

Hanson Academy

Frequently Asked Questions

Meeting at Hanson School 11th June 2015 re Ofsted report

| <p>Attended by; Paul Morrissey (PM) - Executive Head Teacher (Guiseley School) David Maxwell (DM) - Consultant Head Teacher (Oakbank School) Hanson School - Dean Watkin (DAW), Sarah Welsh (SLW), Jean Watt (JWA); Deputy Principals Local Authority (LA)- Judith Kirk (JK), Phil Weston (PW), Phil Hall (PH), Angela Spencer-Brooke (ASB) Interim Executive Board (IEB) - Raj Unsworth (RU), Nicki Flynn (NF)</p> | | |
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| <p>PM introduced himself and outlined the support being made available by himself, and DM, Headteacher of Oakbank School to support the leadership of the school. New interim leadership structure shared. The school is in Special Measures - judgement made in February 2015.</p> | | |
| <p>PowerPoint shared with parents by PM and DM – actions already taken and areas for improvement discussed</p> | | |
| <h3>KS3</h3> <p>(Approx 100 adults in attendance)</p> | | |
| Questions from parents | Responses | Actions |
| <p>What are you actually doing to improve my child's experience? Homework, English and Maths are major concerns.</p> <p>Staff do not communicate and do not return calls</p> | <p>SLW – Explained staffing turbulence: supply has been replaced with teachers and we believe we are in a much stronger position for September</p> | <ul style="list-style-type: none"> - DAW to follow up and provide curriculum documents detailing topics covered each term by 12/06/15 - DAW to update school website by 12/06/15 and school to respond to info@emails more effectively/efficiently (communications strategy to be developed and new strategy put in place by July) |
| <p>Are Year 9 into Year 10 choices going to be honoured? Will they have supply?</p> | <p>DAW - Options will be honoured and staffing will be communicated through students timetables</p> | <ul style="list-style-type: none"> - SLW to follow up and report back to parent/carer with options offer by ???? |
| <p>How often will Ofsted monitor the school? Will progress be fed back to parents</p> | <p>JK - HMI allocated to monitor the progress and update. We expect the HMI will visit the school termly. The reports and updates are shared with parents through letters and the school website – they will be available on the Ofsted website</p> | <ul style="list-style-type: none"> - HMI reports and updates to be shared with parents through letters and the school website |

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| <p>Who will monitor the progress? Will it be the LA or Sponsor? What is the Academy status? If the LA is ineffective in the report – why should I be confident this time?</p> | <p>JK - The LA, IEB and HMI will be responsible for monitoring the progress. The Academy is currently the responsibility of the LA. The sponsor has withdrawn for contractual reasons and we are seeking a new sponsor. The LA are confident that they can be effective through working with the school leaders and through the use of consultants and partnerships with Guiseley and Oakbank to strengthen the school.</p> | |
| <p>JWA where are you from? You have some good teachers – who is providing QFT? All good teachers are moving to SLT. Year 7 have suffered because all best teachers are at KS4</p> | <p>JWA – LA. QFT will be provided by all teachers and we are currently training/monitoring staff to ensure QFT is delivered. DAW - ELT/SLT teach across age and ability range. More experienced teachers will be placed at KS3 to increase quality and reduce number of late interventions at KS4.</p> | |
| <p>Who is in control of the school? Will there be any parent governors on IEB?</p> | <p>JK - Ultimate responsibility with LA and IEB in place. JK shared information about the experience of the IEB members. We will have a shadow governing body as we move forward to include parents.</p> | <p>Billy from Friends of Hanson to promote PTA meetings in the interim to represent parent views.</p> |
| <p>What has happened to Ms Churton? What is the future?</p> | <p>JK – The Principal is off sick, L&M is strengthened as we move into the future with the arrival of PM, DM and JWA. Also the interim leadership structure within the school adds crucial capacity.</p> | |
| <p>If I go to my children’s teachers – can they tell me what they are teaching my children?</p> | <p>JK - All teachers are working with a planned series of schemes of work and can tell you at any time what they are teaching and the progress of your children.</p> | <p>DAW - All curriculum details will be uploaded to the website – Core subjects 12.06.15 and details for each subject will be available w/c 15.06.15.</p> |
| <p>I’m a student going into Year 10 – I’m concerned that teachers are leaving and that I won’t succeed</p> | <p>DAW – understands the issues raised and reassurances given. Recruitment issues - we have even looked abroad and to other parts of the UK such as Northern Ireland to recruit good teachers. This is common across the LA particularly within English and Maths.</p> | <p>DAW – follow up meeting with concerned student and PBL (CF)</p> |
| <p>Why do you take the teachers off lower school to focus on GCSE?</p> | <p>DAW - We have needed to ensure that exam classes are covered. This will not be the case for September as we have experienced teachers deployed across the year groups and ability range.</p> | |
| <p>What is the process for emails and calls to be answered?</p> | <p>PM - The school has recognised it rapidly needs to improve communications with parents and will put measures in place to address these issues.</p> | <p>DAW – website update by 12/06/15 KLB - to organise weekly communication bulletin – Year Teams SLT – develop and implement a communications strategy by 01/07/15</p> |

Individual questions and queries were responded to after the session by Senior Leadership Team (SLT) with immediate follow up

KS4

(Approx 17 adults in attendance)

| Questions from parents | Responses | Actions |
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| What grade was the school before special measures? The school has got worse. Why don't you get rid of the Head? | JK – explained 1-4 Ofsted grading. The school was 'requires improvement', grade 3, it is now graded 4, 'inadequate' We have strengthened the leadership. The Head Teacher is off ill at present. | |
| Are you going to ask parents and students to find out if they have faith in the Head? | JK – the Head Teacher is off ill at present and it wouldn't be fair to discuss in any more detail at this stage | |
| The school was in special measures when the school was built? Why has it not improved? It's cyclical – where is the accountability? What have people been doing here (are they asleep)? We have had new leadership before. | JK – L&M is strengthened as we move into the future with the arrival of PM, DM and JWA. Also the interim leadership structure within the school adds crucial capacity. We are committed to turn this school around. | |
| The house system has worked really well for my child. Why have you changed back and what is the class size – my daughter said she has 40 students in her form | DM – explained the rationale behind returning to tutor groups and preventing students getting lost in the system. SLW – Confirmed average class size of the tutor group is 25 however some are as big as 27 due to HI student groupings. | |
| What are you offering students that want to stay in sixth form? Particularly Gifted & Talented students | PM – we are offering taster sessions as we move forward. It is crucial that students enjoy their Hanson experience and want to stay here. SLW – some students will have the opportunity to sample futures week (22 nd June) and if the pilot is successful we plan to build into Y10/11 next year. IAG has improved for Y11 and will filter down to Y10 then Y9. It is important that we engage with students early about their options and choices. Most able students are stretched by their teachers and our 6 th form entry policy ensures students are directed to the right courses to support and challenge them. | BI – to ensure G&T cohort of students to be involved in futures week |
| What are you doing for the most disruptive pupils? What does the new behaviour system involve? | DM – Success programme explained, New behaviour system Monday 15.06.15 implemented – 3 simple stages. Oakbank model – works at Oakbank. | DAW/KLB – to communicate new behaviour policy with parents through the website 15/06/15 |
| What are you doing to do to encourage my child in Y10 into 6 th form? | SLW – As previously - taster sessions, futures week, trips to Universities. Directly responding to student voice. We need to continue to respond to curriculum reforms to ensure students | |

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| | are prepared for their future. Its not just about their academic performance its also about their enrichment. We have a good enrichment programme and OFSTED recognised the strengths in the pastoral support for students. | |
| If the pupil is disruptive regularly are they moved permanently from the class? | DM – we are implementing a new behaviour system, supporting individuals making the right choice. It is about consistency and all staff applying the system. SLW – students who fail to respond/engage are moved to department referral and if necessary into internal isolation or fixed term exclusion (FTE) | |
| You have failed a lot of children? My child is in Y11 has not had a fair chance | JK – We recognise the areas for improvement and we have a robust action plan in place which the school has already put in place. We are seeking possible sponsorship and continued LA support | |
| Is the school too big? | DM – Oakbank is the same size. It has taken 4 years to transform behaviour but its possible | |
| The quality of teaching is poor, how are you going to keep teachers? My daughters Maths teacher is leaving and there is no consistency | NF – Bradford Partnership are investing in staff at all levels. Specialist Leaders of Education (SLEs) working with the school to ensure improvement. Recruitment across the district has been difficult particularly in English and Maths but the school is in a better position for September. | |
| The science teachers are the best teachers in the school – why are they not all like that. | We do share good practice. Other departments like Humanities and PE help us showcase Hanson at its best. | |
| Where is the accountability? Who do we go to with our concerns? | JK - PM, the school, IEB, LA | Include details of who to contact in the schools communication strategy |
| Why are you focussing on moving good teachers to KS3? | SLW –We can no longer place all our best teachers at KS4 and KS5. We have to ensure a balance across the age and ability range including KS3 to ensure we invest in the future. | |

Individual questions and queries were responded to after the session by SLT with immediate follow up

KS5

(Approx 12 adults in attendance)

| Questions from parents | Questions from parents | Questions from parents |
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| Are targets at KS5 challenging enough? | PM – we are currently reviewing our target setting policy to ALPs +1 to ensure. We are using PiXL6 to ensure that we use data more effectively and tailor to match each students needs. | JWA – to follow up to ensure an explanation of the target setting process at all key stages is accessible by parents (website and booklets) by 01/07/15 |
| I was on the governing body in 2013. Is Ms Churton going to | JK – We will ensure all staff improve outcomes and remain | |

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| <p>be returning to Hanson? The Head Teacher position was recruited twice – You have failed our children. Why is there no parental involvement in IEB</p> | <p>delivering at a sustained and consistent level. SLEs and working with the school. L&M is strengthened as we move into the future with the arrival of PM, DM and JWA. Also the interim leadership structure within the school adds crucial capacity. We are committed to turn this school around. Ms Churton is currently off school ill. Explanation of IEB – could involve parents at a later stage. We are keen to understand the views of the parents and encourage you to keep challenging us.</p> | |
| <p>Recruitment and retention – how are you going to recruit 6th formers</p> | <p>PM – we are offering taster sessions as we move forward. It is crucial that students enjoy their Hanson experience and want to stay here. SLW – some students will have the opportunity to sample futures week (22nd June) and if the pilot is successful we plan to build into Y10/11 next year. IAG has improved for Y11 and will filter down to Y10 then Y9. It is important that we engage with students early about their options and choices Most able students are stretched by their teachers and our 6th form entry policy ensures students are directed to the right courses to support and challenge. We are very proud of the fact that last year 79% of students went to University and 33% secure Russell Group Universities. We are committed to increasing this as we move forward and respond to new A' level reforms and student voice.</p> | |
| <p>How has attendance improved?</p> | <p>DAW – Attendance is an area for improvement across the whole school. We are engaging we some hard to reach families through ESW support and HSLO support. We have an attendance team monitoring and tracking the progress of all students and those in the 6th form. Punctuality needs to be improved generally across the 6th form.</p> | |
| <p>Individual questions and queries were responded to after the session by SLT with immediate follow up</p> | | |

It was agreed that another series of meetings would be held before the end of term to review progress and parents/carers surgeries would be held following the meetings to answer specific questions. IEB has suggested 9th July for the next meeting and the academy will share more information with parents and invite them to the meeting.