

Education and Skills Director's Report to Governors

AUTUMN 2017

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

For more information
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Summary

For September 2017, thanks to the co-operation of headteachers and governing bodies, all eligible children who applied on time for a place in Reception or in Year 7 were offered a school place. In the primary phase, the number of applications for Reception dropped slightly, both in Barnet and across London as a whole. Some of this is a result of the birth rate for the relevant year but it is too early to point conclusively to other factors that may be impacting demand. In the meantime, as in previous years, we have continued to receive late applications for places across all year groups and we will be working with schools to ensure all children and young people are placed as quickly as possible.

For the secondary phase, the primary pressure is now beginning to feed through to the secondary sector and several secondary schools laid on 'bulge' classes to help maximise the number of parents who were able to receive an offer from a school of their choice. The council's plans to meet the projected need for secondary school places are set out in full in a report considered by the Council's Children, Education, Libraries and Safeguarding Committee on the 18th September 2017 which can be found on the council's website at:

<https://committeepapers.barnet.gov.uk/mgCommitteeDetails.aspx?ID=697>

Broadly the projected need for new secondary places will mainly be met through the provision of three new free schools: Ark Pioneer, Saracens High School and The Compton Free School, all subject to appropriate sites being available and planning consent being approved. An expansion project is also currently progressing to expand St James Catholic High which comes on the heels of the new provision created at St Mary's and St John's all-through school and the previous expansions of Copthall, Christ's College and The Compton. Christ's College has also recently announced that following a period of consultation, it will become a co-educational school starting in September 2018.

The Barnet with Cambridge Education Partnership's School Place Planning and School Organisation group, with headteacher representation, oversees the development of our local approach to ensuring sufficient places. Sufficient places can only be delivered through close partnership working between the council, the Department for Education, the relevant dioceses, headteachers and governing bodies. Many of the local issues experienced here in Barnet are shared across London, and London Councils has recently published its annual report 'Do the Maths', which can be found at:

<https://www.londoncouncils.gov.uk/node/32443>.

Governors' Role For information by

To note the above information.

All Governors

Contact

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Achievement in Barnet in 2017 – based on provisional and unvalidated results

Summary

Early Years

The percentage achieving a Good Level of Development (GLD) was 73.4% which was above the national average of 70.7%.

Barnet had a 4.1 percentage point increase between 2016 and 2017 compared to a 1.7 percentile point increase nationally.

Phonics

The percentage meeting the phonics standard in Year 1 was 84.9% which was above the national average of 81.4%.

Barnet had a 3.6 percentage point increase between 2016 and 2017 compared to a 0.4 percentile point increase nationally.

Key Stage 1

At the end of KS1 the attainment of Barnet pupils was above national in all subjects at Expected Standard and Greater Depth.

		% EXS+			% GDS		
		2016	2017	Change	2016	2017	Change
Reading	Barnet	76.8%	77.7%	+0.9%	25.2%	27.1%	+1.9%
	National	74.0%	75.6%	+1.6%	23.6%	25.2%	+1.6%
Writing	Barnet	68.1%	70.4%	+2.3%	14.7%	16.3%	+1.6%
	National	65.5%	68.2%	+2.7%	13.3%	15.6%	+2.3%
Maths	Barnet	74.4%	76.6%	+2.2%	20.0%	23.1%	+3.1%
	National	72.6%	75.1%	+2.5%	17.8%	20.4%	+2.6%
Science	Barnet	82.8%	84.0%	+1.2%	-	-	-
	National	81.8%	82.6%	+0.8%	-	-	-
RWM	Barnet	63.0%	66.5%	+3.5%	10.0%	12.3%	+2.3%
	National	60.3%	63.7%	+3.4%	8.9%	10.9%	+2.0%
RWMS	Barnet	62.5%	66.7%	+4.2%	-	-	-
	National	59.8%	63.3%	+3.5%	-	-	-

Key Stage 2

At the end of KS2 the percentage of pupils reaching the expected standard in Reading, Writing and Maths increased from 59% in 2016 to 65% in 2017. This was 4 percentage points above the national average of 61%.

Individual subject results:

- Reading increased from 73% to 76% and was above national (71%)
- Writing increased from 73% to 75% but was below national (76%)

- Maths increased from 76% to 82% and was above national (75%)
- GPS/SPAG increased from 80% to 83% and was above national (77%)

The percentage of pupils who achieved Greater Depth was greater than the national average in Reading, Maths and GPS/SPAG but below national in Writing.

Barnet Ranking (out of 152 LAs) – based on provisional attainment data in 2016 and 2017

Key:

Ranking improved between 2016 to 2017

Ranking dropped between 2016 to 2017

Ranking stayed the same between 2016 to 2017

	Expected+		Greater Depth		Scaled Score	
	2016	2017	2016	2017	2016	2017
Reading	25th	17th	16th	14th	8th	5th
Writing	124th	92nd	53rd	86th		
Maths	17th	17th	10th	11th	4th	8th
RWM	49th	26th	14th	20th		
GPS	15th	13th	8th	8th	4th	5th

GCSEs

We received results from 19 of the 22 schools. It is difficult this year to get comparisons as the A* to G has changed to a 1-9 grading system in English and Maths and there is no available national data for this year.

The current position is:

- 82% achieved a standard pass (grade 4 and above) in English and Maths. This is 9% higher than the percentage who achieved an A* to C in English and Maths in 2016
- Average 'Attainment 8' score in Barnet is 54 points compared to the national average in 2016 of 49 points.
- EBacc increased from 44% in 2016 (A*-C) to 47% in 2017 (Grade 5+)

A Levels

Key:

Above national and an increase from last year

Above national but a drop from last year

	A*-A	A*-B	A*-C	A*-E
2016 (Barnet)	35.9%	62.1%	83.6%	99.1%
2016 National	26.5%	53.6%	78.3%	98.8%
2017 (Barnet)	36.4%	61.8%	83.2%	98.5%
2017 National	26.3%	53.1%	77.4%	97.9%

Overall Summary

- National results saw a small drop in all measures from 2016 to 2017
- Barnet saw a small drop in all measures apart from A* to A which showed a small increase
- Barnet remains above national in all measures

**Governors’
Role
For
information
by
Contact**

To note the information

All Governors

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Summary

As we continue to drive the development of high quality Special Educational Needs and Disabilities (SEND) practice across Barnet, I am becoming more confident that strong activity is taking place to further improve outcomes for pupils with an Education, Health and Care Plan and pupils at SEN Support.

The forthcoming SEND Local Area Inspection has created a helpful framework for improvement across education, health and social care. Information regarding this was included in the summer Director's Briefing and is something that I have continued to prioritise here. I am also keen to flag the need to increase the usage of the Local Area as the initial reference point for information.

Lastly, we must increase our commitment to co-producing with parents and children as this will serve to create a more collective culture across Barnet.

1. Preparing for the SEND Local Area Ofsted Inspection

- It is essential that the SEN registers of pupils with Education, Health and Care Plans and those at SEN Support are up to date
- Your school information report must be legally compliant and clearly visible on your school website
- If your school is chosen by Ofsted, the inspectors will visit for 2 hours. This allows for 30 minutes on the following SLT meeting / pupil meeting / parents meeting / pupil file audit.

2. The SEND Local Offer

- Please ensure there is a link from your school website to the Local Offer: <https://www.barnet.gov.uk/citizen-home/children-young-people-and-families/the-local-offer-and-special-educational-needs.html>
- Please direct all parents with children with SEN to the Local Offer as the first port of call.

3. Co-production with Families

- More evidence of co-design with parents is required. All schools need to be more proactive to ensure parents are involved at the earliest possible occasion in designing new and improved ways of improving outcomes for children.
- We would welcome these examples to be shared with the Local Authority.

Governors' Role For information by Contact

To note the information

All Governors

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Governor Services: new GAO/Associate Clerking Service launched

Summary

Your governing body provides strategic leadership and accountability, playing a vital role in maintaining and improving school performance.

From 1 September new provision from Governor Services is being launched to schools, in order to support your governing body in remaining legally compliant and undertaking its many roles and responsibilities. Schools can choose from a suite of services designed to provide the level of support that you need.

Schools buying into the Governance Advice Officer (GAO) package will receive:

- strategic oversight and support on governance issues throughout the year through a termly newsletter and other supporting materials;
- advice and support for their clerk from a Barnet Governor Advice Officer (GAO)
- advice and assistance on governor election procedures, documentation, membership eligibility and on disqualification procedures and documentation
- liaison with diocesan boards and other appointing bodies
- liaison with legal services on the provision of instruments of government
- advice on instruments of government and on constitutional and procedural matters
- advice and liaison with the council on local authority appointments
- advice on the role of the clerk and governors
- feedback on your Governance Self-evaluation audit.

Schools buying into the Governance Advice Officer (GAO) and Associate Clerking package will include:

- all the support listed above from a Barnet GAO
- allocation of an Associate Clerk who will attend your Governing Body meetings as required and take minutes, manage the agenda and reports, and electronically distribute Governing Body papers

The termly GAO newsletter, one of the features of the new GAO service, will contain information and templates to help support the effectiveness of your Governing Body. The Autumn 2017 newsletter contains information on:

- The flavour of the autumn term
- Appointing a Chair / Vice-Chair
- Reviewing Committee Structure and Membership, including Scheme of Delegation template
- Headteacher Performance Management
- Analysing Performance Data in the Autumn Term and questions to ask

- Reviewing and ratifying policies, including templates on the Policy Review Cycle
- Removal of Governors from Maintained School Bodies
- A Competency Framework for Governance
- Weapons seized by police in schools
- Governance Self-evaluation Audit Tool
- Sources of support

As part of our enhanced support to you, Governors of schools subscribing to the GAO service are also invited to attend your new termly GAO Briefing for Governors on Tuesday 17 October 2017 at 7 – 9pm at BEST Hub, Lanacre Avenue, Grahame Park, Colindale NW9 5FN.

This briefing builds on and combines with the termly Training Link Governors' meeting, sharing information on education issues and Governor Support and Development.

You may book your place using the following link:

http://cpd10g.cyberdrome.co.uk/pls/cpd1718/gen_cpd_pubview?p_cr_id=171820034&p_style_id=120

Schools buying into the Governor Support and Development Programme will receive unlimited access to all our Governor training courses. The Governor Support and Development Training programme offers courses on relevant topics, and can be accessed via the link:

http://cpd10g.schoolcircular.co.uk/pls/dad_cpd/gen_bystrand_fr_pub

Governors can register for courses online.

In addition, all schools subscribing to our Governor Support and Development Training Programme now have automatic access to a host of online training modules at 'Modern Governor' via www.moderngovernor.com.

**Governors'
Role
For action
by
Contact**

Any Governing Body interested in subscribing to any of the above services should contact Sarah Beaumont

All Governors

**Sarah Beaumont, Governor Services Manager and Lead GAO
School Improvement, Education and Skills,
Barnet with Cambridge Education, North London Business Park, Oakleigh Road
South, London N11 1NP.**

Tel: 0208 359 7622

Email: sarah.beaumont@barnet.gov.uk

Summary

Undertaking regular evaluation to monitor and improve the quality and impact of governance is a feature of effective governance. It is essential for the governing body to reflect on its own effectiveness including the effectiveness of its processes and structures. This will assist in building relationships and improving accountability, and will enable the governing body to ensure that there is a clear distinction between strategic and operational leadership. It will also assist in setting the tone and culture of the governing body.

Launched in the Autumn Term 2015, Barnet's Governance Self-evaluation Audit is an annual return, designed to support your self-evaluation and to assist Governors and Headteachers in having documentary evidence for OfSTED.

The process helps to identify strengths and weaknesses in governance and can provide us with a better understanding of the effectiveness and training needs of Governing Boards. This informs our Governor Support and Development training programme, helping us to address common and shared issues through relevant training.

Therefore we would ask all governing bodies of maintained schools to complete and return the 2017/18 Governance Self-evaluation Audit to Sarah Beaumont at sarah.beaumont@barnet.gov.uk by Friday 15 December 2017. We would also welcome responses from academies and free schools.

If you completed your Audit in 2016/17 and received feedback, an updated personalised evaluation form will have been provided to you at the time of feedback (spring term 2017). You should use this form to add your 2017/18 evaluation. You will then be able to track improvements and areas for development against your 2016/17 Audit.

If you did not complete your Audit last year, a template is provided in Appendix One for your completion.

The first part of the audit is a current list of your Governors enabling us to have a record of Governors across the LA. What follows is a list of 37 questions to help you evaluate the impact of all aspects of Governors' work. The completion of the Audit should be a collective activity undertaken by the whole Governing Body, with input from the Headteacher.

Further support can be arranged by BPSI and Governor Services. BPSI hours can be used for some of this training.

Governing Boards of schools supported by the GAO service will receive feedback on their Audits as part of their service entitlement.

Governors' Role

All maintained schools to complete and return this Audit to Sarah Beaumont at sarah.beaumont@barnet.gov.uk by Friday 15 December 2017.

All Free Schools and Academies to respond at their discretion.

For action by Contact

All Governors

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6. Change of Capita HR and Payroll Platform from ResourceLink to iTrent

Summary

During the Autumn term, Capita HR Solutions will be making improvements to the way we provide the HR and Payroll service to schools. As part of this work we are delighted to announce we will be introducing a new HR and Payroll platform, iTrent, provided by MidlandHR (MHR). MHR have significant expertise in the education sector and have developed a system that is designed to meet the requirements of schools, academies and multi academy trusts.

In London Borough of Barnet this change will affect 81 schools with Capita payroll and the transfer to iTrent is scheduled for 1st December 2017. Whilst we appreciate these are relatively short timescales our preparation work is already underway. We have a dedicated team working on the transition and are committed to supporting schools throughout the change with minimal disruption.

During our provider review we established iTrent as the best HR and Payroll system for schools evidenced by a strong commitment to ongoing system development. This agreement represents a partnership between two market leading suppliers to support our vision of becoming the leading provider of HR and Payroll services in the education sector.

We believe that this change will be received positively by our customers and are confident that iTrent can deliver key improvements on the current platform. We will be keeping schools up to date on our progress over the coming months including regular newsletter updates and further information on the training and guidance available to be provided shortly. Further information will also be available on a dedicated microsite; www.capitahrsolutions.co.uk/itrent where we will be keeping information on the iTrent transfer including progress updates, regularly updated FAQ's, and Userguides as they become available.

Any questions in relation to the iTrent transfer can be directed to the HR and Payroll teams or emailed to Project.Algebra@capita.co.uk

Governors' Role

Governors to note the information above

For information by Contact

All Governors

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Apprenticeships in schools

Summary

Have you considered taking on an apprentice in your school?

Five reasons to take on an apprentice in your school:

- To develop the skills you need in your school
- To make hiring simpler and cheaper
- To grow your team whilst keeping staff costs down
- To give your team new energy and enthusiasm - apprentices are often valuable and loyal employees
- To bring in new resources to free up existing staff to do what they do best; apprentices can undertake a wide range of roles in schools, including finance, administration, business manager, teaching assistant, early years, sports, libraries.

Apprenticeship standards that are already available include: Activity Leadership, Business Administration, Education and Training, Facilities Management and Supporting Teaching and Learning in Schools. Other apprenticeship standards that are being developed include: Teaching Assistant (expected in October); School Business Manager; Teacher; and Outdoor Sports. Details of these standards were included with this week's Schools Circular.

Some Barnet schools are already experiencing the benefits that an apprentice can bring.

Community Schools

There is an Apprenticeship Levy allowance of £15,000, which means that employers do not have to pay the levy on the first £3 million of their annual pay bill. This means most voluntary-aided schools and Academies do not have to pay the levy (with larger schools just paying the levy on the salary bill in excess of £3m).

Because staff in Community Schools are employed by the council, Community Schools do not benefit from the allowance. There is a single allowance of £15,000 for the council for all its employees. So community schools are liable for the levy (0.5% on the whole school pay bill) and in many local authorities they are having to pay it.

This year the council is covering Apprenticeship Levy contributions for Community Schools, at a cost of over £400,000. It will consider whether to continue with this in 2018-19 taking account of its financial position, the financial pressures facing schools and the progress being made by community schools in supporting the apprenticeship programme. So it is important that as many community schools as possible participate. Without having to pay the levy, you can benefit from appointing an apprentice and getting the training costs covered.

Community schools can contact Julie Cairns (Julie.Cairns@barnet.gov.uk) for an initial conversation about your apprenticeship plans. Support available includes guidance, recruitment, training costs and peer support for your apprentices.

Governors' Role For information by

Governors to note the information above

All Governors

Contact

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