

Aviation House
125 Kingsway
London
WC2B 6SE

T 08456 404040
F 020 7421 6855
enquiries@ofsted.gov.uk
www.ofsted.gov.uk



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Mr I Nurser
Headteacher
St Peter's CofE England Primary School
Shrubbery Gardens
Wem
Shrewsbury
SY4 5BX

Dear Mr Nurser

Ofsted survey inspection programme – good practice in the development of leadership skills and effectiveness

Thank you for your hospitality and cooperation, and that of your staff, during my visit on 5 October 2009 to look at the work that you are doing to develop and sustain high quality leadership in your school and your partner schools.

The visit provided valuable information which will contribute to our national evaluation and reporting. Published reports are likely to list the names of the contributing institutions but individual institutions will not be identified in the main text without their consent.

The evidence used to inform the judgements included discussions with staff and the chair of governors, scrutiny of documentation and a learning walk. Evidence was also used from discussions with teachers in your partner school.

Features of good practice observed

- The school's work to develop the skills and effectiveness of leaders is outstanding. All staff are involved exceptionally well in leading and managing the school.
- A key factor in bringing about outstanding outcomes is a very clear and consistent approach to accelerating learning and ensuring the well-being of all members of the school community.
- The emphasis on the 'five Rs' of responsibility, resilience, reflectivity, reasoning and resourcefulness, has improved teaching and learning and also influenced the quality of leadership and management of the school.
- Partnership work with other schools has increased the confidence of leaders at all levels and helped them to reflect on their own practice.

- A highly effective structure allows staff to work collaboratively in year groups but has also maintained a strong emphasis on subject expertise.
- Agreed success criteria for leaders, combined with highly accurate monitoring of pupils' progress, ensures all leaders focus on improvement.
- Effective leadership and management have resulted in innovative work to promote healthy eating and sustainable development.
- Leadership and management are enhanced by the school's commitment to learning from the best practice in business and industry.
- Leadership at all levels has improved because of the school's 'reverse delegation policy'. Staff are encouraged to identify and solve problems for themselves, rather than relying on those further up in the leadership hierarchy.
- Your partner school confirmed that the support provided by St Peter's has been highly influential. Opportunities to observe and discuss outstanding practice in your school have supported the partner school in developing a stronger sense of direction.
- The headteacher of the partnership school particularly valued working together because of the relevance of your previous experiences.
- Governors are totally supportive of the partnership work. They have recognised that this is an integral part of how the school is continuing to improve and avoid complacency.

Areas for development

- Develop the leadership of partnership working to enhance pupils' understanding of the wider, diverse UK community.

As I explained previously, a copy of this letter will be sent to your local authority and will be published on the Ofsted website. It will also be available to the team for your next institutional inspection.

Yours sincerely

Kevin Sheldrick
Her Majesty's Inspector