

Tribal  
Kings Orchard  
1 Queens Street  
Bristol, BS2 0HQ

T 0300 123 1231  
Text Phone: 0161 6188524  
enquiries@ofsted.gov.uk  
[www.ofsted.gov.uk](http://www.ofsted.gov.uk)

**Direct T** 0117 3115307  
**Direct email:** rachel.evans@tribalgroup.com

5 November 2014

Mrs Wendy Jacobs  
The Headteacher  
Parish Church CofE Junior School  
Warrington Road  
Croydon  
Surrey  
CR0 4BH

Dear Mrs Jacobs

### **Special measures monitoring inspection of Parish Church CofE Junior School**

Following my visit to your school on 5 November 2014, 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 June 2014.

### **Evidence**

During this inspection, meetings were held with the headteacher, a group of teachers and teaching assistants and two members of the governing body. Discussions were held with representatives from the local authority and the Southwark Diocesan Board of Education. The local authority's statement of action and the school's improvement plan were evaluated. I briefly visited some lessons to observe teaching and learning.

### **Context**

The new headteacher was appointed in September 2014 following the previous headteacher retiring in July. Temporary appointments of acting deputy headteacher and acting assistant headteacher were made in October to add capacity to the senior leadership team. There has been a re-allocation of senior leadership roles. A long-term supply teacher left the school in October and the school has appointed a temporary teacher to take responsibility for a Year 4 class. Representatives from the

Department for Education visited the school in October to discuss the school's status.

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

The local authority's statement of action is an ambitious and coherent plan to development leadership through rigorous checks on teaching and achievement. It pays close attention to all of the areas for improvement identified at the last inspection. Actions are carefully matched to priorities and it is clear how the local authority will support the development of leaders using well-planned review cycles. Success criteria are clearly defined and quantified where possible. In other cases, for example aspects of leadership and management, the plan details exactly the intended improvements. The local authority is making good use of the plan to consider the impact of its support and challenge at half-termly meetings.

The school's improvement plan matches the ambition of the local authority's statement of action. Actions have been scheduled appropriately to begin improvement without delay. Although the headteacher and governors are optimistic about how quickly improvements might be secured, they are keen to ensure that this pace does not undermine long-term sustainable improvement. They have ensured that plans provide clear and specific intentions across all of the areas for improvement. Proposed actions to improve leadership and management are comprehensive because they are weaved carefully into all parts of the plan. It is clear who is responsible for leading particular actions. Plain and unequivocal success criteria ensure that it is absolutely clear what leaders' intended outcomes are. The plan is precise about when and how leaders will monitor and evaluate the extent to which improvement is happening.

The external review of governance is due to take place on 19 November 2014. The slight delay is because governors have sought to ensure that all members of the governing body can attend. Despite this delay, governors have not wasted time in making changes to how they undertake their responsibilities. They have separated the shared governance arrangements existing between the junior school and the neighbouring infant school. A skills audit has informed the appointment of key vacant governor positions with specific expertise. Governors have also scheduled crucial training events in line with the areas for improvement identified at the recent inspection.

Leaders have ensured that the school's use of the pupil premium funding has been an immediate priority. Consequently, their plans for the use of funding are much more focused. They have allocated spending to a wider range of activities to support eligible pupils. For example, as a result of funding, leaders are beginning to make

better use of teachers and teaching assistants to provide focused intervention to help these pupils catch up with others. Recently improved tracking systems are ensuring this approach is targeted at those pupils who need most support. The headteacher recognises the implementation and evaluation of activities to support eligible pupils are at a very early stage of development. She is determined, rightly, to strengthen this aspect of leadership and management further.

Following the monitoring inspection the following judgements were made:

The local authority's statement of action is fit for purpose.

The school's improvement plan is fit for purpose.

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

Following my visit, I recommend that the external review of governance is undertaken as currently scheduled and that the findings are submitted as soon as practicable. I also recommend that an external review of the school's use of the pupil premium is undertaken, before the next monitoring inspection, to strengthen this aspect of leadership and management further.

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

Yours sincerely

Michael Pennington  
**Her Majesty's Inspector**