



Gladstone Road Primary School

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Dear Parents & Carers,

Ofsted said...we did

Following our Ofsted inspection on 2nd March 2021, the report is now available for your information and is published on our website under the Our School tab. The inspection seems so long ago now and was carried out of course when school was closed and the majority of our children were being educated at home.

The strengths that were shared with us during the inspection were:

- The whole staff's hard work and commitment to improving the school for everyone.
- The school's robust remote learning offer, which is constantly reviewed and adapted based on the views of parents, carers and children.
- The high quality of the 'live' lessons and the well thought out, nothing generic, hand delivered learning packs to accompany them.
- The 'can do' approach to removing learning barriers e.g. the supplying of stationary and laptops to anyone that needed them.
- Equal opportunities for all in that the offer for children at home was the same as the offer in school.
- Subject delivery / planning was adapted for the situation and children were receiving focused teaching that could be delivered effectively under the circumstances.
- The huge amount of work that had gone into designing the curriculum now and for the future.
- The Leadership Team's strong parent support offer and strong focus on the welfare of everyone.
- As an identified priority in the last Ofsted inspection, the teaching of Reading / Phonics is now a strength and the practice is having a huge impact.
- As an identified priority in the last Ofsted inspection, the provision for children with Special Educational Needs in every classroom is now a strength and the Inclusion Team is very effective in their work.
- Governors support and challenge the Leadership Team well on the Quality of Education.
- The Local Authority reported to Ofsted that there has been a huge culture change in the school and the expectations for staff, parents/carers and children has been raised significantly.
- Ofsted noted the huge, positive and supportive response from parents/carers.

We are thrilled with these findings as it reinforces to us that we are making a difference to improving our school and improving the outcomes for our children.

During the inspection there was of course plenty to celebrate, especially around our remote learning offer. However, the inspectors did identify some areas that needed strengthening and that is what we have done.



The points for improvement were focused on our Safeguarding procedures. Safeguarding is the first priority for any school and for Ofsted, which meant that this is the basis of the report as it needs to quite rightly come before anything else. The inspection was given an additional day, which was purely focused on Safeguarding. The main findings and our response are as follows:

Ofsted said...	What does this mean?	We did...
The safeguarding procedures described by leaders are not consistently applied in practice. For example, there is no consistent approach to maintaining contact with pupils, particularly those who are most vulnerable, who are not attending school or participating in remote education. This has led to variation in the amount of time some pupils are left before welfare checks are undertaken.	<p>2 x families were identified during the inspection who were not in school and that we had not physically seen to check on their welfare within a two week period, which included a half-term break. The Social worker had seen the families and had informed us that there were no concerns.</p> <p>Signing in procedures for contractors needed strengthening to ensure appropriate Safeguarding checks had taken place.</p>	<p>We accept this as an oversight on our part.</p> <p>A strengthened procedure for following up absence was put into place actually during the inspection and includes home visits to check on the welfare of our children that are absent from school.</p> <p>The signing in procedures have been reviewed to include all of the recommendations.</p>
Safeguarding records, including records of staff training, are not thoroughly kept. In addition, leaders have not ensured that staff fully understand the implications of training they receive. For example, despite staff having undertaken relevant training, some staff we spoke to did not understand how the Prevent duty relates to pupils in the school.	<p>The details of training and staff certificates were not easily located in one place.</p> <p>Temporary staff receive an induction which includes a Safeguarding input, but this was not robustly documented.</p> <p>Through a staff interview, there were gaps in knowledge identified.</p>	<p>A new 'Document Vault' has been implemented and staff training is clearly evidenced, including the induction of temporary staff.</p> <p>Staff have been booked on or have completed refresher training relevant to their role, including a full Safeguarding refresher.</p>

I hope this letter reassures you that we have taken this inspection very seriously and reacted to the findings as a priority in our quest to ensure that all of our children are kept safe. The inspection was a great way to reinforce our success and we have also used it as an opportunity to improve our Safeguarding procedures.

The overall judgment of Requires Improvement is not altered by this interim inspection as it was 'mini' inspection to check on our remote learning offer. When Ofsted resume their standard inspections, they will consider the Overall Judgment of school – we are striving for that 'Good'!

If you have any questions, concerns or feedback regarding the report, please do not hesitate to contact me.

Thank you, as always for your unwavering support and constructive feedback.

Very best wishes



Mr Garry Johnson
Head teacher