

Highfield Ely Academy – Contextual information

Highfield Ely is an all age (2-19), area special school which is part of the Active Learning Trust. Highfield Ely works in partnership with Highfield Littleport – also an area special school which opened in Sept 2017. All pupils at Highfield Ely have an Education, Health and Care Plan. Many pupils have additional medical, behavioural, sensory, communication and/or physical disabilities.

Many pupils and their families are supported by social services, usually from the Disabled Children's Team. For the most part this support is in the form of provision of regular respite care. Many pupils and their families have multi-agency involvement because of the complexity of their identified needs.

Most pupils are entitled to transport with some pupils travelling long distances to attend. Around 30 pupils travel to school with parents or carers, which is higher than other Cambs Area Special Schools.

Pupil Population

The school roll stands at **121**. This is slightly above average for a school of this type. The population is comprised of **5% pupils with PMLD, 52% SLD, 43% MLD**. Other identified additional needs are **45% ASC, 7.5% SEMH and 33% SLCN**. We have **27% female and 73% male students**. Other pupil data is:

- We have **5 LAC currently on roll**, which is **above average** for the pupil roll. We have 3 Post LAC students
- The number of pupils eligible for FSM is increasing and is currently at **33%** of our population. This is below the national average of **36% for 2017**
- The **school deprivation indicator is 0.13** which is **below the national average of 0.21**
- Pupils from **ethnic minorities are below the national average at 10.7%**

The overall strengths of the school are:

Behaviour, Safety and Safeguarding

Personal development and attitudes to learning

The broad range of curriculum options for all pupils

Pastoral support for families and students

Development of and opportunities for our staff

Capacity for further development

What makes Highfield Ely special?

The behaviour and attitudes to learning of pupils throughout the school are excellent and they are supported by staff consistently well. They are confident, independent and self-assured learners. There is a positive, pupil focused ethos with a curriculum that meets each learner's individual needs. We work with parents well and support them with a range of resources and strategies, including our Family Liaison worker. We prepare learners for their next steps, be this within Highfield or a carefully planned transition to a future placement.

What do we define as 'Good' Progress?

We expect that all of our pupils make at least good progress over time. Good progress at Highfield is defined as:

“progress that meets our challenging expectations in subject areas and within their Outcomes in Education, Health and Care Plans (EHC Plans)”

Progress judgements are arrived at through professional conversations between teachers and Key Stage Leaders and these are reviewed by Key Stage Leaders with the Head of School. We do not use CASPA or compare progress of learners with that of other learners. We know our students as individuals and assess them as such. We assure high expectations for all pupils, whatever their need, through regular progress meetings between teachers and our leadership team.

Use of Teaching Assistants

Highfield has a significant resource in its Teaching Assistants and recognises that their impact on pupil progress is substantial. Teaching Assistants are line managed by class teachers, and are directed to work in ways that meet the individual needs of each pupil in teaching groups. Sometimes this means sitting alongside a pupil/s, directing their attention, at other times they may lead small groups or work with individuals on their learning objectives. Within our High Needs classes there is close to 1-1 staffing level due to the pupil's Profound and Multiple Learning Needs, personal care support, physio, and so on.

Summary Data

Attendance

- Target for attendance this year is 92%
- Attendance overall in the academic year 2017/2018 was 91.3% We had 2 pupils whom weren't attending school at the time. These pupils have both left roll now
- The average for all special schools Autumn 2016 and Spring 2017 was 90.3%

Student Outcomes 2017/18

Whole School 2017/18

	EHCP outcomes	Curriculum targets
Progress Below Expectations	6/116	13/116
Good Progress	98/116	94/116
Excellent Progress	12/116	9/116

EYFS/KS1 2017/18

	EHCP outcomes	Curriculum targets
Progress Below Expectations	1/22	4/22
Good Progress	15/22	16/22
Excellent Progress	6/22	2/22

KS2 2017/18

	EHCP outcomes	Curriculum targets
Progress Below Expectations	1/12	1/12
Good Progress	11/12	11/12
Excellent Progress	0/12	0/12

KS3 2017/18

	EHCP outcomes	Curriculum targets
Progress Below Expectations	2/32	1/32
Good Progress	30/32	30/32
Excellent Progress	0/32	1/32

KS4 2017/18

	EHCP outcomes	Curriculum targets
Progress Below Expectations	1/25	5/25
Good Progress	22/25	17/25
Excellent Progress	2/25	3/25

KS5 2017/18

	EHCP outcomes	Curriculum targets
Progress Below Expectations	0/5	1/5
Good Progress	4/5	4/5
Excellent Progress	1/5	0/5

Higher Needs 2017/18

	EHCP outcomes	Curriculum targets
Progress Below Expectations	1/20	1/20
Good Progress	16/20	16/20
Excellent Progress	3/20	3/20

Actual 2017/18 Leavers' Destinations

FE College	10/10
Employment	0/10
Social Care Provision	0/10
Training	0/10
NEET	0/10

Actual 2016/17 Leavers' Destinations

FE College	7/10
Employment	0/10
Social Care Provision	3/10
Training	0/10
NEET	0/10

Priorities

	Priority	Responsible	By When
1.	Website to be made compliant in terms of statutory data (PP/Yr 7 top-up/Sports Premium/KS data)	AD/SB	End summer term 2018 Complete
2.	Curriculum development - Green and Yellow pathways need more detail in each topic area (Learning organisers/S.O.W)	AD/SB/KS Leads	Ongoing during 2018/19/20
3.	Assessment - develop systems for assessment in each pathway	AD/KS Leads	Review end Feb 2019 - complete Agreed upon and ongoing

Effectiveness of leadership and management

Where we aspire to be

A1. CPD is effective and personalised so that it meets the changing needs of pupils and staff

A2. Governors an understanding of the school's effectiveness and hold leaders to account

A3. Leaders focus relentlessly on outcomes for pupils, driving pupil outcomes to be better than expected through highly personalised provision

A4. Most parents feel involved in many aspects of school life

A5. Staff at all levels have a clear understanding of the school's vision and their role within it

Where we are currently	Evidence	Next steps
1. CPD is effective in raising standards , though there needs to be clear evidence of impact.	Case studies, PMR's, quality of teaching, outcomes	H of S and Exec Head to review CPD budget vs needs. H of S to collate evidence in CPD folder that assesses impact
2. Perf Man is effective in rewarding those who are performing well, and addressing staff performance issues , though could be more of an 'ongoing conversation' between teachers and their line managers	Perf Man records, recommendations to LGB on performance related pay resulting	PMR paperwork to include links to school plan. Line managers to have input into PMR for their teachers (six monthly review?). Dept leads playing a fuller part in setting/reviewing
3. The leadership team set a very clear improvement agenda and lead by example. Leaders are ambitious in what they want to develop for our pupils and the school community	Support meeting notes, briefing minutes, delegated responsibilities in the staffing structure	
4. The school has a good capacity to improve further working in partnership with Highfield Littleport	School Plans, HLA School Plan	Review staffing structure for the coming year
5. There is a culture of high expectations in the school	External reports, lesson observations, progress data, progress against pupil outcomes, challenge and support meetings	
6. PE & Sport Premium is used effectively , pupils enjoy a range of sports including Rebound and Dance	PE & Sport Premium website statements	
7. Life in modern Britain, or British Values is taught effectively through PSHE	PSHE plans. British Values posters in classes. Website.	
8. Governors provide support and challenge to the leadership team through focused Governor visits	Governors meeting minutes/visit notes	Increase in Governor visits (especially SMSC)
9. Middle and Senior Leaders monitor pupil progress so that none underachieve over time	Pupil Progress meetings minutes and paperwork	Review use of new outcome trackers and reporting system
10. Parents have many different ways in which to engage with, and be supported by, the school	Annual reviews, Class Dojo, parents evenings, progress information home, coffee mornings	Review and develop opportunities for parental involvement eg. parent volunteers

11. Those eligible for Pupil Premium make similar progress to those who aren't - this is tracked in Progress meetings	Progress data	
12. The progress of LAC and Post LAC in the school is largely in line with progress of the remainder of pupils - this is tracked in Progress meetings	Progress data, LAC Governor visit and report	
12. Governors know the school reasonably well, and exercise their statutory duties efficiently. We are working towards improving Governor's knowledge of the school during 2018/19	Governors meeting minutes. New Governors	Increase in Governor visits (especially SMSC)
13. The school demonstrates equality and respect for each pupil	School policies, Review outcomes 2016, 2017 and 2018	
14. The staffing structure reflects a very good level of devolved leadership	Staffing structure, Teacher meetings, Support and Challenge meeting records	Shaping shared leadership and curriculum of HEA/HLA
15. Staff at all levels have had many opportunities to develop their practice and gain new roles	Staffing structure, Graduate Teacher programme, new specialist roles, joint training with other schools, HLA, LINC19-25. TA qualifications	

Commentary

May 2018

- Recent CPD for TA's organised by Irena has been very successful and we expect it to benefit the school as well as the individuals involved
- New School Plan/SEF format designed to save duplication and to make a "living" document that all can access at any time
- INSET plan for the year has been drawn up (across both schools) to address sensory training and adult safeguarding
- Governing body meetings will focus more on presence in school, therefore challenging leaders more effectively
- New family liaison worker is now in post and has made contact with parents - planning FB page
- Website continues to develop - slowly but steadily
- EHCP tracker and reports have been created - more information for parents
- We have changed the timeline and processes for EHCP outcome setting to create a more efficient system. In place from September
- New school diary format being looked at for September - will provide consistency of information within Key Stages
- We won the Tag Rugby event at Castle.

June 2018

- Facebook page up and linked to website - already well used

Sept 2018

- Reviewed statements and next steps.
- 2 Governor visits planned in first half term

Nov 2018

- Governor visit last week re Careers provision
- Evidence for Learning now being rolled out with some staff by way of trial/establishment of best practise

Jan 2019

- Progress meetings used to ensure PP/LAC/Post Lac progress is on par with peers (it still is)
- Curriculum development is devolved and well underway. This is being led by middle leaders with great uptake and involvement from teachers

May 2019

- Training day focus on School Direction for all staff
- Governor visits re Safeguarding/LAC/Careers and WRL
- Presentation to Governors on Green Pathway
- Class Dojo now being used instead of diaries - reduces teacher workload whilst still meeting parents needs

CPD

Sept 2018 - 2 teachers will attend ALT core training programme "Leading Active Learning"

Nov 2018 - Recent CPD included literacy training (BR), SENSI training (JA and MG), Wellbeing training (IG), Management training (AD). Staff CPD library now promoted in staff rooms/briefing

Quality of teaching, learning and assessment

Where we aspire to be

A1. We aspire to have consistently outstanding teaching

A2. The curriculum our pupils access is highly engaging, relevant and prepares them for their next steps

A3. We will have assessment systems that provide clarity in measuring progress for all learners, that helps teachers, learners and parents in understanding and planning for their next steps

Statement	Evidence	Next steps
1. Teaching standards continue to be Good or better overall	Drop-in records, Review Outcomes June 2016, May 2017 and July 2018	Continual fine-tuning to take all teaching towards "outstanding". Largely focussed on differentiation where appropriate and curriculum content review. Focus on changing culture to one where staff invite observations as an opportunity to improve
2. The teaching standards form the basis of performance management	Perf Man records	Dept leads to have professional conversations on PM with teachers in their Depts through the year
3. The LT have undertaken joint obs with external reviewers, validating judgements	Drop-in records, external reports	Joint obs between leaders at HLA and HEA
4. There are numerous extra-curricular opportunities that enhance the school curriculum	Website, Class Dojo	
5. Senior leaders have had paired observations with the Head or Deputy, or with colleagues in other local schools	Drop-in records	
6. There is not a consistent level of expertise from Curriculum Leaders throughout the school. English and Maths are strong but there is inconsistency elsewhere	Peer observations, subject development plans, SOW's	Develop subject leader structure to include wider curriculum areas and pathways
7. There is a culture of high expectations in the school	Previous review reports, lesson observations, progress data	Further develop Pathways curriculum
8. There is strength of provision in High Needs and in working with pupils with challenging behaviour	Drop-in records, Department plans, case studies	
9. Accurate assessment is used in deciding the 'next steps' for each pupil. Parents are involved in this conversation	Drop in records, EHCP folders, Annual review paperwork	
10. The teaching of English and Maths and progress of pupils is strong throughout the school	Drop-in records, progress data, review outcomes	
11. There are clear handover structures between classes and future placements so progress is not slowed	Meetings schedule, annual reviews, leavers' tracking information	New "moving up" day - review success. New tracking system of former students for 3 years post HEA.
12. Systems for pupils to join Highfield are very effective in making sure pupils have the best possible start	Pre-admission meetings, new parent meetings, 'moving up' day	

Commentary

May 2018

- Drop-ins continue to provide plenty of strong evidence that overall quality of teaching is good or very good
- We believe that our new grouping method will further improve student outcomes and our ability to meet their needs
- Work is underway at a school and a Trust level to develop subject specialisms. Our curriculum is good and is taught well but the formal curriculum in particular needs organising, challenge and ongoing development to make it "outstanding"
- Our assessment systems are good but could improve in KS4 and 6th Form - this is underway, with staff recently trained on B Squared

Sept 2018

- Website content is being added continually
- KS4 and 6th Form assessment review has started and will continue
- Curriculum review is underway

Nov 2018

- Recent QA data shows all teaching is still "good" or better. Feedback is challenging but conversations are two-way. Teachers are used to being observed regularly and the culture around professional development is very open and positive
- Curriculum development ongoing. Green Pathway teachers recently visited local bookshop together to discuss linked/shared texts. "Learning Organisers" being developed in Yellow Pathway
- First progress meetings with new format have taken place - these show progress is largely good across the school but also flag areas for concern with a few individual students. We are acting to address these
- Horse-riding provision hoped to return after Christmas

May 2019

- Curriculum meetings have now replaced most Teachers' meetings
- Assessment system - Evidence for Learning - is now largely rolled out and being "live trialled" by teachers and TA's
- Nurture group being set up to meet needs of a small group of students
- Lots of collaborative group work underway on all areas of the curriculum, improving on areas previously perceived as having gaps

CPD

April 2019 - Nurture CPD started, visits to other provisions, links with HLA utilised

Personal development, behaviour and welfare

Where we aspire to be

A1. The personal development of every learner will continue to be outstanding

A2. Teachers continue to have high expectations of pupils' behaviour, supporting highly effectively where there are individual behavioural needs

A3. Attendance continues to be over the national average for Special schools

Statement	Evidence	Next Steps
1. Absence rates over time compare well to national averages because pupils are motivated to attend school	Absence data	
2. Where attendance is not as good as it could be, action is taken to improve this	Contact with parents, regular meetings between Attendance Lead and Head of School	
3. Case studies and other progress information outline clearly that this area of school provision continues to be outstanding	Case studies and other progress information	
4. The school has a proven track record in making successful placements for students that have broken down elsewhere including other special schools and mainstream environments	Case studies and other progress information	
5. There is an excellent level of team working to support pupils' individual welfare and behaviour needs in school involving outside agencies where necessary	Case studies, meeting minutes	
6. The positive ethos of the school is the foundation for the majority of pupils' exemplary behaviour	Challenge Partners report July 2016 and 2018, LAC Audit report Sept 2016, and ALT Review 2017	Further explore STEPS at HEA to provide alternative ideas running alongside Team Teach
7. Parents/carers continue to have confidence in the care that the school provides	Parental surveys, annual reviews, diary entries, Dojo messages	Family Liaison worker to review procedures to gain parental feedback. Resend parental survey next year
8. Safeguarding is effective	CP reports to Govs, CP file audit, DP meeting notes, two external audit reports	DP's to attend latest 'My Concern' training
9. Students attitudes to learning are excellent	Drop-ins, Challenge Partners report July 2016 and 2018, LAC Audit report Sept 2016, and ALT Review 2017	
10. Students have a voice in how the school develops	Pupil voice surveys, School Council minutes, teacher interviews process notes, Challenge Partners report July 2016 and 2018, and ALT Review 2017, safeguarding audits 2018	
Commentary April 2018 <ul style="list-style-type: none"> Family Liaison worker started end April 2018 and is introducing herself individually to all parents/carers 		

- Cambridgeshire Steps could be an alternative to Team Teach or could work alongside it in the future
- School now has 6 DP's
- Attendance of a small minority affects the overall attendance figure. Personalised agreements are in place for these pupils

May 2018

- YTD attendance is 92.1%. Last Year was 91%. National average for Special schools is 90%
- Exec Head meeting regularly with office staff to review attendance. Then followed up with KS Leads/families

Sept 2018

- Reviewed statements and next steps
- "My Concern" training on Sep 4th for all staff

Nov 2018

- AD attended "My Concern" sharing of best practice meeting
- 5 instances of non/minimal attendance. Some very complex cases but we are seeing improvements with some individuals. Interventions are in place. Attendance figure without these students is over 92%
- DP meeting 27.11.18 to review concerns this term
- Family liaison worker now supporting around 8 families

May 2019

- DP meeting and Governor Safeguarding visit took place
- My Concern fully operational but practice continuing to develop in its use

CPD

Sept 2018 - My Concern training

Sept 2018 - CP refresher

Summer 2019 - STEPS Tutor training

Outcomes for pupils

Where we aspire to be

- A1. Every learner will be very well prepared for their next steps, whatever they may be
 A2. Every learner will have vastly improved long term opportunities as a result of attending HEA

Statement	Evidence	Next Steps
1. The very large majority of pupils make expected or above progress from starting points	Progress from starting points, EHCP Outcomes, EYFS progress, progress meeting notes	
2. The vast majority leave Highfield to access further study at college or within Individual Curriculum Solutions packages	Leavers' destinations	Track leavers for at least three years, and use any learning to inform school provision
3. Work related learning is developing into a very strong part of Highfield provision	Evidence of work placements, evidence against Gatsby benchmarks, appointment of Work Experience Co-ordinator and Transitions Advisor	Audit WRL provision and placements and adapt as necessary
4. The progress of each learner is reviewed regularly by the class teacher, middle and senior leaders	Impact for pupils shown through pupil progress meeting notes	
5. Teaching across departments enables an effective transition between KS3 and 4 and progress is not slowed	Baseline and progress through KS4	
6. Consistency and depth of moderation needs to develop		Head of School to devise and embed a system with Leadership team
7. The Pathways curriculum is broad and balanced and meets all learners needs	Curriculum provision map, website	Continue to develop the Pathways model
Commentary April 2018 <ul style="list-style-type: none"> • Work Exp Coordinator role advertised • We have begun using the Compass Careers Learning tool to identify strengths and gaps in provision • We have requested leavers' data from the local authority for leavers for up to three years May 2018 <ul style="list-style-type: none"> • Simon Adams meeting with Danny Mills and external providers to strengthen transition/careers/work exp provision • Work Exp Coord interviews are on Friday 25th May - 3 shortlisted • One student offered work post 16 from placement (see website) Sept 2018 <ul style="list-style-type: none"> • Review of statements and next steps • Work exp co-ordinator now in place Nov 2018		

- Recent “Moving On” event was very well attended by outside providers and families
- School working with our own advisor and LA transitions team to ensure provision is as good as it can be
- Transitions Advisor role working really well and improving the transitions process for families and students
- Teaching staff attending moderation/subject meetings with other Special Schools county-wide

May 2019

- 21 students now have regular work experience placements
- 15 students leaving this year for FE. None expected to become NEET
- “Learner on the Table” moderation system shared by HLA

Effectiveness of the early years provision

Where we aspire to be

A1. Learners in EYFS will make an exceptionally good start to their schooling

A2. We will feel confident that we can self evaluate our EYFS department as “Outstanding” again

Statement	Evidence	Next Steps
1. The small number of pupils overall make strong progress in EY	Development Matters progress trackers, EHCP outcomes	EYQF used as a development tool for EYFS this year
2. Assessment systems identify clearly where the pupil is and what their next steps are	Obs involve whole class team, identifying next steps. Regular staff reflection.	
3. The curriculum is flexible and based on students’ individual needs	Curriculum map (My skills etc), individualised planning, TEACCH, Outdoor Learning	Continuing development of curriculum
4. Quality of teaching in EY is Good or better	Lesson observations, external reviews, Peer Observations	
5. Pupils make a strong start to their education in EY	Comprehensive baselines using PDJ and previous settings assessments, transition and home visits if appropriate	Conversation with KS Lead to better understand current procedures. H of S to investigate CPD in EYFS (meet with EYFS expert)
6. Taking into account their starting points and needs, pupils demonstrate excellent behaviour and attitudes to learning	Lesson observations, photos and video, Class Dojo, Challenge Partners and external reviews 2016, 2017 & 2018, progress against EHCP Outcomes	
7. Most staff in the EY department have received training related to their roles in supporting pupils to achieve their potential	Observation and assessment for whole school, individual department updates termly, identification of training	Dept Lead to arrange observation training for any staff who have not received it
8. Parents are given many opportunities to be involved in their child’s education	EY curriculum information session, parents evenings, WOW contribution slips, Class Dojo comments, Annual Reviews	Review opportunities, re-introduction of open afternoons
Commentary June 2018 <ul style="list-style-type: none"> KS Leader/ Hof S and previous KS Lead (now a H of S) met to discuss EYQF and how we use to drive provision. This will be a focus for discussions between H of S and KS Lead going forward. Quality of teaching consistently good or better Sept 2018 <ul style="list-style-type: none"> Reviewed current statements and next steps Head of School at HLA to be involved in developing EYFS provision, giving support and advice, using EYQF as a basis Nov 2018 <ul style="list-style-type: none"> Quality of teaching and progress of students continue to be “good” or better KS Leader has begun work on EYQF. Capacity meant that liaison with YS (at HLA) has not happened yet 		

May 2019

- External EYFS LA audit this month

CPD

Sept/Oct 2018 - Head of School and EY Lead to undertake training in EYQF

Effectiveness of the 16 to 19 study programmes

Where we aspire to be

A1. All students will make excellent progress and be well prepared for whatever their next stage is

A2. Transition from Highfield will be well planned, relevant, involve all stakeholders and will prepare the student for a successful next step

A3. We will know the journeys of our former students well into their next steps and beyond

Statement	Evidence	Next Steps
1. The quality of teaching is Good or better	Drop-in evidence	QTS for Level 4's over time
2. Students receive an appropriate life skills based curriculum	Baseline information, progress through KS4, lesson observations, meeting notes	
3. Students are well prepared for their next steps and we invest resources into making this even better	Leavers destinations, low numbers of NEET, Employment of Transitions Advisor	Track leavers longer term and use learnings from this in developing provision
4. Highfield has a strong and long-standing track record of making a success of placements that have broken down elsewhere, including 6 th Form	Case studies, progress meetings notes	
5. Assessment identifies clearly the next steps in their learning students need to take	Annotated students work, progress meetings	Investigate more user friendly/useful/relevant assessment systems
6. The personal development, behaviour and welfare of learners is excellent	Lesson observations, case studies, annual reviews	
7. Leadership of 16-19 provision is strong	Support meeting notes, observation	Continue to develop leadership skills - CPD opportunities to be explored for next year
8. Careful transition planning means students move onto College courses often sooner than the end of Year 14. This is so that they have a sufficient level of challenge which perhaps cannot be met at Highfield Ely	Annual reviews, Leavers destinations	
9. The curriculum includes many opportunities to learn about the workplace	Curriculum outline, lesson observations, appointment of work experience coordinator and transitions adviser	Continue to develop work related learning placements and curriculum content
10. The next steps for learners post school are planned very carefully and with the student and their parents	Annual reviews/appointment of Transitions Adviser/ Lack of NEET	Monitor how the Trans Adv role works over coming months and develop as required
Commentary June 2018 <ul style="list-style-type: none"> 6th Form continues to go from strength to strength. We are looking at curriculum and assessment next 		

<ul style="list-style-type: none"> • Transitions Adviser is already working with and helping students and families • Work experience Coordinator appointed - we think a very strong appointment <p>Sept 2018</p> <ul style="list-style-type: none"> • We have agreed to ask an external reviewer to assess whether the provision is “Outstanding”. <p>Nov 2018</p> <ul style="list-style-type: none"> • Recent visit from VIY (DIY volunteers) to work with students on painting and decorating was very successful • KS Leader visited Burwell Print and Snakehall Farm to assess suitability of provision <p>May 2019</p> <ul style="list-style-type: none"> • 		
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<p>CPD</p>

Evidence for Spiritual, Moral, Social and Cultural development

Where we aspire to be

A1. All Highfield students will experience a curriculum that is rich in spiritual, moral, social and cultural content, developing their understanding in these areas and making them well-rounded, happy citizens.

Spiritual development

Statement	Evidence
Most students are able to be reflective about their own beliefs, religious or otherwise, that inform their perspective on life and their interest in and respect for different people's faiths, feelings and values	General observations around school, conversations with students, lesson observations
Pupils show a sense of enjoyment and fascination in learning about themselves, others and the world around them	Lesson observations, annual review paperwork
Students use imagination and creativity in their learning	Lesson observations, student work
Most students are willing to reflect on their experiences	Lesson observations, conversations with students

Moral development

Statement	Evidence
Most learners are able to recognise the difference between right and wrong and respect the law	Lesson observations, conversations, incident forms
Most students understand of the consequences of their behaviour and actions	Lesson observations, conversations, incident forms
Most pupils can offer views about moral and ethical issues and have the ability to understand and appreciate the viewpoints of others on these issues	Lesson observations, general observations of interactions

Social development

Ofsted descriptor	Evidence
Most pupils can use of a range of social skills in different contexts, for example working and socialising with other pupils, including those from different religious, ethnic and socio-economic backgrounds	Comments from visitors
Most students demonstrate a willingness to participate in a variety of communities and social settings, including by volunteering, cooperating well with others and being able to resolve conflicts effectively	Strong emphasis on learning in the community
Most students show acceptance and engagement with the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs; they develop and demonstrate	KS3 and 4 curriculum includes opportunities to learn about voting

skills and attitudes that will allow them to participate fully in and contribute positively to life in modern Britain.

Cultural development

Ofsted descriptor	Evidence
Most pupils show an understanding and appreciation of the wide range of cultural influences that have shaped their own heritage and those of others	Assemblies on a range of multi-cultural and faith themes
Most students show an understanding and appreciation of the range of different cultures within school and further afield as an essential element of their preparation for life in modern Britain	Curriculum from KS2 shows a broad range of content from different cultures
Most pupils have good knowledge of Britain's democratic parliamentary system and its central role in shaping our history and values, and in continuing to develop Britain	KS3 and 4 curriculum includes opportunities to learn about voting/parliament, lesson obs
Students show a willingness to participate in and respond positively to artistic, musical, sporting and cultural opportunities	Numerous cross-school events/Christingle/Assemblies/concerts/plays
Most students show an interest in exploring, improving understanding of and showing respect for different faiths and cultural diversity and the extent to which they understand, accept, respect and celebrate diversity, as shown by their tolerance and attitudes towards different religious, ethnic and socio-economic groups in the local, national and global communities	

Commentary

Sept 2018

- Our provision for the spiritual, moral, social and cultural development of our students is completely interwoven into our curriculum and takes many different forms to meet the varied needs of our young people.
- A class discussion on Sikhism which asks students to reflect on how Sikhs worship may have obvious spiritual and cultural aspects but our classroom expectations regarding taking turns in talking and listening to the views of others will also benefit pupils' social and moral progress.
- All school assemblies at Highfield reinforce social development as we take turns in setting out and putting away chairs and also in presenting information. The topics of our assemblies will often cover a spiritual or cultural theme, from Ramadan to St. Georges Day. Each assembly also finishes on a celebration where we recognise and reinforce the positive achievements of students from across the school. Our students appreciate that achievement comes in many different forms and that it should all be recognised, no matter how small the increments of progress.
- Highfield students enjoy many opportunities to learn outside of the classroom. These experiences range from walks to the local church café, to our annual visit to hear the Kings College Choir each Christmas to a summertime residential trip to Wales. All of these activities broaden and develop the spiritual, moral, social and cultural awareness of our students.

Nov 2018

- Christingle concert soon approaching
- Recent assembly on Armistice Day/WW1

May 2019

- 21 KS4 and 6th Form students on successful work placements outside the school

Summative Judgements

Area	Self evaluation grade Sept 2018	Commentary on self evaluation grade and judgements	Current RAG rating May 2019
<i>Effectiveness of leadership & management</i>	2	Leaders at all levels know the school well. The school has a clear vision for development that is well understood by all. To move to Outstanding evidence over time needs to be collated that demonstrates strong, consistent practice throughout the school. The Local Governing Body needs to be more involved in school life again.	
<i>Quality of teaching, learning and assessment</i>	2	Quality of teaching remains Good. Monitoring evidence found the very large majority of teaching to be Good or Outstanding. To move to Outstanding there needs to be a further curriculum development and in some teaching differentiation being applied more effectively. Teaching Assistants are used consistently and effectively in assessing pupil progress.	
<i>Personal development, behaviour and welfare</i>	1	Pupils continue to demonstrate excellent attitudes to learning. They are highly motivated to achieve well, care for each other and feel safe and supported at school. The school continues to have a strong track record of making successful placements for those who have come from placements that have broken down elsewhere. Safeguarding is effective and challenging behaviour worked with very effectively.	
<i>Outcomes for children and learners</i>	2	Outcomes for learners overall is good or better. To move this area to Outstanding, more evidence needs to be gathered of the positive outcomes pupils experience. Where progress for learners is good making it even better, and where progress for learners is not as good as it could be quickly removing any barriers. Opportunities for work related learning in KS4 could be better.	
<i>Effectiveness of the early years provision</i>	2	Early Years Provision is Good. Pupils have a positive beginning to their educational journey whatever their individual starting points. Pupils make strong progress through Early Years, shown through Learning Journeys, progress towards EHCP Outcomes, parental feedback and monitoring of teaching. In the coming year we will be considering whether EYFS can be considered Outstanding.	
<i>Effectiveness of the 16 to 19 study programmes</i>	2	Our small 6 th Form continues to be Good. Teaching is strong and improving over time, with individual students making good progress. Students' individual needs are well met and they receive an appropriate level of challenge in their curriculum. In the coming year we will be considering whether 16-19 can be considered Outstanding.	