published on the school's website:

http://www.stgeorges.wirral.sch.uk/serve_file/382109

Since September 2017 we have completely reviewed our aspirations and expectations for P.E and sports funding. We have employed our own specialist staff and have an ambitious plan to improve participation, fitness and well-being. This includes a focus on competitive sports.

We now run 20 hours of free sports clubs and relaxation classes a week funded through the additional sugar tax funding.

We also spent £9000 of funding for a capital project from sugar tax funding on developing a trim trail with PTA support.

7. Attendance

Governors have been sent detailed attendance reviews and target setting. This includes persistence absence figures (below 90% attendance). Headline figures are:

	2014-15	2015-16	2016-17	2017-18 Data	Feb 2019 2018-19 Update	End 2019 Data	National Average (2017- 18) figures)	2019-20 Target
All Children	95.5%	95.9%	95.9%	96.1%	96.4%	96.3%	95.2%	96.5%
Pupil Premium Children	93.4%	93.6%	93.4%	94%	95.1%	95.1%	94.3%	95.5%
Non-Pupil Premium Children	96.3%	96%	96.4%	96.6%	96.6%	96.7%	96.4%	96.8%
PP GAP	2.9%	2.4%	3%	2.6%	1.5%	1.6%	2.1%	1.3%

Boys	95.1%	95.7%	95.7%	96.3%	96.7%	96.4%	95.8%	96.5%
Girls	95.9%	96.1%	96%	95.9%	96.1%	96.1%	95.9%	96.5%
SEND	94.6%	94.1%	93.5%	95.8%	93.8%	94.2%	94.5%	95%

Persistence Absence:

	2015-16	2016-17	2017-18	Feb 2018-19 Update	End Of 2019 Data	National Average	2019-20 Target
All Children	9.6%	8.6%	8.2%	7.8%	53 pupils 6.5%	8.7%	7%
Pupil Premium Children	20.9%	17.2%	14%	11.3%	12.4%	15.7%	8%
Non-Pupil Premium Children	6.8%	7%	4.8%	6.5%	6.3%	6.9%	5.5%
GAP	14.1%	10.2%	9.2%	4.8%	6.1%	8.8%	2.5%

10. Safe Guarding Information

Our new safeguarding team have updated all guidance on school's website. We have also developed a safeguarding notice board on each site.

We have ensured that new policy contains all relevant training information and is line with updated DfE safeguarding guidance to schools. This has been sent to governors. Safeguarding lead report was:

Concern Forms	Referrals to Wirral Council Integrated Front Door	Referrals to Early Help (external)	Referrals to Early Help (internal)	Team Around Family	Child in Need	Child Protection
167	3	10	30	5	0	1

Early Help External (Level 2 services)	Early Help Internal (Learning Mentors)
<ul style="list-style-type: none"> • Listening ear • Leapfrog • Safer Families • WEB Girls • WEB Boys 	<ul style="list-style-type: none"> • Working on attendance • Picking up children to improve attendance • LM Surgery for parents • Support at lunchtimes • Lego Therapy • Girls group • Momentous boys group • Meditation and relaxation • Groups to support – friendships, managing anxiety, social speaking, emotions • Parenting course

7 children classified as Looked After Children.

11. Exclusions and Behaviour

Behaviour at the school is now excellent after a successful 2-year development plan based on our RESPECT framework and positive behaviour policy. Figures below demonstrate this. Exclusions are now 0.

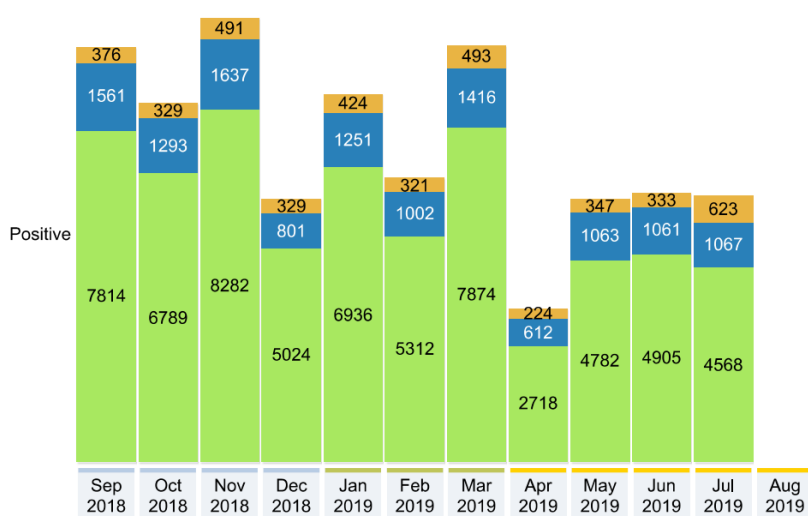
We awarded 1603 Gold Awards for excellence against 103 red zones (0.06% of days on register)

	2013-14	2015-16	2016-17	2017-18	2018-19	Nat Ave	2019-20 Target
All Children	1.32%	1.64%	0.86%	0.11%	0%	1.37%	0%
Pupil Premium	2.88%	5.34%	1.96%	0.7%	0%		0%

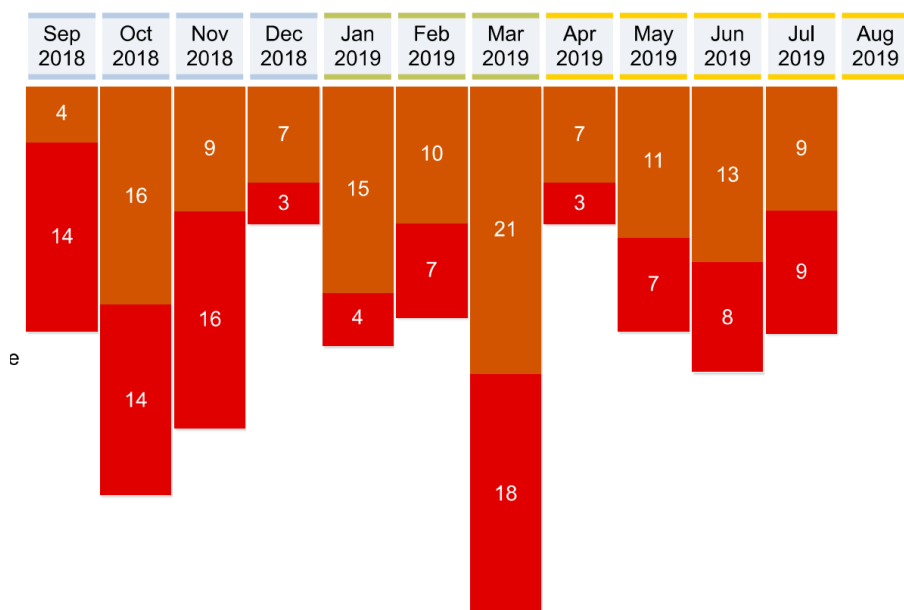
Positive Behaviour Awards Summary:

Behaviour Rewards Timeline [WHOLE SCHOOL [10-10-2019]] Sep 2018 to Aug 2019

[Change dates](#)



Negative Summary:



12. Pupil Mobility

From 2015-17 pupil mobility was an issue for St George's. We now report on this annually to ensure that governors have an annual report on mobility. Governors can also check this termly if required.

Year	In Year Transfer In	In year Transfer Out	Notes
F	5	0	Children leaving 2 siblings left to adult dispute not connected to school. 2 left after we took legal action on attendance. 1 was home educated.
1	2	1	
2	1	1	
3	1	2	
4	1	1	
5	0	0	
6	2	1	
Totals	12	6	

Over Time:

	2015-16	2016-17	2017-18	2018-19
Children leaving	44 children	39 children	8 children	6 children
Children Arriving	11 children	14 children	30 children	11 children

We continue to get a lot of requests for in school movement. We are now near capacity in 7 year groups. Only year two has low numbers.

13. Policies

Governors have agreed and published updated policies for:

- Safeguarding
- Digital Safety
- Positive Behaviour and Relationships
- Complaints
- Attendance
- Pay Policy
- Managing Debt Policy
- Staff Conduct Policy
- Working Together Guidance
- Lockdown Procedures
- Accessibility Plan
- Disciplinary Policy
- Grievance Policy
- Flexible Working Policy
- Drugs and Alcohol

Reviewed policies for:

- Charging
- Finance Manual
- Teaching and Learning Policy
- Data Protection (including GDPR requirements)
- Health and Safety
- School Emergency Policy

- Mobile Phones Policy
- Safer Recruitment Policy
- Prevent Policy for Radicalisation and Extremism
- Appraisal Policies
- Managing Medicines
- Intimate Care

13. Incident and Safety Report

	Autumn Term	Spring Term	Summer Term	2018-19 Total	2017-18 Total
Lower Site Incident Log Children	8	3	1	12 (-3)	15
Upper Site Incident Log Children	23	25	36	84 (-7)	91
Staff Incident Log	10	2	1	13 (-1)	14
Visitors Incident Log	1	1	0	2 (+1)	1

Bullying Logs	1	0	1	2 (-2)	4
Racist behaviour log	0	4	1	5 (+1)	4
Homophobic behaviour log	0	1	0	0 (-2)	2

LA Health and Safety Referrals Staff	2 • 1 accident • 1 medical emergency	0	0 •	2 (-10)	12
LA Health and Safety Referrals Children	1 • 1 fractures	1 • medical treatment	3 • 1 fracture • 2 medical treatment	5 (-4)	9
Violence at Work Log	0	0	0	0	0

14. Local Authority Support and Partnerships

We continue to support the Local Authority's School Improvement work by working as a system leader. This involved:

- Being named school improvement officer for some band 3 schools.
- Leading on LA maths improvement.
- Leading on LA project to support schools with OFSTED readiness.
- Sitting on School to School Partnership Board
- Sitting on Wallasey Locality Board this year. The board is central to the Local Authority's school improvement work. We are working to co-ordinate and commission support across the locality.

The board has head teacher representation, LA representation and teaching school representation.

I will also continue to be the School Improvement Associate for two schools (I have relinquished 3 schools).

In view of our responsibilities at St George's, my involvement will be limited in these roles. Any funding from these roles is being used for the staff well-being fund.

Last year we worked collaboratively with other 40 schools this included:

- 7 international schools
- 9 schools as part of our maths lead work
- 7 schools visiting our EYFS and KS1 work
- 9 schools visiting our phonics development work
- 6 schools as part of our LA school improvement work
- 6 Wallasey Alliance partners

This year:

- Mrs Chambers is working as a Maths Hub lead
- Mrs Binks is lead on EYFS maths project
- Mrs Horton coordinates our Erasmus + partnerships.

14. Wallasey Alliance Schools Collaborative

The importance of the local collaborative of schools to the school's strategic capacity and development is still central to our school improvement work. To remind you the local collaborative consists of Greenleas, Liscard, Mount, New Brighton, St Georges and St Peter and Paul's. Our plans for this year include;

CPD: Joint training for all school staff using the cluster sites. We have training to: Provide joint Newly Qualified Teacher (NQT) training. We are delivering six sessions. We are also commissioning places on this training to other schools.

- Provide joint Governor training. We are delivering a session on complaints training in 2020 and will provide any other requested training (dates sent to governors)
- Organised lead staff groups for school improvement in:
 - ❖ EYFS
 - ❖ Mathematics
 - ❖ English
 - ❖ P.E and Sports
 - ❖ SEND
 - ❖ Business Management and Support
- Promote excellence in the Maths curriculum. We have funded a subject leader development programme with a national lead trainer from learning Together. This will train 20 staff across the Alliance. 4 from St George's over 6 CPD sessions. Trainer is also working with us as part of our Shine Maths bid.
- Continue with moderation under the new national curriculum expectations.

School to School Support

- Schools working on a Thru the Lens school review using new OFSTED Education Inspection Framework. We have requested a Thru the Lens review in March, so we can have an independent review of our school improvement work.
- 3 staff meetings looking at cross school moderation in English and humanities.
- End of year moderation for statutory data in EYFS Year 2, Year 6
- English leader moderation
- Mathematics leader moderation

Also looking at the fun element by planning inter school sports competitions, joint trips etc.

The Full Governing Body and Curriculum and Pastoral Care Committee is updated regularly on our cluster work. Currently no work to pursue the Academy agenda but it does remain a topic for discussion.

16. Enrichment and Engagement

Although it is not part of the strategic function of the Governing Body, we are well aware that governors do like to know what opportunities are available to our children.

	Trips	Visitors in School	Music Events
Foundation Stage	<ul style="list-style-type: none"> • Local Shops • Chester Zoo • Weekly Forest School • The Storybarn at Calderstones Park • Imagine That by Underwater Street • Forest School 	<ul style="list-style-type: none"> • Hobgoblin Pantomime • Author Leonie Roberts • Artist Ticky Lowe • Hi impact - Robotics • People who help in the community: police, lolly pop man, school cook etc. • Tennis roadshow 	<ul style="list-style-type: none"> • Class singing and drama performance • Assemblies at Christmas and end of year
Year 1	<ul style="list-style-type: none"> • Chester Zoo • Speke Hall • Forest school visits • Local walk 	<ul style="list-style-type: none"> • Hobgoblin Pantomime • Tennis roadshow • Hi impact - Robotics • Local athlete, Nathan Young. 	<ul style="list-style-type: none"> • Christmas concert • Singing event at local library
Year 2	<ul style="list-style-type: none"> • Chester Zoo • New Brighton local history visit • Liverpool transport museum • Messy Church 	<ul style="list-style-type: none"> • Hobgoblin Pantomime • Tennis roadshow • Local athlete, Nathan Young. • Hi-Impact pond dipping • Local history visitor, Mr Breeze • Author, Gareth P Jones • RNLI beach safety visit 	<ul style="list-style-type: none"> • Christmas concert
Year 3	<ul style="list-style-type: none"> • Chester Zoo • Ness Garden • World Museum, Liverpool 	<ul style="list-style-type: none"> • Jan Gardner, artist • Polar Explorers, Ambassadors • Author, Gareth P Jones • King Arthur + Quasimodo theatre production • Hi Impact Augmented Reality • Roald Dahl booksale 	<ul style="list-style-type: none"> • All year round drumming and percussion lessons • Fusion Choir Concert
Year 4	<ul style="list-style-type: none"> • Chester Zoo • Breck Quarry local nature trip • PGL residential trip • Romans at Chester 	<ul style="list-style-type: none"> • Sarah Hicks artist • Polar Explorers, Ambassadors • Author, Gareth P Jones • Roald Dahl author visit • Quasimodo theatre production • The Hive Assembly 	<ul style="list-style-type: none"> • All year round ukulele lessons • Fusion Choir Concert
Year 5	<ul style="list-style-type: none"> • Chester Zoo • Jodrell Bank • Bing Bang Science Spectacular, Liverpool • STEM Day at Mosslands • Weatherhead Science spectacular 	<ul style="list-style-type: none"> • Romeo and Juliet Theatre Production • First aid training day • Self defence training day • NSPCC workshops • Polar Explorers, Ambassadors • Shine cricket coaching 	<ul style="list-style-type: none"> • 14 violin lessons. • Fusion Choir Concert
Year 6	<ul style="list-style-type: none"> • Chester Zoo • Local geography day in New Brighton • Imperial War Museum, Salford • Condover Hall Residential 	<ul style="list-style-type: none"> • Romeo and Juliet Theatre Production • Poet Levi Tafari • Madeline Tires, Chinese Artist • Careers Day speakers (25 visitors) • First Aid training day • Self defence training day • NSPCC workshops • Shakespeare Trust • Polar Explorers, Ambassadors • Shine cricket coaching • Transition workshops • Bikeability • Road safety workshops • Chinese enrichment 	<ul style="list-style-type: none"> • Christmas Carol Concert • Celtic music festival • Fusion Choir Concert • End of year production • Leavers Assembly

All trips and events are well publicised and reported on the school's website. News section is best area for this:
<http://www.stgeorges.wirral.sch.uk/newsitems>

We would also recommend seeing our 2019 celebration film at the bottom of our website home page:
<http://www.stgeorges.wirral.sch.uk/>

17. Pupil Voice

We have a proactive pupil voice platform the school. Details are below (Mrs Skarratts-Jackson arranged these):

	KS1		Y3-4		Y5-6	
School Council (Tues)	Chloe Gough-Hughes		K Bennett & B Cummings		Laura Horton	
Meeting Dates 2	01.10.19	19.11.19	21.01.20	10.03.20	05.05.20	16.06.20
Anti-Bullying/Peer Mediator (Thurs)			Sam Broad		Sarah Bowden-Pickstock	
Meeting Dates 2	26.09.19	21.11.19	23.01.20	12.03.20	07.05.20	18.06.20
Play Leaders (Thurs)	Janine Wood		Sharon Gibson		Amy Newton	
Meeting Dates 3	03.10.19	28.11.19	30.01.20	19.03.20	21.05.20	25.06.20
Digital Leaders (Tues)					Tori Hughes	
Meeting Dates 3	17.09.19	12.11.19	14.01.20	17.03.20	28.04.20	23.06.20
Reading Ambassadors (Tues)	Fiona Molloy		Rachel Saunders		Sharon Spurdle	
Meeting Dates 1	24.09.19	05.11.19	28.01.20	03.03.20	21.04.20	09.06.20
ECO Committee (Thurs)	Emma Patterson		TS-J		Megan Jones	
Meeting Dates 1	19.09.19	07.11.19	16.01.20	05.03.20	30.04.20	11.06.20
Mini Police (Fri)					Jenny Taylor/Hannah Rice	
Meeting Dates	20.09.19	15.11.19	24.01.20	06.03.20	01.05.20	19.06.20

18. Pupil Numbers and Contextual Information

	<u>Current search</u>	<u>Boys</u>	<u>Girls</u>	<u>Pupil Premium</u>	<u>NOT Pupil Premium</u>	<u>Service Children</u>	<u>NOT Service Children</u>	<u>FSM</u>	<u>NOT FSM</u>	<u>SEN Support</u>	<u>EHCP</u>	<u>Statement</u>	<u>ALL SEN</u>	<u>NOT SEN</u>	<u>Gifted WR</u>	<u>Gifted RE</u>	<u>Gifted MA</u>	<u>Gifted SC</u>	<u>EAL children</u>	<u>NOT EAL children</u>	<u>In Care</u>
	869	431	438	141	728	1	868	111	758	72	1		73	796					17	852	6
	100%	49.6%	50.4%	16.2%	83.8%	0.1%	99.9%	12.8%	87.2%	8.3%	0.1%	0%	8.4%	91.6%	0%	0%	0%	0%	2%	98%	0.7%
<u>Boys</u>	49.6% 431	100% 431		52.5% 74	49% 357	100% 1	49.5% 430	55.9% 62	48.7% 369	62.5% 45			61.6% 45	48.5% 386					52.9% 9	49.5% 422	50% 3
<u>Girls</u>	50.4% 438		100% 438	47.5% 67	51% 371		50.5% 438	44.1% 49	51.3% 389	37.5% 27	100% 1		38.4% 28	51.5% 410					47.1% 8	50.5% 430	50% 3
<u>Year R</u>	13.7% 119	14.4% 62	13% 57	6.4% 9	15.1% 110		13.7% 119	9.9% 11	14.2% 108	6.9% 5			6.8% 5	14.3% 114					5.9% 1	13.8% 118	16.7% 1
<u>Year 1</u>	13.7% 119	12.1% 52	15.3% 67	11.3% 16	14.1% 103		13.7% 119	16.2% 18	13.3% 101	18.1% 13			17.8% 13	13.3% 106						14% 119	
<u>Year 2</u>	12.3% 107	11.1% 48	13.5% 59	12.1% 17	12.4% 90		12.3% 107	11.7% 13	12.4% 94	5.6% 4			5.5% 4	12.9% 103					5.9% 1	12.4% 106	
<u>Year 3</u>	13.9% 121	14.6% 63	13.2% 58	16.3% 23	13.5% 98	100% 1	13.8% 120	15.3% 17	13.7% 104	6.9% 5			6.8% 5	14.6% 116					5.9% 1	14.1% 120	16.7% 1
<u>Year 4</u>	13.5% 117	16.2% 70	10.7% 47	15.6% 22	13% 95		13.5% 117	14.4% 16	13.3% 101	19.4% 14			19.2% 14	12.9% 103					5.9% 1	13.6% 116	16.7% 1
<u>Year 5</u>	13.9% 121	15.1% 65	12.8% 56	16.3% 23	13.5% 98		13.9% 121	16.2% 18	13.6% 103	19.4% 14	100% 1		20.5% 15	13.3% 106					41.2% 7	13.4% 114	
<u>Year 6</u>	13.3% 116	11.6% 50	15.1% 66	22% 31	11.7% 85		13.4% 116	16.2% 18	12.9% 98	22.2% 16			21.9% 16	12.6% 100					5.9% 1	13.5% 115	33.3% 2

19. Staffing

As you are aware the school had a huge turnover of staff prior to 2017. That situation has now improved and we are focusing on building up capacity.

Staff Leaving:

- Barbara Riccardi retired as a TA
- Craig Keaney left teaching to pursue a career but remains in contact with the school.
- Helen Kingsley left to undertake a teaching position at BHSA.
- Emma Martindale left after two terms teaching post maternity cover.
- 3 lunchtime staff have left (changes in hours, other jobs, ill health and retirement)
- 3 members of catering team have left (changes in hours or other jobs)
- Connor Noble left his position of sports coach to train as a full time teacher
- Mr Hodgson left his position as site manager to undertake a part time contract in another school.
- Sandie Bennett joined us a part time TA for SEND needs.
- Nicola Bevan joined us a part time TA for SEND needs

Staff Arriving/Returning:

- Miss Berry has joined our year 4 staffing team after a successful period as an associate teacher.
- Mariella Catton joined our teaching assistant team.
- Joanne Haigh joined our EYFS teaching team on a year's maternity cover.

- Hannah Barlow (teacher) **returned** after maternity leave.
- Mrs Wainwright (teacher) **returned** after maternity leave.
- Mrs McLean (teacher) **returned** after maternity leave.
- Miss Murphy (teacher) **returned** after maternity leave
- Sarah McKeown is due to return from maternity leave.
- Emma Brown and Andrea Jones **returned** to Dragon club after maternity leave.
- Ronald Mannion joined as our assistant site manager.

Maternity Leave:

- Gemma Dunne (Assistant Head Teacher) started her maternity leave.
- Kelly Senior is on maternity leave.