



Headteacher's report to Trustees

Autumn Term 2022

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KEY OF ACRONYMS

DIR	Department Improvement Review
EHCP	Education Health Care Plan
FAP	Fair Access Panel
FFT	Fisher Family Trust (Educational analysis tool)
IDSR	Inspection Data Summary Report
KS	Key Stage
LAC	Looked After Child
LOtC	Learning Outside the Classroom
PAN	Published Admission Number
PP	Pupil Premium
RSL	Raising Standards Lead
SEN	Special Education Need
SIMS	Schools Information Management System (electronic record keeping system)
SPI	School Performance Indicator
TE	Teacher Estimates
WRAP	Wirral Respite Alternative Provision



FUTURES THINKING

Dear Trustees,

As we return to the new academic year, it is with complete delight that our learning centre once more feels like the school we love. Overall, the changes to structures, processes and practices under our Recovery Curriculum are now coming together to embed a culture of positive momentum. This now allows us to once again become more outward facing and consider our long-term aspiration, built upon the new vision of Shaping Extraordinary Lives. On behalf of my colleagues, thank you to those Trustees who have been able to come into school, for meetings, events or activities, and who have endorsed witnessing the positive culture that prevails. May I personally thank all my colleagues who are pulling together, to ensure that we build upon the very positive summer data outcomes, and now ensure the next cohorts, are fully supported to achieve their holistic best outcomes.

Regrettably though, although internally, in Neston High we are returning to a sense of normality, the national/international chaos that reigns, has left almost all schools and colleges in England likely to face the prospect of having to make cuts because of rising costs and insufficient government funding, an ASCL survey has found.

The ASCL survey of 630 headteachers and business leaders found that:

- Nearly all respondents (98%) said their school or college would have to make financial savings either in the current academic year 2022/23 or future years, or both, compared to last year, as a result of cost pressures. Alarming, 60% said they will have to make financial savings both in the current academic year and in future years.
- In the absence of additional funding, 58% said they were considering or likely to reduce teaching staff and increase class sizes, while 43% are considering reducing curriculum options, and 55% are considering reducing the number of teaching assistants.
- Additional costs facing schools vary depending on factors such as the composition of their workforce in line with pupil needs and energy price contracts. Our survey feedback shows that some secondary schools are facing extra costs of up to £500,000 this year. This equates to the cost of employing around 10 teachers.
- Press reports have suggested that some schools may reduce to four-day or three-day weeks to reduce costs. We asked respondents whether this was being considered. None are considering a three-day week, but 17 schools (2.7%) are considering a four-day week.

The cost pressures affecting schools and colleges include nationally agreed teacher and support staff pay awards for which there is no additional government funding to afford the cost of these awards, rising energy costs which are only partially offset by the government's six-month energy price guarantee, and rising catering costs.

Analysis by the Institute for Fiscal Studies shows that, on current spending plans, school funding per pupil will still be 3% lower in real terms at the end of this parliament in 2024/25 than it was in 2010.

Clearly this sword of Damocles' is now the key focus for all of us! Neston High is no exception.

Professional bodies – including the NEU (26 x teacher members) and NASUWT (53 teacher members)

FUTURES THINKING

support staff members) have given all schools formal notice of intention to ballot on industrial action.

Thankfully we as a school have consistently looked at best value, managed risks and continue to provide, in line with our Scheme of Delegation, the full National Curriculum to all our students, plus ensuring we have full year groups across all age ranges.

So, starting from a relative point of strength, controlling those things within our control, we now scope our future, already starting to look at creative solutions to our projected three-year plan. The caveat though is its now imperative that sustainable solutions can be found to allow us to sail forward into once more incredibly stormy seas and balance the risk of meeting those things that are beyond our control.

Thank you in advance to Trustees who are working in partnership with Senior colleagues in school, to attend the Finance/ Risk Register forums and who will meet to consider our Futures Thinking forums.

As always if there are any questions from the Headteacher Report, please send to myself, via Helen Leadbetter, in advance, so I can report to you and answer in the meeting.

Many thanks for the support and challenge

K Simpson

GDPR UPDATE

All staff training will be conducted on 9th November 2022.

Since September 22

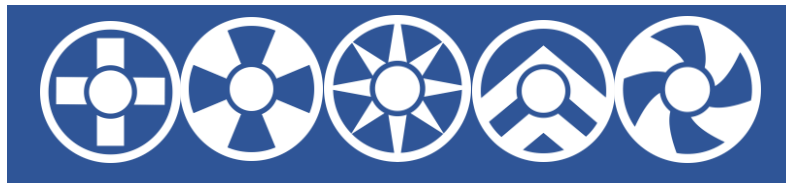
	Number	Action
Subject Access Request	1	Responded to
Data Breach	1 (via email	Reported

BRANDING AND SCHOOL WEBSITE



NESTON
HIGH SCHOOL

✦
***Shaping
Extraordinary
Lives***
✦



The new school website including the new branding launched ready for the start of the new academic year. This was used successfully to promote the Open Evening and Working Day Visits. To encourage usage of the new school website, all parent newsletters include links to direct them to areas on the website where they can gain access up to date information. Social Media continues to be used to provide instant messages for parents

BRANDING AND SCHOOL WEBSITE

and the community including job vacancies, celebrating student successes, clubs and activities in school. The school Instagram page currently has over 2000 followers.

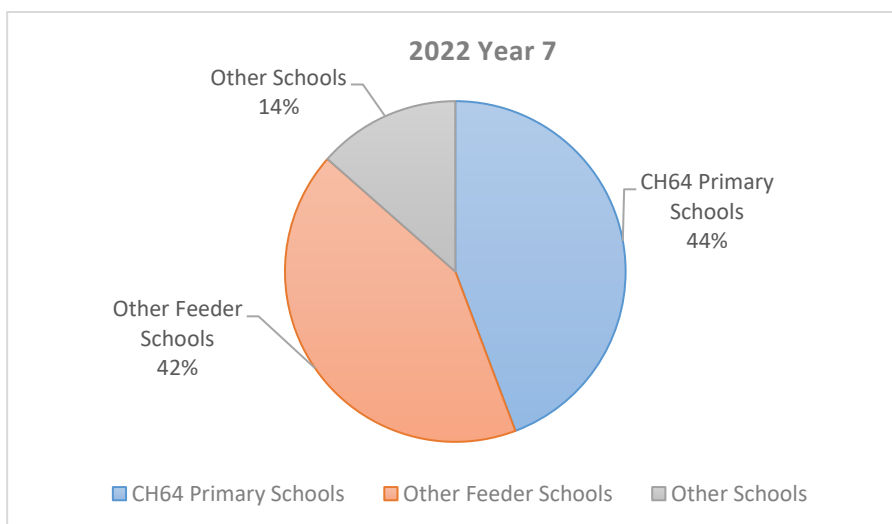
ADMISSIONS

Number of pupils currently on roll:

Year	Total
Year 7	300
Year 8	300
Year 9	300
Year 10	300
Year 11	303
Year 12	133
Year 13	122
Totals	1758

Year 7

Students joined Neston High School this September from 34 different primary schools. CH64 Primary Schools remain the highest cohort of children with 44% of this years' year 7 students coming from these Primary Schools. 72% of students from CH64 primary school have transitioned to Neston. There are currently 83 students on the waiting list for this year group.



We were delighted to once again be able to hold the Open Evening in September which was well attended. In addition to this, Working Day Visits took place over a two-week period to give parents/carers the opportunity to visit during the school day. They received an SLT and student guided tour of school with the opportunity to visit a variety of lessons and ask questions. Parents are now able to apply for a place next year until 31.10.22 and offers will be confirmed in March 2023.

Please see 6th Form Update – Appendix 1

TIMINGS OF THE SCHOOL DAY OVERVIEW

Following consultation with all stakeholders the new timings of the school day were introduced in September 2023.

Monday, Tuesday, Thursday, Friday

8:20am	Monday: Whole Staff Briefing Friday: Year Team Briefing	
8:30am	Students in school	
8:40am	Tutor time or Year group assembly	
9:00am	5-minute movement	
9:05am	Period 1	
10:05am	5-minute movement	
10:10am	Period 2	
11:10am	Break	
11:30am	Period 3	
12:30 – 2.15pm	Year 7, 9 & 11	Year 8, 10 & 6th Form
	Lunch (12.30pm)	5-minute movement
	Period 4 (1.10pm)	Period 4 (12:35pm)
	5-minute movement	Lunch (1.35pm)
2.15pm	Period 5	
3.15pm	School ends – ExL programme begins	

Wednesday

8:20am	Monday: Whole Staff Briefing Friday: Year Team Briefing	
8:30am	Students in school	
8:40am	Tutor time or Year group assembly	
9:00am	5-minute movement	
9:05am	Period 1	
10:05am	5-minute movement	
10:10am	Period 2	
11:10am	Break	
11:30am	Period 3	
12:30 – 2.15pm	Year 7, 9 & 11	Year 8, 10 & 6th Form
	Lunch (12.30pm)	5-minute movement
	Period 4 (1.10pm)	Period 4 (12:35pm)
		Lunch (1.35pm) Register with P4 teacher after lunch
2.15pm	School ends – Wednesday Enrichment begins	

Wednesday Enrichment takes place through both internally run clubs and through CEPD Cheshire with a wide variety of activities that include Art, Board games, Swimming, Mixed Martial Arts, Football and Choir. There are currently 10 different clubs attended by 200 plus students. Literacy interventions also take place for invited students.

A full programme of staff CPD is planned and incorporates our work on the SSAT (Assessment) Research Programme (2 years).

This term SLT are to carry out an initial survey of the timings/structure.

ATTENDANCE

Summer Term 2022

Year	Year %	PP %	Non PP %	Gap %	X Code No. of students	X Code % of students	Covid Positive Students
7	93.2	89.8	93.9	4.1	25	8.2	24
8	91.3	86.3	92.5	6.2	28	9.2	28
9	90.8	86.9	91.4	4.5	26	8.5	25
10	90.6	85.6	91.9	6.3	18	5.9	18
11	65.8	65.6	65.8	0.2	5	1.6	5
12	84.9	80.8	85.3	4.5	7	5.7	7
13	21.5	n/a	21.5	21.5	1	0.6	1

Year 7 – 11	86.3	82.8	87.1	4.3	102	6.68	100
Year 7 - 13	76.8	70.7	77.4	6.7	110	5.6	110

Autumn Term 2022 - until 13.10.22

Year	Year %	PP %	Non PP %	Gap %	X Code No. of students	X Code % of students	Covid Positive Students
7	97.1	92.8	97.1	4.3	2	0.6	2
8	95.1	91.5	95.7	4.2	4	1.3	4
9	94.1	90.9	94.8	3.9	11	3.6	11
10	93.3	91.6	93.6	2	2	0.6	2
11	92.4	88.8	93.3	4.5	13	4.2	13
12	95.6	95.7	95.7	0	3	2.2	3
13	90.2	83.8	90.2	6.4	1	0.8	1

Year 7 – 11	94.4	91.1	94.9	3.78	32	2	32
Year 7 - 13	93.9	90.7	94.3	3.65	36	1.9	36

Please see Appendix 2 for latest Department of Education Guidance – Working together to improve school attendance

SAFEGUARDING

Number of students at Child in Need

7

Number of students with a Child Protection Plan in place

3

Number of open TAFs

13

Students on individual risk assessment

16

(Report provided by Stuart Nuttall)

- Safeguarding has remained high on the agenda at the start of the new academic year, particularly for staff who are new to Neston this year:
 - On our INSET Day on 1 September, Stuart Nuttall highlighted the key changes to this year's statutory "Keeping Children Safe in Education" document to all staff across the school. All staff were given time to read Part 1 of the document and were then asked to complete a knowledge-check to confirm that they had read and understood the contents. Trustees were also sent a link to the full document and knowledge check in mid-September - please alert the Clerk to the Trustees if you have not yet had sight of this.
 - On our second INSET Day on 23 September, all three members of the core safeguarding team delivered full "Basic Awareness" safeguarding training to all staff who are new to the school. This is a statutory requirement for all school staff, and those who attended have received a certificate to confirm this. There were 7 members of staff who were not able to attend the session for a variety of reasons - they have been booked onto the same training delivered virtually by the SCIE (Safeguarding Children in Education) Team at Cheshire West - this will take place on 17 November via MS Teams.
- Safeguarding training for Trustees is available by Edsential, and we would recommend all board members access the training offer available at the following link: [The Safeguarding Responsibilities of Governors - Online Training - Edsential](#).
- Cheshire West are now running a "Safeguarding Scrutiny Group" for colleagues working in schools across the authority to have an opportunity to highlight good practice and raise any challenges they may be facing in this area. Nikki Lamprey (Deputy Safeguarding Lead) will be attending the next meeting on 9 November on behalf of Neston High.
- We have now secured formal structured supervision for members of our safeguarding team. This is led by the Vicki Thomason from the SCIE team and is held off-site at another school setting. Supervision sessions take place roughly once per half-term and give those working at the forefront of high-level safeguarding the opportunity to talk through complex case studies, share good practice with colleagues from other settings and seek advice on cases where we feel we have had limited success despite exhausting multiple avenues of support for a child.
- Cheshire Police's Safer Schools and Young People Partnership have offered us the opportunity to engage 30 of our students in a creative media workshop as part of the latest public health approach to violence reduction against women and girls. Students will be challenged, using critical thinking and creative writing, to make a short podcast or video to help spread the word to other young people about sexual harassment and physical violence against women and girls. There has been a great deal of interest from Neston students - Laura Jolley, Head of PSHE, is leading on student recruitment and organisation of the workshop.
- The NSPCC has developed free online training to support secondary school teachers to deliver inclusive sex and relationships education (SRE). We are currently investigating how best to enable as many staff as possible to access this training so that we can increase staff confidence in delivering this complex and sensitive subject matter to their tutor groups in PSHE lessons.

SAFEGUARDING

- The outcomes of our student voice survey on sexual violence and sexual harassment (SVSH) have proved very interesting. One clear wish expressed by the majority of students was that they would value an online mechanism for reporting cases of SVSH rather than having to disclose to a member of staff face to face. In light of this, Tom Cairney (Inclusion Lead and Deputy DSL) is currently liaising with our IT Team to explore a link being embedded into our website which would allow students (via their school email address) to report any cases of SVSH they have experienced or witnessed. We hope that this will give any victims the confidence to report.
- The SCIE team at the Local Authority have now provided schools with a template SVSH policy which can be adapted for individual settings. This was previously integrated into the whole-school safeguarding policy, but has now become such a high-profile issue that it is now recommended (though not statutory) for schools to have a stand-alone policy. The safeguarding team are working on adapting this, and it will be shared with Trustees as soon as possible.

BEHAVIOURAL REPORTS

Fixed Term Exclusions

Number of exclusion occasions

	Totals 2018- 2019	Totals 2019- 2020*	Totals 2020 - 2021 ♦	Autumn 2021	Spring 2022	Summer 2022	Totals 2021 - 2022	Autumn 2022
Year 7	7	1	20	1	1	1	3	0
Year 8	3	9	8	4	15	9	28	3
Year 9	18	11	17	9	7	15	31	6
Year 10	13	22	27	9	21	7	37	1
Year 11	19	16	39	5	1	1	7	3
Year 12	0	0	0	1	0	3	4	0
Year 13	0	0	0	0	1	0	1	0
Totals	60	59	111	29	46	36	111	11
Total Number of Days	73	152	206	59	117.5	134	310.5	27.5
Total Number of students	46	43	66	23	40	33	96	12

*Includes the period of school closure from March – August 2020

♦ Includes the period of school closure from January – March 2021

Number of Permanent Exclusions

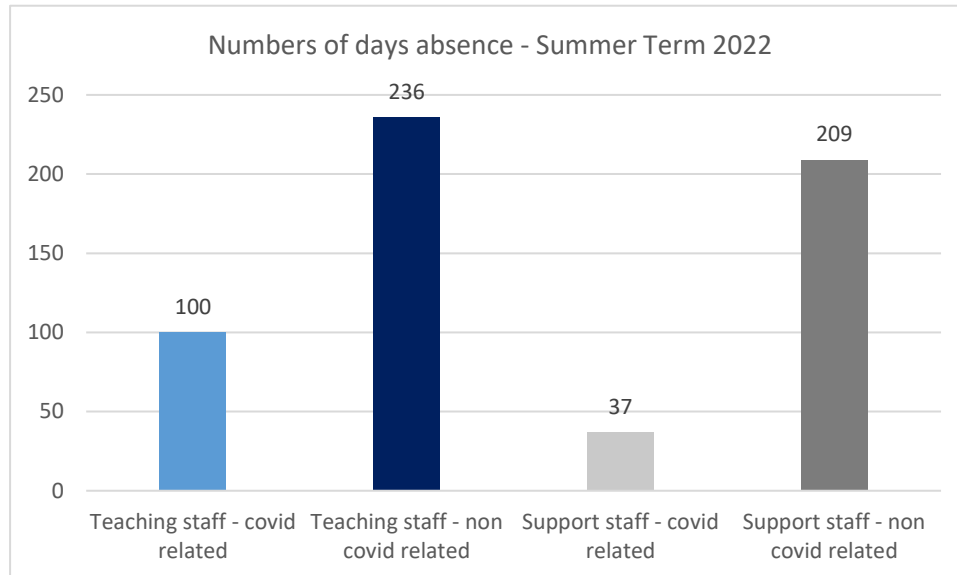
1 permanent exclusion in October 2019
1 permanent exclusion in May 2021
2 permanent exclusions in May 2022

Please see Appendix 3 for latest DFE guidance (item agenda in Part 2)

STAFF ABSENCE

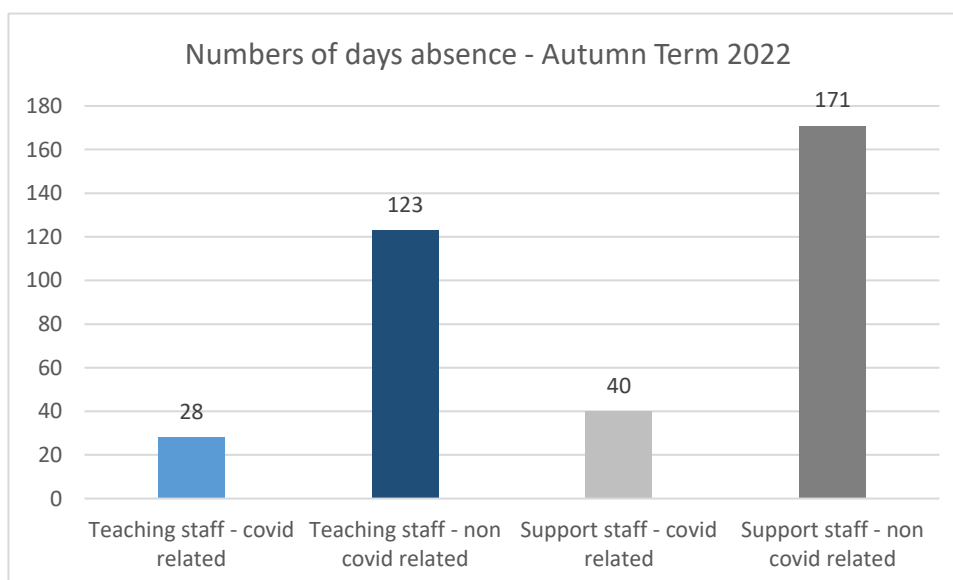
Summer Term 2022

Although staff are no longer required to legally isolate if they test positive for Covid-19, school continue to follow guidance and ask staff to stay at home and avoid contact with other people for 5 days. This remains to impact staff absence however cases are not as high as previous school terms.



Other absence days include some long-term absence for 1 x member of support staff and 2 x teaching staff.

Autumn Term (1) 2022



STAFFING CHANGES SUMMARY (AUTUMN 2022)

NAME	ROLE IN SCHOOL	DETAIL
New starters		
Megan Jones	Geography Curriculum Leader	Returning colleague
Laura Hainsworth	Deputy SENDCO	New position
Amelia Deponeo	Teacher of Science	Replacement for retiring member of staff
Estefania Campos	Teacher of Science	Temp contract for long term absence
Katharine Hulse	Teacher of Business and Computing	Replacement for retiring member of staff
Charlotte Riding	Teacher of IT	Replacement for retiring member of staff
Lara Harris	RE Curriculum Leader	Replacement for temporary colleague
Clara Maddox	Teacher of English	Maternity Cover
Sean Broadbere	Teacher of Humanities	Temp contract
Carina Rios-Bigalke	Teacher of Languages	Maternity Cover
Luke Burton	Assistant Headteacher	Successful internal candidate
Edel Metcalfe	Temp Maths Curriculum Leader	Successful internal candidate
Laura Cooke	PLM	Replacement for leaving colleague
Marc Mulvaney	PLM	Replacement for leaving colleague
Tina Fleming	Learning Support Assistant	Replacement for leaving colleague
Rebecca Hall	Learning Support Assistant	Replacement for leaving colleague
Helen Jones	Learning Support Assistant	Replacement for leaving colleague
Lisa Tinkler	Kitchen Assistant	Returning colleague
Leavers		
Karole Allport	Teacher of Science	Retirement
Stephen Edwards	Teacher of RE	Retirement
Karen Pritchard	Teacher of Business	Retirement
Andrea Steeples	Teacher of IT	Retirement
Amanda Lacey	Assistant Headteacher/6 th Form	New school - promotion to Deputy Head
Sandra Barton	Maths Curriculum Leader	To move abroad

STAFFING CHANGES SUMMARY (AUTUMN 2022)

NAME	ROLE IN SCHOOL	DETAIL
Laura Griffiths	Teacher of Engineering	Gained promotion at alternative school as Head of Sixth Form
Katie Nash	Teacher of English	End of temp contract
Ruby Penaluna	Teacher of English	End of maternity cover
Tim Shelton	RE Curriculum Leader	End of temp contract
Matthew Sheen	Learning Support Assistant	To commence Teacher Training
Jade Trimmer	Cover Teacher / Maternity Cover	To go travelling
Patrick Hiscott	Cover Teacher	To commence Teacher Training
Andrew Dyson	Teacher of PE	End of temp contract
Fay Pargeter	PLM	Gained new position
Victoria May	PLM	Gained new position
Julie Parsons	Admin Assistant	Gained new position
Karen Currums	Admin Manager	Gained new position
Staffing update Karen McCarthy, Deputy Headteacher will take up a role as Deputy Headteacher at a new school from 01.01.23.		

Keith Simpson
November 2022

APPENDICES

Appendix 1	6 th Form update
Appendix 2	DfE document - Working together to improve school attendance
Appendix 3	DfE document – Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement