



**Moorlands Schools Federation
Governing Body**

**Annual Report
2013-14**

This past academic year has been an exciting and eventful one for all members of our community, and, looking back it is really encouraging to see all that has been achieved.

One of our key focuses as governors this year has been to build relationships at all levels throughout the Federation, and we have really enjoyed getting to know staff, pupils and parents in the course of our work. The commitment, energy and resilience we have seen present in our community is both humbling and inspiring. It is so encouraging to know that each and every day there are people going the 'extra mile' and beyond to improve our children's learning, and so satisfying to see the children flourishing and developing over time.



The Governing Body has decided to start awarding two prizes for the outgoing year 6 pupils: firstly for 'Being the Best I Can Be' - in that we want to recognise effort and growth in the children towards their full potential, and secondly for 'Making People Feel Good' in that we know that it is by investing in others that we become truly ourselves. These awards have been hotly contested this year as there are many fantastic role models within the Federation, and we hope these awards will go on to inspire future year 6 pupils to even greater heights.

This has been a very busy year and one which has seen a number of challenges for the federation and wider educational establishment. Nationally, education in England is continuing to change and develop and we are preparing for a new National Curriculum and a change in our assessment requirements for next year. We are very excited and pleased to be meeting those challenges with a stronger, enthusiastic and committed team of staff. As the way education is organised also changes, and the role of the Local Authority is particularly reduced, we have worked hard on, and are really encouraged by, the positive relationships we have with our cluster group and other link schools, meaning we can all share and learn from Best Practice and other experience as we move forward.

We are continuing to work on improving our communication within the Federation, and have really benefited from the feedback from the consultations we have carried out this year. We are always aware that to be our best as an educational establishment we need to seek tirelessly to work together as a team of governors, staff, parents and the wider community with the children at the centre of all we do. Thank you, as ever for your support and we hope you enjoy reading about all that has been going on and what we have to look forward to in the future.

2013 – 14 Achievements

1. School improvement

Although the schools have not formally been visited by Ofsted or David Townsend HMI (our allocated HM Inspector) this academic year, constant contact and scrutiny has been maintained between Mrs Griffin-Felton, Mr Townsend and our School Improvement Adviser. We have responded to advice from Ofsted and HMI regarding our learning improvement priorities and have been able to report good progress on that journey. Through developing relationships with Outstanding Schools, our Leaders have proposed the introduction of some innovative and successful models to ensure improvement in the quality of learning for all children continues for next year, which the governors have been pleased to enable through their decisions.

Our School Improvement Advisor from the Local Authority has met with Senior Leaders, Middle Leaders and Governors and her reports demonstrate a continual growth in all areas of school improvement. The reports specifically congratulate our Inclusion Leader, Mrs Grafton on the practice underway at Moorlands, which is now frequently used as a benchmark for other improving schools in this area, well done Mrs Grafton and thank you. Our Middle Leaders, Mrs Amato, Mr Malcolm and Mrs Willey have also made an impact with their development and contribution this year, as leadership accountability reaches further through the Federation.



Whilst we were of course, sad to say goodbye to Mrs Willey at Easter, we have been delighted to welcome Mrs Bamber to our team as Early Years Leader. She had to work swiftly to ensure that no learning time was lost with staff changes, whilst getting to know the school systems and arrange the induction for the next academic year. Thank you Mrs Bamber for your contribution to the schools in your short time since joining us.

Our whole Leadership Team also deserve our thanks and congratulations for their successful team efforts in delivering a significant improvement in the consistency of quality of teaching and learning throughout the Federation.

2. Educational Performance

Congratulations to Miss Ennew at the end of her first year as Deputy Head across the Federation. Her lead role in teaching and learning has overseen a significant step in continuing to move the schools forward in their assessment procedures, ensuring a consistent approach to all data and assessments at all stages across the Federation.

Thank you Miss Ennew for your energy and commitment. We would also like to thank all of our staff for working so hard on this area this year and embracing these changes which put us in a much stronger position going forward.



Thank you to the children at Moorlands for their continuing dedication to their learning and to responding so well to the more aspirational targets they've all been set. On a recent Learning Walk, governors were shown the improvement of quality in work through the year as the children have learned the importance of showing their how their learning in all subjects comes together.

We hope your parents/carers have noticed those improvements when reviewing your books in exit points or at parent consultations and share our pride in your efforts.

We can't talk about educational performance without mentioning our SATs this year. The governors firstly would like to thank the staff throughout the whole Federation for their mammoth team efforts in supporting both the Y2 and Y6 teams in preparing for the tests, being flexible and helping out while teacher assessments took place. This is a model we are keen to take forward in future as it demonstrates the collective responsibility taken by all the staff at Moorlands for every child's achievement. It has also proved to be a really successful model in instilling confidence in the children prior to SATS, which all children do worry about to some extent. The staff truly showed their commitment to all the children in the Federation as the team spirit culminated in the shared contribution to the early morning sessions in y6. Thank you all.

The children's commitment to their assessments has been inspirational this year and we are so pleased and proud that their results truly have reflected their hard work. Formal results and national comparisons aren't released until October, but looking back at what is known from last year, our current Y2 and Y6 children should be rightly proud of their results. Well done all of you!!

3. TEAM Moorlands

This has been another busy year for attending visits, sports events, music and community events for the children at Moorlands. Our children have been true ambassadors for our schools whether that be in showing their creativity and interest on visits to @Bristol, giving back to the community by participating in choir performances at local residential care homes, showing true enthusiasm and commitment in sporting competitions or getting the loudest cheers of the night at the annual Dance Umbrella! These are such a small selection of the huge list of clubs, events, trips, visits and other

opportunities that enhance our children's learning experiences and we have to say thank you to all those team members (staff and volunteer parents) who put in all the effort required to make these events so successful.

Our children are provided with opportunities to take part in multi-school events throughout the year. This is always a great chance for Moorlands pupils to share experiences and build foundations for establishing new relationships and for staff to strengthen our links with local schools.



We were really pleased that in June this year, our Y5 team attended the Lego Robotics Festival at Ralph Allen School, learning new skills in using the latest Lego Robotics EV3 kits. Congratulations to you all for being such wonderful ambassadors for our Federation. However, additional congratulations must be given to Maddie Bennett, Ethan Chadwick and Joe Dixon for bringing home the trophy for Best Robot! Well done!

Just last week, the Year 6 production of "Splurged – A Tribute to Bugsy Malone" was staged. It was a fantastic spectacle with real 'wow' moments and a genuine sense that Year 6 were a team delivering the very best. What added to the whole production was the way that the whole school team and the community pulled together to make it so successful: teachers in costume to host the night, staff working on the preparations, caretakers going above and beyond, parents building and designing some impressive scenery and props and even relatives playing the music. We think that really embodies what Moorlands is all about.

2013-14 Challenges

1. Staffing

Undoubtedly, this has been a year of change in terms of staffing. A number of staff have taken on roles elsewhere, more are moving onwards at the end of the year (to such glamorous places as Brazil and China amongst others). Sadly, there have also been some significant absences to manage throughout this year. It is important to remember that we are rightly proud of the teachers who go on to share their enthusiasm and skills in other schools, because we are benefiting from new teachers arriving with their own skills and experiences from other schools.

We are, of course, aware that there has been some impact on the children through this time and are really grateful to you for your support as we have managed these

situations the best we could. We are also very grateful to the Y1 parents who contacted us and have worked with us to identify some areas for improvement over staff absence, such as the notification now sent to all parents in the event of class teacher absence.

The Governing Body are committed to our staff and we have this year introduced some exit procedures to ensure we learn about our staff's experiences at all stages of their time at Moorlands. At the other end of the scale, our Senior Leaders are busy developing a vital induction, mentoring and support programme for our new team members as they join us in September. Our Leaders and Governors have spent a long time recruiting the best teachers for the Federation, making sure they will make a positive contribution to the quality of teaching provided to your children.

2. Financial Challenges

Sadly, we continue to face the increasing financial pressures brought about by being an under-subscribed school with an older set of buildings on very large grounds. The Federation has worked hard to find the right balance between driving forward the need for improvements in the schools and the need to spend within a restricted budget. We are grateful to Mrs Griffin-Felton for her experience and flexible approach on this matter and are committed to focussing our efforts next year into identifying options to reduce this pressure. We will be looking to raise the profile of Moorlands in the wider community next year and our Business Manager, Mrs Bedding, is establishing more opportunities for creating an income by using our facilities for other purposes. But, as our main income is calculated on numbers on roll, the impact of under-subscription is unavoidable. This is an area where we hope you, our parent community, would be willing to assist, by spreading the word about the great experiences and learning our children have at Moorlands.

We have this year looked to the Local Authority for some advice and support to establish a longer-term strategy for the grounds and will be doing further research into school organisational models as we move into the autumn term. We are committed to providing your children, and those who come to Moorlands in the future, with the best learning opportunities we can and are continually looking for ways to ease our financial situation.



All of that said, we would like to thank the staff at Moorlands for their never-ending support and continual creativity over this matter, as they always amaze us with new ways of stimulating the children with a limited budget. And of course, we are very grateful to our wonderful and hard-working PTA for their unwavering commitment to raising the funds that will provide the opportunities to enhance the learning experiences of all the children at Moorlands.

3. Scrutiny and Monitoring

The “Requires Improvement” category is a difficult one for any school to be in. The level of monitoring is intense and the required pace of change very fast. Our staff have all been on a very involved and focussed journey of improvement this year. In addition to the regular educational improvements set out above, the school has been selected for moderation by external agencies for the management of formal test and assessment processes: EYFS moderation, Y1 Phonics Screening, SATs Teacher Assessment, SATs Administration and Application of SATs Document Processes. We are really pleased that all moderations have been passed not only with ease, but with compliments from the External Moderators on our processes and how we conduct SATs. Our congratulations go to the Senior Leadership Team for this achievement.

2014-15 Opportunities and Looking Ahead

1. Our Team

As our new Federation team comes together in September, we are looking forward to the continuation of improving the consistency in quality of teaching and learning across the Federation. At a recent Ofsted briefing, it was pointed out that our country currently has the most highly skilled, qualified, committed and dedicated teachers that it has ever had. Our staff have played a huge role on the improvements made at Moorlands and we are very pleased to have such strength joining them in September to help drive us forward.

2. Our Families

Our commitment to continuing to improve our partnership with the families of the children at Moorlands is stronger than ever. We believe passionately in the importance of positive relationships between home and school and the impact that has on our children’s learning. As we have done this year, where it is possible and appropriate, we

will look to consult with affected families on operational changes and continue to encourage anyone with any worry to come and talk to us. We look forward to working with those of you who volunteer to feedback on our draft partnership working document in the new term.

3. Our Curriculum

The staff have worked hard with the principles of the new National Curriculum and drawing on all the positive aspects of the International Primary Curriculum and Maths Makes Sense to ensure our children will have a stimulating, interesting and innovative curriculum to learn at Moorlands in September. Assessments will draw more on the professional judgement of your child's teachers and how your child can apply what they have learned than data based tests.

4. Our Vision

We have a simple, but ambitious aim for Moorlands: we believe that everyone who comes to Moorlands should want to:

“Learn to be the best we can be” through “Great Learning, Great Teaching, Great Fun” while “Making People Feel Good” so that in the future, we can be “The best and most popular school in the south of Bath”.

The Governors will be looking at the options available to us to make sure we can deliver this vision for all of our children.

5. Our Children



The children at Moorlands are the most exciting opportunity we have. We look forward to working with them more closely as we develop the Pupil Voice within the school and welcome their contributions to the Federation. We feel incredibly privileged to be governors at their school and are very grateful for the welcome into their school they have given us this year.

We hope this overview of the year has been interesting to you, and will be producing this on an annual basis going forward. If any of you would like to provide any feedback on this, our first report, then please do contact us. We are starting to feel the changes are taking effect here at Moorlands and feel very confident about the next academic year. There is always a lot of work to do in an improving school, but it now feels like there is a strong drive behind our journey from Good to beyond.

We would like to take this opportunity to thank all our amazing staff, volunteers, student placements, work experience students for their contribution to the Federation this year. Without you, we would not feel the sense of optimism and achievement that is now tangible in the schools. Our Senior Leadership Team have embraced their challenges this year and have developed into a strong team who demonstrate accountability for their role in the improving the schools. They have worked tirelessly this year identifying areas for improvement and ensuring those improvements are delivered. Thank you.

And finally, Mrs Griffin-Felton completes just over 3½ years leading our Federation and I think we can all recognise the significant changes in learning that our children now experience. At a recent meeting with our School Improvement Advisor, we were told that of all the schools she has worked with (those in Special Measures or Requires Improvement Ofsted categories across Bath & NE Somerset) it is Moorlands that has come on the greatest journey of improvement. That, for us as Governors, is a strong endorsement for our Head Teacher who has been the constant force in the Leadership of our schools since January 2011. Her determination and passion that all children, no matter what, deserve the best education possible is what drives her strong commitment to leading our schools on their journey to Good and beyond, which we know we will achieve.

We look forward to meeting and talking with more of you next year as our Governing Body continues to develop its role within the community at Moorlands. If you would like to contact us, we have our own email address (governors@moorlandsfederation.org) or the School Office staff will always pass a message on without delay. In the meantime, have a peaceful and relaxing summer and we will see you in September.