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grove school 

**ANNUAL
REVIEW
2020/21**

Values

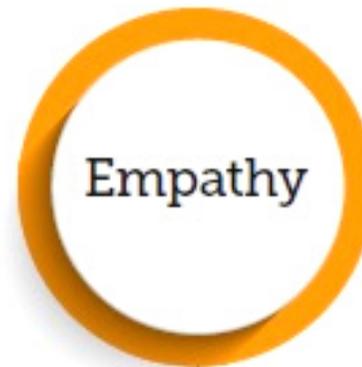
A mindset to succeed



Excellence: striving always for mastery and personal success



Integrity: consistently acting with honesty, compassion and respect



Empathy: embracing and supporting the uniqueness of every individual



Creativity: inspiring and challenging through invention, experimentation and exploration



Equality: ensuring fair opportunity for all

Reflections

Sonia Taylor - Headteacher

This year has been like no other where survival has been the main objective for all.

The greatest challenge has been responding to the messages from central government, the DfE, Public Health England, Ofsted, Ofqual and examining boards while trying to maintain a safe and supportive learning community where students and staff can work together to recover from the pandemic.

There have been many successes namely our effective remote learning, strong relationships with our parents and carers, excellent support for all and impressive management of any lock downs or bubble closures within school. Most of all, I am immensely proud of the relentless energy, resilience, compassion and resolve shown by our team of staff. Because of this our students are receiving incredible care and emotional support allowing them the opportunity to experience both academic and personal growth.

We have certainly been working in adversity, but we have also seen a real demonstration of our vision of 'Achievement Through Caring'.

Our staff have embraced our motto wholeheartedly this year. Bring on 2021/22.

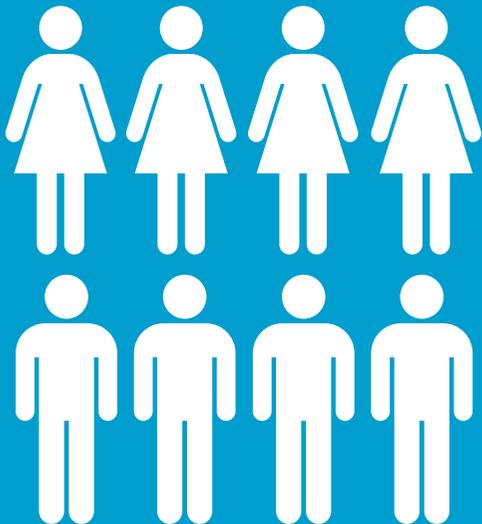


Our staff motto for 2020/21:
Tough times don't last. Tough teams do.

Attendance

Attendance to school during the pandemic is higher than other secondaries nationally.

Attendance in state funded secondary schools on 12 May 2021 was 89% and at The Grove School it was 92.4%. Nationally, attendance for FSM students on 12 May was 88% and The Grove School was 88.2% and so is in line with the national figures, but is a group we are targeting for intervention.



Attendance Deep Dive July 2021

The Grove School welcomed being the pilot school for the Trust Deep Dive for attendance. This gave an invaluable insight into the strengths and areas for further development that are being built into the development plan for the next academic year.

Attendance Target for 2021/22

Attendance needs to run through every facet of school life. The ultimate target we are aiming for is 96% attendance across the year, however we have to be realistic while we recover from the pandemic. Therefore we aim to see attendance being 94% by the end of 2022.

Attendance for FSM students

This group of students are the lowest attenders in the school and this has been exacerbated by the pandemic. Our EWO, Attendance Officer and Deputy Headteacher are looking at specific interventions for the next academic year.

School of the Future

We are making improvements to our buildings as far as we possibly can to ensure that we have a vibrant learning environment. We are also working with the Town Council and community to see how we can enhance the sports facilities within the town. In addition to this we are enhancing the experience of every student allowing them to thrive.

- A knowledge rich curriculum will build deep understanding in a variety of subjects leading to the best outcomes for all children.
- There will be a range of enrichment opportunities accessible to all to develop cultural capital and a broad understanding of the world.
- Developing confident communicators is at the heart of school development.
- Developing and sustaining emotional health and well-being will be crucial.
- Staff come first and are equipped to show brilliance everyday.

2021
→

Our school will be the heart of the whole community injecting hope, self-belief and ambition for all.



Strategic Development

We have reflected a lot in the last 18 months opening our minds to the benefits of technology and new ways of working while at the same time finding the courage to be bold and challenge the status quo. Trust leaders and senior teams in schools have never been more determined to ensure that school leaders set the agenda as they know what is best for their communities.

People First

Staff development, wellbeing and workload has been monitored closely this year and will remain a priority

High quality learning

So much work has been done to create a knowledge rich curriculum where learning is the main objective. This will continue into the next academic year.

Establishing Robust Structures and Systems

New appointments to key senior positions have led to the review of systems and procedures putting us in a strong position to begin September 2021.



School Improvement

We have made good progress on our improvement plan despite COVID.

- We have successfully navigated 18 months of disruption due to the pandemic.
- There has been a complete review of the curriculum for all subjects. Staff are delivering quality education.
- An Ofsted inspector is working with Directors of Faculty to help prepare them for the next inspection due in September 2022. Feedback from staff is positive and schemes are reviewed in light of this training.
- Numbers for Year 7 in September are up and so are numbers for the Sixth Form. There is greater collaboration for our Sixth Forms in the Trust from September 2021.
- The safeguarding team have effectively supported a high volume of families.

Our monitoring shows good progress has been made with the development plan.



Improvements to Infrastructure and Processes



Our Operations Manager has been focussed on ensuring that we are COVID safe throughout the year and has managed any bubbles closures brilliantly. Whilst that has taken up much of her time, she has still been pressing on with maintaining and further developing our site.

We have managed to continue with our site development plan, although some things have been deferred due to the lack of availability of labour and the long lead times for the delivery of some items.

ICT Systems

The Trust are providing the service to all schools meaning The Grove School are preparing to leave Telford & Wrekin.

This will take effect from September 2021 allowing staff across all Trust schools to share information more easily.

New boilers

The Grove School secured funding from the Trust to replace all boilers. This has been completed.

New Science laboratories

Two new science labs have been created with the use of School Fund. These will improve the learning experience for the students and will be completed by the end of this term.



LGB and Governance

Our Local Governing Body took part in a review with Diane Pye this academic year. The findings were complimentary of the skills and expertise of our governors. The review raised matters for the Trust Board to consider which will improve practice across our Trust.

Our Chair Peter Ingham attends the Education Standards Committee for the Trust and our Vice Chair Sheila Halsall attends the Finance Committee. Both are very experienced and held in high regard.

- The review highlighted that the LGB are knowledgeable, confident and skilled in their role. They question leaders around curriculum and standards.
- LGB meetings are well attended and most link governors provide reports on their areas once a term. Governors show much commitment to their role.
- Areas identified as suggested improvements in the review have been addressed.



People First



Staff have been exceptional. The amount of change alone this year has been immense. Add to that the usual stresses related to education and you realise just how much our teams have faced. Our students, parents and carers are lucky to have such a dedicated team of staff. The support for each other in school and across the Trust has been remarkable.

It has been an overwhelming year and our teams need a good rest and chance to recuperate. Hopefully, next year will be less eventful.

Senior and middle leader development

In the last 18 months 4 senior leaders and 4 middle leaders have completed National Professional Qualifications. We have invested in another 5 leaders who will complete courses by November 2021.

High quality CPD

Technology has added to the quality of professional learning this year. Webinars have been recorded across the Trust meaning that our CPD programme has continued. Staff have also watched webinars from a wide range of providers of their own volition showing dedication and commitment.

Staff wellbeing and workload

Staff report that they feel their wellbeing is considered. The Trust has created a great website to support all staff and camaraderie during the pandemic has been second to none across the Trust. Workload is heavy and is getting people down. This is due to centre assessed grades and the numerous changes by Government.





The Grove School

#TOGETHERWEGROW

 01630 652121



RECEPTION@GROVESCHOOL.NET



GROVE-SCHOOL.CO.UK



@GROVESCHOOLSHROPSHIRE
