



Noel-Baker Academy

A L.E.A.D. Academy

12 October 2018

Headteacher: Mrs Ann Donaghy
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Dear Parents/Carers,

As you are aware, Noel-Baker Academy was inspected by Ofsted in July 2018. The full report is now available on the OFSTED website.

Having met with many of you individually prior to my appointment and at the parents' meeting in July I know that you were already well aware of the challenges and difficulties facing Noel-Baker Academy and our community of young people.

Since the inspection in July the school has undergone many changes and I am very proud to be the Headteacher of Noel-Baker Academy.

We know that we are at the start of our journey of improvement and that there is much to be done to ensure that our Academy delivers the highest quality provision for all of our young people. Over the course of the last five weeks we have:

- Made sure that staff roles and responsibilities are clear, especially with regards to safeguarding;
- Secured a full staffing structure as of September 2018 (with expectation of one further appointment in Geography)
- Reviewed all safeguarding systems and processes to ensure that our young people are safe and feel safe in school;
- Launched a whole school approach to anti-bullying, including a revised policy, a framework for staff to use when dealing with bullying incidents and an online reporting system to ensure that students feel safe and are able to report incidents to staff safe in the knowledge they will be dealt with;
- Introduced daily PSHE to the curriculum so that all students are taught how to keep themselves safe and healthy;
- Introduced a new school behaviour system, including a rewards and consequences system which has raised the expectations of what our young people can and will achieve and has reduced instances of low level disruption;
- Implemented a clearly defined approach to teaching and learning so that all lessons are structured, students know what they are learning and teachers know whether they have learnt it;
- Re-designed the Academy's approach to monitoring students' learning and attainment so that teachers and leaders can track their progress and parents know what their children know, are able to do and what they need to do to improve;
- Worked with you to set up our parents' forum so that we can work with our community to ensure that communication between school and home is effective, that parents' voices are heard and acted upon, and we work together to meet the needs of our young people;
- Continued to build upon the encouraging summer GCSE results where our Y11 students demonstrated clear improvements in performance compared with 2017.

I know that a lot will be made of the inspection report in the local press and online. I also know that Noel-Baker Academy now is not the same school as the one described in the report. Whilst we still have much to do and we are at the start of our journey, **I want you and our young people to know that we are not defined by this report.** As I have said before, I will not seek to excuse the past, but our students need to know that they make us proud everyday. They are warm, intelligent, caring young people who have a thirst for learning, and I will be meeting with them in assemblies throughout the day on Monday to remind them of this. What we must focus on is the future, where our character and determination will enable us to succeed, and not the past reputation of the school.

Our school character is who we are; it is what we do every day, underpinned by the core principles of L.E.A.D: Leadership (At Noel-Baker we are compassionate, considerate and kind); Empowerment (we are the “masters of our fate”); Achievement (we know that hard work = results); Drive (we are determined to succeed). It is demonstrated through the way we speak to each other (our STEPS), the way we choose to behave in class (our SLANT) and our focus on the future. I will remind them that our reputation and who people think we are, will change as our school changes and we rise to the challenges ahead.

Finally, I would like to take this opportunity to thank you for the honesty, commitment and support you have shown, and will continue to show, our school as we move forward on this journey together.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Mrs Donaghy', with a stylized flourish at the end.

Mrs Donaghy
(Headteacher)