

The Harefield Academy

Achievement through Active Learning

Northwood Way, Harefield, Uxbridge, Middlesex, UB9 6ET

T: 01895 822108 F: 01895 822414 E: info@theharefieldacademy.org

W: www.theharefieldacademy.org

Headteacher: Tash Moriarty BA PGCE



12th July 2018

Dear Parents/Carers,

I would like to thank all of the parents/carers that took part in our end of term survey this year. We use this information, in conjunction with the surveys taken at Parents' Evenings, as a vital part of our school improvement process and this really helps us to ensure that, as parents/carers, your views are recognised and used to help us to improve provision for your child.

It was really positive to see that you know exactly who to see if you have a concern about your child's welfare and that we keep all children safe. Our Designated Safeguarding Lead, Mrs Barrett, is a non-teaching member of staff and she works hard with the pastoral team to ensure that the welfare of all students is a high priority across The Academy.

Homework is also a really positive area, with most parents/carers believing that their child receives appropriate homework for their age. Over the past few years we have seen a real development in the consistency of homework being set in alignment to the school homework timetable and with homework engagement and completion by students. As a result of this, over 1600 positive rewards have been issued this year for producing homework of an exceptional standard. From September 2018 we will no longer be using Show My Homework, instead we will use Class Charts for our behaviour and rewards monitoring and also homework setting. This will support parents/carers in having one application to support students rather than two which can get confusing. Students will be provided with a login for Class Charts before the end of term and the new system will be fully embedded for the new term. Parents/carers will be informed of this via a letter which will also include a reminder of your own login to access your child's behaviour, rewards and homework.

The progress of all students in The Academy is exceptionally important to us and this is an area we are working on routinely across the school. Our Directors of Learning routinely report to the Senior Leadership Team on the progress of students across The Academy and after each data capture they put in place interventions to swiftly pick up where any student is underperforming in order to support them. It was good to see that you all had a good understanding of the intervention provision which was available this year and this will be extended next year. Most parents/carers are happy with how we inform them about their child's progress. However, some parents/carers from Key Stage 3 have commented that they would like more detail on the progress of their child in Years 7 and 8. This will be taken into account for the next academic year and we will address this by changing the reporting format for Key Stage 3. We will still give only two reports in the academic year, but we will include more detail on how they are performing in each of their subjects which should help parents/carers in supporting their child. A few parents/carers were concerned that the target grades were too low for their child. Target grades in each subject are calculated by considering:

- 1) Key Stage 2 outcomes in Maths and English.
- 2) The performance of students in this subject across the country.

These factors are considered and a calculation is made showing the percentage likelihood of a child with the same academic profile reaching various GCSE grades. The most likely grade to be achieved is shown in the Target Grade column and this is used as the target during Key Stage 3. This is a minimum



expected target grade. However, we also show the potential of students coming in with the same Key Stage 2 grades exceeding this target.

Teaching and Learning was viewed highly by all parents/carers, although some inconsistencies were highlighted. Teaching and Learning is carefully monitored for all departments across The Academy, ensuring that we have high standards and the same expectations for every lesson in the school.

We consistently strive for excellent teaching and learning in all areas. Where there are inconsistencies we have a robust staff training programme, both at The Academy and supported by external providers, to ensure that any problems with teaching and learning are swiftly closed. All teaching staff have been tasked to ensure that we all have high expectations, clear differentiation and high levels of student engagement. Attitudes to learning from the students have improved across all year groups which reflects the improvements in both behaviour for learning and teaching and learning. Year 7 has received the highest Attitude to Learning average score, which reflects our whole school focus on driving standards forward within all Key Stage 3 lessons.

Career provision at The Academy is weaved through the curriculum and delivered as a half term unit in PSHE from Years 7 to 10. Whilst in Year 11, students receive a one to one careers interview with an external careers provider where next steps are discussed and guidance provided as to appropriate career pathways at post-16. This service is also available on request to Sixth Form students and this is accompanied by an extensive programme of careers information that is delivered through Tutor time in Sixth Form to support with UCAS preparations and prepare students for their next steps. At various relevant points throughout the year all students are given individual advice regarding future pathways. As well as this, we support all students in Year 8 before options and Year 11 students before post-16 education choices by inviting them to have a one to one meeting with a member of the Senior Leadership Team, to help support the students in making the right choices. This year students have had the opportunity to experience a range of careers based trips and workshops and post-16 options including the Year 9 trip to Buckinghamshire New University and Brunel University STEM Day, The Premier League Enterprise Day in Year 8 and Junior University in Year 10. Additionally, targeted students in Key Stage 4 have had independent advice at the Apprenticeship Fair, Year 10 have taken part in a Mock Interview Day with an external employer and Year 12 will have completed a week of Work Experience before the end of term. Next year we intend to further expand our careers provision and offer a greater variety of careers based activities both subject specific and year group trips.

It was pleasing to see that the majority of parents/carers were happy with how we deal with unacceptable behaviour in the school. We introduced the Ladder of Consequence two years ago and nearly all parents/carers agree that they understand the Ladder of Consequence for rewards and sanctions and that the majority of teachers follow the behaviour system routinely. It is important to note that some parents/carers are still concerned that a small group of students are preventing the learning of others. We have invited in numerous external reviewers over the last two years who have commented on the positive behaviour of the students and the good systems that are in place to support with poor behaviour. The introduction of Director of Learning detentions this year has helped support with the low level disruption being displayed by a small number of our students. During every lesson in The Academy we have a Leadership Team rota for senior staff support on the corridors going into lessons to ensure the climate of learning is good for all students. We have measured the amount of rewards verses sanctions across The Academy and the trend is progressively showing a reduction in sanctions and an increase in rewards. However, we know that we still have improvements to make and a major focus of our staff training is on supporting positive behaviour for learning, which includes building resilience, positive attitudes towards learning and tackling low level disruption. Going into 2018-19 this will continue to be a major focus for all teachers within The Academy.



Almost all parents/carers commented on how we take into account their suggestions and concerns and that communication between the school and parents/carers is effective. This has been a real focus for us and we will continue to keep communication high priority going forward. We have Parent Forum meetings every term which we really value and it would be great to see more parents/carers attending in the next academic year to support any issues that arise. It is also really positive to see that parents/carers have confidence in how the school is being led and managed effectively and we are continuing to work to drive forward progress into the next academic year.

Yours sincerely,

Mrs Helen Timmins
Deputy Headteacher