



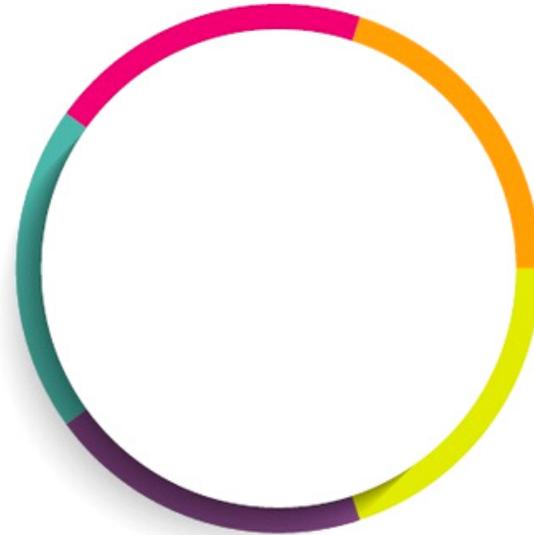
grove school

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 - 2023

1.	Improving the attendance of all students with specific attention to disadvantaged children.
2.	Ensure learning is highly effective through the creation of a fully inclusive, broad and balanced curriculum that is accessible to all learners.
3.	Ensure learning is highly effective by delivering CPD to meet the needs of staff.
4.	Ensure learning is highly effective by delivering quality first teaching that meets the needs of all learners.
5.	Ensure learning is highly effective by working with students on developing positive learning behaviours and positive mental health and well-being.
6.	Engaging more proactively with our whole school community by implementing the community plan.

Reflections

This has been the first full academic year without a closure due to lockdown since 2018/19 which has given the whole school community a real boost and sense of normality. Covid did not hold us back, but it did show us that the best place for young people to learn is with their teachers in school. While it took some time for us all to adapt to being together again, we are certainly seeing our school thrive.

At The Grove we take our students on a journey of self development and personal discovery by helping them grow personally, socially, emotionally and academically so that they are equipped to move on to their next steps with confidence and flourish in our ever changing world. This year it has been amazing to see our students achieve this by embracing a range of opportunities and taking part in Young Enterprise, careers fairs, national competitions, sporting fixtures, Duke of Edinburgh, school visits, events with a range of guest speakers and work experience. Next year will see the return of many more events that will enrich our students learning.

Our school curriculum is empowering our students by embedding knowledge and understanding of a range of subjects that are fundamental in finding their place in the world. We see the culmination of this with our Year 11 and Year 13 students who are completing their GCSE's and A Level exams for the first time in two years. We look forward to seeing their successes in August.

Our school community takes pride in what we have achieved this year and is very much looking forward to furthering our successes next year.



Sonia Taylor
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. Market Drayton appeared to have been a particular virus hotspot.
- 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 our school is a key challenge for the remainder of this year and next.



- We have a full-time Attendance Officer in post who is embedded in our school and is key in monitoring all aspects of attendance. Typically, they are managing daily absence lists that run into treble figures. Their work has been invaluable in ensuring good information flow between school and home, and they have typically been acting as de facto Coronavirus 'Helplines' for anxious families.
- Attendance is a key part of our Inclusion Framework, and continued development of the Arbor MIS will ensure that school leaders can access automated and live inclusions data allowing for quicker interventions.
- Education Welfare Officers have continued to support all our school in challenging circumstances. Their support has been very welcome when challenging parents and carers whose children are repeatedly self-isolating or where families are reluctant to send their children to school.

Strategic Development

- The Grove School has received a significant sum from our Trust to improve our premises. More details are given later in this report.
- We are working with our Trust Safeguarding and SEND Quality Assurance Leads to develop a Trauma based ethos.
- We have completed a full audit of our Public Sector Equality Duty and look forward to beginning implementing our work on equality, diversity, inclusion and belonging (EDIB) within our school and with our stakeholders.
- Our school has been accepted as a partner for the Behaviour Hub Programme with the Department of Education (DfE).
- The Trust have moved away from Telford and Wrekin as the IT provider which means our own infrastructure and IT team have been able to create a more innovative, responsive and robust provision across our Trust.
- We have completed a full review of our curriculum ensuring that it is broad and balanced and provides for the needs of our students.
- We have opened our inclusion provision, The Bungalow. It is in its infancy but we are already seeing a positive impact in reducing fixed term exclusions.
- Our partnership with the LLS Sports Industry Programme has made a good start with students reporting positive experiences.
- We have collaborated with Sir John Talbot (SJT) on more Sixth Form courses this year. The trial is being reviewed and next steps are being considered.



Improvements to Infrastructure & Processes

- The Grove School has embarked on an extensive programme of renovation to improve the student learning experience, safeguarding, and well-being. Good school design is a key factor in academic improvement and in improving the overall wellbeing of pupils. It also helps to attract and retain the best staff and teachers for our school. The Grove recognises that facilities offered by the school affect the health, behaviour, engagement, learning, and growth of our students, as well as providing confidence to parents/carers and the wider school community.

- School reception

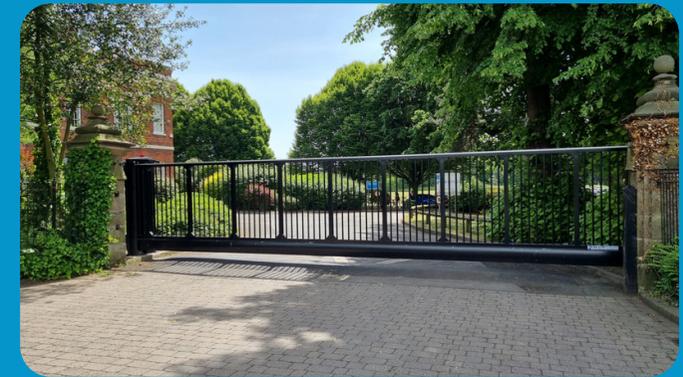
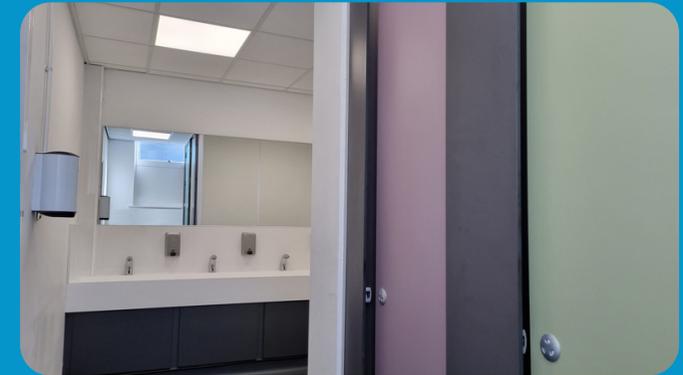
Our open, friendly design helps to reflect the character and ethos of the Grove. However the reception area has more purposes than just being an entranceway to the school. It is a fully functioning central administration hub, it is the heart our school and provides a warm welcome with a vibrant feel for students, staff, parents and visitors alike.

- Toilet facilities

Access to high quality toilet facilities is crucial to pupils' health and well-being. Good toilets can also have a positive influence on pupils' willingness and ability to learn, their behaviour, morale and attendance levels. Phase I of the refurbishment programme will be completed September 2022, with Phase II planned for 2023/2024

- Security gates and fencing

A school security breach can affect the lives of students, teachers, staff and parents. It endangers those present in the building, but can also impact learning quality and increase the risk of lawsuits. To reduce the risk of such an event, the school has invested in an automated front gate system with 2m fencing around the boundary to protect students and staff.





LGB & Governance



- Our Local Governing Body (LGB) has 12 members which comprises of two parent Governors and one staff Governor.
- The Chair and Vice Chair are highly experienced and are active in supporting and providing challenge to the school.
- Our Governors are fully trained, dedicated and totally committed to their role of working with the school to achieve the best education for all students.
- A full external governance review was completed in March 2021 and all actions arising from that have been completed, making the LGB even stronger.
- The Chair and Vice Chair attend Trust Board meetings and share information with the full LGB.
- Each Governor links with a specific area of the school and holds at least termly meetings with leaders to ensure accountability, support and challenge. Link Governors feedback their findings and share their reports with the full LGB.
- The LGB complete a skills audit each year. Finding show a wide range of skills, strong expertise and knowledge from different professional backgrounds.
- The Chair and Vice Chair completed a thorough mock Ofsted interview with the Trust's Deputy CEO and the school's Headteacher to prepare themselves for a future inspection.

People First Strategy



- Our school invests in our team by offering an effective continuous professional development programme that encompasses work with our Trust partner the Alliance for Leading Learning and works with other organisations. Staff feedback is very positive.
- We have strengthened leadership with many members of our senior and middle leaders completing National Professional Qualifications. 10 in total.
- The health and well-being of our staff is fundamental. Covid has brought many challenges with absence and illness. We have provided advice and guidance on well-being and offered access to our wellness services.
- Three of our staff have taken opportunities to become Specialist Leaders in Education supporting other schools in and outside of our Trust.
- Professional performance reviews take place three times a year providing every member of staff with the opportunity to discuss their professional growth and career plans. This drives improvement across the school.
- The Trust's We Thrive survey is completed once a year to gather valuable feedback on how staff are feeling and what the school can do to improve our organisational health.
- Staff have accepted opportunities to work on whole Trust projects to affect real change in curriculum, behaviour and equality, diversity, inclusion and belonging by becoming Ambassadors, Architects or Agents of Change. This has resulted in many staff delivering workshops at conferences and in schools.
- The latest strategy for developing talent is staff across schools have been invited to become Trust Improvement Consultants where they will work with Trust partners on specific needs in different schools. The Grove has three staff in this role.



Learning for Life

- We continue to invest in our staff to provide them with the necessary training and support to ensure the schools 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 and development priorities. This combines essential modules with elective modules according to each school's needs analysis.

- Our students are encouraged to develop a real thirst for learning where they can see that knowledge is power.
- For the first time this year all of year 9 have completed the Arts Award encouraging an interest in music, art and drama and developing cultural awareness.
- Due to COVID restrictions all of Year 10 and Year 12 had a virtual work experience and interviews with employers. This year work experience is happening in work places.
- Year 8 have experienced a speed dating event with a range of employers so that they can learn more about different occupations and careers.
- Two cohorts of students; one in Year 11 and one in Year 10 are working with Shrewsbury School and Imperial College London on a STEM programme.
- Year 12 have entered Young Enterprise with one of the teams winning the Shropshire final.



- All of Year 9 have been given the opportunity to complete the bronze Duke of Edinburgh Award.
- Four students in Year 12 have competed in a national competition to create a satellite that will collect data about the weather. They got through to the national finals making it to the final eight from 120 competitors.
- The Grove School has been awarded the Music Mark for the second year running recognising the great work of the music department.
- We also achieved the Bronze Award for School Games highlighting the opportunities given to our students in Sport.
- Two of our Year 10 students are representing young people across Shropshire as they are the elected members of the Youth Parliament.
- Our student leadership team have worked with contractors on designing the new toilets and given their views on what graphics they want around the school to improve the environment.

Connecting with our Communities

- Our school aims to be at the heart of our community.
- We support our students and parents by building strong partnerships with the Local Authority, school nurse team, mental health support teams, social care, police, early help, targeted youth and many more external agencies who help to overcome struggles and challenges.
- Grove Connex , our mentoring service has returned to face-to-face sessions this year giving invaluable advice to our young people.



- Bright Star Boxing has worked with a group of Year 10 and Year 11 this year providing those students strategies to use to help regulate their emotions. We have seen a real positive impact for the students.
- We have had the privilege of welcoming a range of guest speakers to our school giving students an insight into high profile careers.



- We have been able to visit our local primary schools helping to prepare them for their transition to The Grove. This will be strengthened by holding face-to-face move up days in July. We are also looking forward to welcoming Year 5 to taster days too.
- Two of our students Grace and Sam have joined One Voice, our Trust's student voice body, representing students views at The Grove and working with Trust partners on driving initiatives.
- The Grove came a very close second in our Trust sporting event, The Varsity Games. The challenge is to win this next year.
- It is great to see so many local community groups from sporting clubs to the Freemasons using our facilities in the evenings.
- We are working with the Town Council trying to encourage them to locate high quality sports provision at The Grove.



School Improvement



- The Grove has made a successful return from COVID. Initially, there were challenges to overcome with establishing routines and working with young people to adjust to face-to-face teaching and meeting schools expectations but we have succeeded. Many students are thriving, lessons are engaging and the school atmosphere is calm and purposeful.
- Much work has been completed on ensuring our school curriculum is fit for purpose providing students with deep knowledge and understanding so they develop the skills to take their next steps.
- We have had a full external pupil premium review which resulted in a clear plan of action which is showing positive impact.

- We have introduced the WAVE system where a student's performance across all aspects of school life is considered in determining whether intervention is needed to help them achieve their potential. Whilst this strategy is still in its infancy, we are seeing a positive impact in the use of a common language and better understanding of what interventions are suitable at each stage of the WAVE, and how these interventions are utilised.
- After a turbulent first term where we faced spikes in poor behaviour we have returned to a calmer place of learning. Staff absence has been high resulting in increased supply teaching however we have seen significant improvements in the last term.
- Year 11 and Year 13 have taken their external exams. Staff and students have worked hard to prepare the students and internal data indicates strong progress will be made by the students.
- We have used school led tutoring and the National Tutoring Programme to support students.

Sustainable Future

- Thinking sustainably is essential when considering any infrastructure projects. This is not only because of the government's 2030 and 2050 targets, but because students and their parents are now making choices based on environmental considerations.
- At The Grove we aim to consume less natural resources (such as energy, water) and produce less waste, we strive to make our school resource efficient whilst promoting the development of the knowledge, skills, understanding, values and actions required to create a sustainable world. The following initiatives are taking place:
 - Grove ECO Group
 - Grove School Gardening Club
 - The school has signed up to the pilot Zero Carbon Schools workshop run by Shropshire Council
 - Solar Panels are installed on the roof of the PE block
 - The school works closely with their waste management partner to promote recycling (orange bin) initiatives in the classroom
 - We have upgraded the heating system with energy efficient gas boilers. The school achieves an operational rating of 'C' scoring 55 in a range of 51-75. There is also investment in works to upgrade existing water emitters (radiators) with new thermostatic valve replacements which will help to further reduce energy waste. This work is due for completion September 2022
 - Funding has been sourced to upgrade all light fittings with LED. This work will be completed by July 2022
 - Windows: The remaining 60% of windows will be replaced further improving insulation and reducing energy waste.





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