



marches school

Part of the **Marches** Academy Trust

LGB ANNUAL REPORT 2021/22

Vision & Values

Our vision:
Achievement
through caring



Excellence

Excellence: striving
always for mastery
and personal success

Integrity

Integrity: consistently
acting with honesty,
compassion and
respect

Empathy

Empathy: embracing
and supporting the
uniqueness of every
individual

Creativity

Creativity: inspiring
and challenging
through invention,
experimentation
and exploration

Equality

Equality: ensuring
fair opportunity
for all

Strategic Priorities 2022-23

Literacy across the school – reading ages accurately assessed and robust support implemented to boost where needed. Oracy and written communication are confident and accurate.

An Ethic of Excellence – Students do not fear getting things wrong – they have time to redraft and improve as part of the learning.

No gap in achievement for students from all backgrounds and starting points.

LORIC – skills for life are embedded – Leadership skills, Organisational skills, Resilience, Initiative and Communication skills.

Data in KS3 – Effective communication with families to ensure data is understood so that parents know if their child is not making progress in English and Maths.

Curriculum Intent is clear – families and others know where to find the curriculum and understand what it is delivering.

Attendance – Working with families to bring attendance for all students back to the standards before the Covid pandemic.

A supportive learning environment for all – Student needs are met in the classroom so that there are no barriers to accessing the curriculum.

Community Plan – Our links to the community are clear and celebrated. Our students are enriched from the skills and experiences the community has to offer.

Sustainability – Switching off and recycling whilst engaging in audits to reduce our carbon footprint.

Associate Staff investment – All know they are valued and add value to the learning in the school.

Reflections

Since my last Annual Report, and despite the national and international pandemic, we have continued to look to the future, to build and develop our curriculum and buildings to give our students the very best experience of our happy friendly environment. Our school lives and breathes Achievement through Caring, doing what needs to be done to support our students in obtaining the outcomes they need to go onto the next steps of their choice.

This year has not been without challenges. As we moved into autumn 2021, the new variant spread, COVID numbers nationally increased and things became increasingly difficult for schools. We worked hard to deliver the most stable education, against significant absence in staff and students, protecting our exam year groups.

Our team of staff are excellent - they continue to go the extra mile and it has been so good to see some of our enrichment activities return - a record 520 students enjoyed Alton Towers on a Saturday in April, M Fest and the first Prom for four years.

Our ambitions for next year are high and we are excited and confident in the knowledge that we have the excellence in the team to deliver.



Alison Pearson

Headteacher



Attendance



- During the first half of autumn term, attendance, although down on historic levels, held up well against national figures. Following the half-term break, and as cases in North Shropshire soared to the highest levels since the start of the pandemic, securing good attendance became increasingly challenging. We were in a virus hotspot in North Shropshire.
- The number of absences between disadvantaged and non-disadvantaged students is particularly stark, with disadvantaged students losing many more days of school than their peers. Improving disadvantaged attendance in the school will be a key challenge for us with a number of students no longer in good habits for regular attendance and being persistently absent.
- We now have a new full-time Attendance Officer in post and our figures through the final half of the summer term are rising.
- Attendance is a key focus for us as we develop our use of automated systems and reports to allow us to focus on families who need the most support.
- Our Raising Standards Leaders in Key Stages 3, 4 and 5 now have the right tools available to work with our attendance team.
- The school also welcomes a new Education Welfare Officer this summer who is now working closely with our team to challenge parents and carers when families are reluctant to send their children to school.

Strategic Development

- The school is working with our other Trust School Safeguarding and SEND Quality Assurance Leads to develop a Trauma based ethos.
- We are working cross-Trust on our Diversity and Inclusion curriculum - with significant staff training planned for next year.
- We are a lead school in the North Midlands Autism in Schools Pilot Project with developments for students, families and even the school buildings have been impacted and are changing as a result of our learning.
- Investment in iPads in two departments has led to innovation in delivery of lessons.
- Our school website has been extensively refreshed to ensure it provides all our stakeholders easy and clear access to the information they need to make the most of learning at the school.
- The school has benefited from the Trust move away from Telford and Wrekin as the IT provider, as our own infrastructure and IT team have been able to create a more innovative, responsive and robust provision across our Trust. In school this leads to systems that function with increased efficiency.
- Monitoring of standards by leaders has been greatly enhanced by training to take a "Deep Dive" into a subject or area of school - with us then able to raise standards and take actions needed to improve school life.
- Our curriculum model for Key Stage 4 has evolved to provide three personal pathways to success.



Improvements to Infrastructure & Processes

- Our exciting build is making good progress and will deliver:
- A professional reception to the school, reflective of who we are, with a warm welcome for all.
- Improved parking for visitors and staff.
- Safeguarding for students with improved fencing and gating.
- A new Administration Block bringing our associate team under one roof, improving efficiencies and building the team whilst also giving our students good access to attendance services and medical support.
- Our SEN Hub moves into a new suite of rooms with outside space, cooking zone, a shared lunch space to eat together and a sensory room.
- A state of the art Fitness Suite with cardio and weights for use by staff and students through the day and before and after school.
- A state of the art Dance Studio with sprung wooden floor and integrated sound.
- Additional landscaping and outdoor space for students.
- The Sixth Form Quad transformation with access to the lower zone for the first time - with landscaping to create quiet work space as social areas - including a covered space for bad weather. This will compliment the additional workspace that has been developed this year inside the block.





LGB & Governance

- The Local Governing Body now has six members with a parent Governor vacancy becoming available in September.
- Our members have a good mix of experience in private and public sectors.
- Our Chair remains Vince Hunt and the governing body work effectively to support and challenge the school leaders, with particular focus on safeguarding, data and outcomes, learning for all and sustainability.
- Despite the challenges of Covid, the Governors have been able to visit the school in the working day and have a good knowledge of how the school works.



People First Strategy



- The school has invested in middle and senior leaders to allow them to enrol on National Professional Qualifications in: Executive Leadership, Developing Teaching and Learning, Senior Leadership and Developing Teachers.
- Our Early Careers Teachers, those in the first two years of their career have accessed the full package from the Department of Education on our own site thanks to our Trust Alliance of Leading Learning.
- One of our Access Leaders with an English degree has been supported to move onto the Teacher Apprentice Scheme and will become a fully qualified teacher in 2023.

- We have staff benefiting from the Trust launch of the Equality, Diversity, Inclusion and Belonging strategy, with all staff receiving training next year.
- We have a full strategy to train a leader in delivery of Trauma and de-escalation-Team Teach, with all staff receiving level 1 training next year.
- All teachers took part in a very successful Trust Conference with guest speaker, Professor Mick Waters.
- Our links to our Training School have allowed us to secure the best new trainees to join our team in September.
- A fully funded, continuous professional development programme has run throughout the year with all staff able to apply for additional funding for external training.





Learning for Life

- We continue to invest in our staff to provide them with the necessary training and support to ensure the school's aims are met. We have embraced and celebrated continuous learning and believe we have created a culture where all learning is valued.
- All staff have been given the opportunity to make the most of their potential through fair and open access to training. We continue to utilise effective use of in-house resources and expertise to support training needs.
- Student Leadership at all years has grown further, giving more students direct experience of managing a successful project.

- Our Year 11 students all experienced preparing a CV and had a live interview with a member of local Rotarians Groups, a team with years of experience under their belts.
- Year 10 return to work experience this summer with 177 places already secured .
- Learning was brought to life with our COP 26 Careers Fair, sharing with students the careers that exist in climate solutions.
- Despite Covid, all students have had access to careers experiences and Careers Fair with local employers.
- Students in Year 8 also took part in an enterprise experience, running their own businesses.



- Students took part in the Youth Market in town, with two stalls allowing them to engage with the local community whilst selling their produce.
- Students have been able to have an active part in the Bid Oswestry Project, working directly with the lead consultants.
- Our younger, more able students on the Red Brick Pathway have worked on their MEPC Marches Extended Project - now in the third year - Year 9 are mentoring Year 7 who are working on their individual projects, whilst Year 8 work in teams.
- The consultant who carried out an external review commented, "Your pupil is a credit to the school. She had clearly loved completing her MEPC and she spoke with confidence and enthusiasm about what she had gained from the project. I really liked the development of the project into Year 8 and Year 9. She was able to explain the wider development and growth of this across Key Stage 3. The project is an excellent idea to develop personal growth."

Connecting with our Communities

- Every Year 7 student enjoyed learning about the town with a visit to Oswestry Museum.
- Vulnerable students have enjoyed weekly cooking with OsNosh, funded by Aico.
- Oswestry Rotarians and Borderlands Rotarians have both supported our Year 11 mock interviews.
- We shared kindness with Loric, our mascot in town, giving our students the opportunity to show their character to the locals shopping.
- We repeated this in the summer, visiting again for Pride as part of our Diversity week.



- The local community was invited to join performances of Chelsea's Story, a drama production focusing on sexual exploitation.
- The local Town Council, dance and drama companies continue to use our stage and hall.
- Our Christian Group are supported by local Christian Youth Workers.
- Local businesses were welcomed in for our COP 26 and Careers Fairs.
- We enjoyed taking part in the Oswestry Youth Market.
- We are part of the Trust community in Trust events such as Varsity, the One Voice Council and many competitions.
- Our junior sports leaders have led primary sporting events all year.





School Improvement

- Together our staff are working hard to develop their curriculum. This is now available on our refreshed website so families and other stakeholders can see what the curriculum intent is for each year group.
- Documents for students have been developed and are in all books.
- We have supported the communication of data with homes and introduced Book Look weeks - supporting parents and carers to get into the books to see progress and targets set.
- There has been a sharp focus on Year 11 and Year 13 to ensure those students get all they need to be successful in their external exams. Additional sessions for preparation have taken place during the Easter break and May half-term, as well as an extensive programme of sessions after school. These have been well received and attendance has been strong.
- Our use of tutor sessions in Years 10 and 11 have also supported this aim - with Year 10 students guided through their English Literature exams.

Sustainable Future

- The School has maintained its healthy level of financial reserves and ensured that it is operating within our budget, whilst taking every opportunity to access additional funding.
- We have benefited from the Trust's investment in our capital project with our new build and funding for new windows for our Digital Suite, with safeguarding security fencing due in the autumn term, supporting us to meet the needs of the students and the curriculum.
- The school has received significant additional IT equipment from the DfE during the pandemic which has increased the opportunities for the development of digital skills and remote learning, putting devices into the hands of students who need them at home.
- The school has a well-defined wellbeing offer for staff, with a wellbeing committee, access to counselling and other health services, and a quiet staff room. We place the wellbeing of staff high on the agenda to ensure staffing structures and workloads are sustainable, through constant review of policy and practice.





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Part of the **Marches** Academy Trust

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