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15 November 2013

Mr Duncan Cocker  
Headteacher  
Villiers Primary School  
Prouds Lane  
Bilston  
WV14 6PR

Dear Mr Cocker

### **Special measures monitoring inspection of Villiers Primary School**

Following my visit to your school on 14 November 2013, I write on behalf of Her Majesty's Chief Inspector of Education, Children's Services and Skills to confirm the inspection findings. Thank you for the help you gave during the inspection and for the time you made available to discuss the actions which have been taken since the school's recent section 5 inspection.

The inspection was the first monitoring inspection since the school became subject to special measures following the inspection which took place in July 2013.

#### **Evidence**

During this inspection, meetings were held with you and the deputy headteacher, the senior leadership team, two representatives of the governing body and a representative of the local authority. The local authority's statement of action and the school's improvement plan were evaluated.

#### **Context**

Since the inspection in July, three teachers have left the school. A newly qualified teacher and two 'School Direct' trainee teachers were appointed prior to the inspection in July and started their posts in September. A part-time teacher, to support pupils in mathematics, and three teaching assistants have been employed. One parent governor has resigned and this vacancy is currently being advertised.

Class sizes have been reduced as a result of the introduction of three classes in each year group instead of the previous arrangement of two.

### **The quality of leadership and management at the school**

Senior leaders and governors have accepted the judgements made in the inspection in July and have begun the process of improving the school. However, the school improvement plan is not detailed enough to ensure actions are completed in a sufficiently strategic and timely way. It does not identify clearly who will monitor the actions nor the specific monitoring activity that will take place. Although the action plan reflects the sense of urgency with which inadequate teaching must be eradicated there is still much work to do to ensure the school meets its target of achieving this by the end of the Autumn term.

Senior leaders have implemented a range of strategies in order to improve teaching. Crucially, regular checks are now being made on the quality of teaching and the impact it has on the progress pupils make. However, feedback to staff is not precise enough to help them rapidly improve the quality of their teaching. This has allowed ineffective teaching to persist. Senior leaders are not able to hold teachers to account because information about pupils' progress is not detailed enough to show how well individual and groups of pupils are progressing and attaining.

Teachers have been given new guidance on marking and have been supported to make more accurate assessments of their pupils' ability. Regular phonics and guided reading sessions have been introduced and the Early Years Foundation Stage classrooms have been re-organised to enable children to access activities independently. These are all positive developments, however much of this improvement work is in its early stages the impact on pupils' progress and achievement is yet to be seen.

Governors have responded decisively to the areas for improvement identified in the inspection report. A monitoring committee has been set up and governors are beginning to present more challenge to senior leaders. An external review of governance has been organised and plans for further governor training will be organised in line with the recommendations of this review.

The local authority has acted rapidly since the school was placed into special measures. The statement of action maps out a clear pathway to improve the school. Extensive support is being provided to strengthen the capacity of school leaders to enable them to rapidly improve the school. A link has been organised with a local school and senior leaders and teachers from Villiers Primary are already benefiting from observing good practice and working jointly with colleagues.

Following the monitoring inspection the following judgements were made:

The local authority statement of action is fit for purpose.

The school's improvement plan is not fit for purpose.

The school may not appoint newly qualified teachers before the next monitoring inspection.

I am copying this letter to the Secretary of State, the Chair of the Governing Body, the Director of Children's Services for Wolverhampton. This letter will be published on the Ofsted website.

Yours sincerely

Rachel Howie  
**Her Majesty's Inspector**