

Barnes Primary School

Self-evaluation summary

Date: (March 2024)

The context of the school *2024 data includes our nursery provision

Barnes Primary School is an outstanding two-form entry, **split-site community school** with a popular **30-hour or 15-hour nursery** provision available. The school is situated in the heart of a **densely populated** residential area. We are above average size, with **408 full-time** pupils organised into **14 classes** - we currently have **12 vacant places** in the main school. A further **60 pupils attend a nursery class** on either a full-time (30 hours) or part-time (15 hours) basis, bringing our on-roll number to **468**.

Our statistical data is as follows, with the most recent (November 2023) national headline figures shown alongside. **Green** represents above national average, **blue** represents below national average:

- **3.41%** [23.8%] of current pupils are eligible for **free school meals**
- **60.6%** [62.6%] of pupils are from **White British** families
- **18.58%** [7.2%] of pupils are from **other White backgrounds**
- **20.72%** [35.7%] of pupils from **Minority Ethnic backgrounds***

*pupils of school age who have been classified according to their ethnic group and are of any origin other than White British are defined as being of minority ethnic background for reporting purposes.

DfE Explore Education Statistics, June 2022

- ☐ **15.81%** [20.2%] of pupils have a **first language other than English**
- ☐ **2.56%** [2.3%] of pupils (12) have in place an **EHCP (Education Health & Care Plan)**
- ☐ A further **14.52%** [13%] of pupils (68) **require SEND support**
- ☐ **33 different first languages** are spoken across the pupil community

The spectrum of special educational needs is broad and includes **8 pupils on the autism spectrum** (a high incidence). Autism spectrum disorder is the most common primary type of need for a pupil with an EHCP, as it is nationally. We are **fully committed to inclusion** and serving the needs of all members of our local community, so we are delighted that these children attend our school. We also recognise the positive benefits for all our children of learning how to live in a diverse community, respecting and appreciating the needs of others, some of whom are different to themselves.

In terms of the wider school roll: **24** pupils have a specific learning difficulty; **9** pupils have a moderate learning difficulty; **15** pupils have a speech/language/communication need; **20** pupils have a social/emotional/mental health issue; **2** pupils have a vision or hearing impairment; **1** pupil has a physical disability; **3** pupils have another difficulty or disability affecting mobility.

There are **6 adopted from care children**: YR (1), Y1 (1), Y2 (1), Y3 (2) Y6 (1).

The majority of new arrivals are in Key Stage 2 classes. A significant number arrive performing either below, or well below, the national performance expectation for their age. Pupil mobility during 2023/24 to date is **5%** (**24 pupils have joined and 11 have left**) (2020/21 8%, 2019/20 6.18%, 2018/19 6%, 2017/18 5.8% and 2016/17 4.1%).

Baseline assessments (this year, both Government and school) take place when pupils join the school - in Nursery and also at the start of the Reception year. Overall, attainment upon entry to the school is above average when compared with schools nationally.

One Reception pupil died in 2018 due to a heart defect they had had from birth. Three young parents died during 2015–16; one in 2019–20; one in 2022–23; one in 2023–24 and we are supporting **6 pupils who have suffered a parental bereavement** and one child who is very sick with cancer.

Quality of education: outstanding

Intent: outstanding. Evidence that supports this judgement:

- The coherence, sequencing, progression demonstrated in subject maps, curriculum maps and knowledge maps
- The wide range of opportunities available to enhance, broaden and bring the curriculum alive
- Pedagogic knowledge of staff and their ability to assist children with their learning so they know more, remember more and can recall more
- Pupil and parent questionnaires (November, every year 2019+)

Underpinning everything we do at Barnes Primary School is the idea of maximising **learning, love and laughter**. The central aim of our curriculum is **high pupil standards**, high equity and high enjoyment that is taught through a broad, balanced, ambitious, coherent and inclusive curriculum that focuses on the knowledge and skills pupil need. *The broad and ambitious curriculum prepares pupils exceptionally well for the next stage of their education. Leaders have designed an ambitious curriculum that sets out the knowledge, skills and vocabulary that pupils need to know in every subject. Careful thought has been given to how the curriculum is sequenced to help pupils know and remember more over time. Teachers regularly check pupils' understanding of previous learning. They address any errors and misconceptions before moving on to more complex learning.* (OFSTED report November 2022).

We aim to **overcome all barriers** that prevent pupils from succeeding. Our curriculum development has been a focus since 2014. We do not allow English and mathematics to dominate the school timetable and the learning time that is available. There will be weeks when no English or mathematics is directly taught. We continually look for meaningful opportunities for pupils to apply the skills and knowledge they have learnt in English and mathematics in other subject areas.

The **curriculum maps are planned around engaging learning themes** that are enriched by a wide range of trips, visits and visitors as well as a wide variety of before, during and after-school clubs to ensure we maximise opportunities for all pupils (DAP and SEND) to acquire knowledge and cultural capital to succeed. Our regular feedback from staff and pupils highlights that we have the highest expectations of all learners. We believe in **assisting pupils to develop a deep, secure understanding of central ideas**; key concepts; key bodies of knowledge; and fundamental skills resulting in children learning more, knowing more and remembering more. *99% of parents in the November 2023 questionnaire feel informed about what their child will be learning (98.5% in 2022, 97% in 2021, 96% in 2020 parental questionnaire).*

We offer a **wide range of high-quality opportunities in sport, music and the creative arts** (with an artist in residence and an internal supported system for music tuition). In 2018-19, a dance and movement specialist worked with teaching staff over the course of a year to develop schemes of work. In our view a fit body and a fit mind are interlinked. We will ensure pupils have a wide range of opportunities to engage in sport and physical education.

Our highly popular **theme weeks** (On Camera - the chance for pupils to make a film; Arts Week - a whole week dedicated to the creative arts and the performance arts; Solve a Problem Week - design and technology focus), Science week, Sports Focus Week and newly introduced Poetry Week run annually. From time to time we may offer other theme days or weeks (for example, our geography theme day: The Country We Live in; Mental Health Day and International Children's Day, RE day). We will usually fully **utilise the enormous cultural and historical capital that London has to offer**.

All staff will seek out relevant and meaningful **opportunities to develop pupils' social, moral, cultural and spiritual understanding** when teaching all subjects. There are plenty of opportunities for practical, 'hands-on', multi-sensory learning to develop deep learning experiences. Underpinning all that we do our pupils are **supported to become highly articulate**. The development of mature speaking and listening skills is a high priority. Pupils are taught to speak clearly, precisely and audibly, using sophisticated and expressive vocabulary. They will learn about Standard English and are assisted to help them avoid lazy, imprecise, unclear and unspecific talk. All pupils are expected to develop the art of public speaking for our numerous performances and house competitions (poetry, reading, public speaking and reading in a language other than English competitions)

Staff at the school will continually **support and promote pupils to read widely, develop a love of reading and read for pleasure**. Reading and access to high-quality texts is at the core of all our provision. We strive for every pupil to leave us with the necessary skills to access the reading and vocabulary demands of the secondary curriculum and for them to be successful communicators throughout their lives. We believe that no child should be left behind or become a disenfranchised reader so targeted interventions - both group and individual - are deployed appropriately using highly skilled support staff.

At different times pupils will be expected to think fast with fluency and automaticity (for example, in mental arithmetic) and think slow (for example, in thinking carefully about how to design a scientific enquiry). Teachers will strive to **'make thinking visible'**. In our view it is important for teachers to nurture thinking in the daily lives of learners and to make it visible - noticing it, highlighting it and commenting upon it - so that pupils can recognise it. We build on the work of cognitive scientists and make links in learning explicit, as well as support recall and the review of key learning on a regular basis. Learning is coherently planned, carefully sequenced, ambitious and inspiring.

Why intent is not the grade below:

The quality of education and curriculum development at Barnes Primary School has been a focus for many years. Our bespoke skills-based curriculum (based upon the national curriculum) was created with a consultant, the school leadership team and subject leaders over several years to ensure it was fit for purpose and met the needs of our children. This has been updated to ensure that key knowledge is clearly identified and children revisit and rehearse to develop retention. This curriculum has been refined, improved and enhanced to incorporate wider, enriching opportunities, more reading opportunities and ensure it meets the needs of our children. We are relentlessly ambitious and continually improve on the offer we are able to provide.

Pupils are well prepared for any transitions: starting school, Nursery to Reception, Reception to Year 1, Year 2 to Year 3 (which includes a change of building) and Year 6 to secondary school.

Implementation: outstanding. Evidence that supports this judgement:

- the **very high performance** standards pupils (outlined above) consistently reach and the high value added that is achieved (IDSR)
- findings from the cyclical **lesson observation** programme, **external reviews** (SEND July 2021) including one-day internal **Key Stage reviews** and scheduled lesson observations and short, 'sweep' observations (comprehensive written reports available) and the significant number of **lessons that are filmed**
- cyclical pupil **workbook scrutinies** conducted by the Senior Leadership Team, subject leaders and also by all teachers, within Key Stage meetings
- **reading** is well resourced, prioritised and underpins curriculum
- **formal and informal 'stakeholder' feedback** from parents and pupils.

In November 2023, 99% of respondents in a parent survey strongly agreed or agreed with this statement: Overall teaching at Barnes Primary School is strong (98% in 2022, 99% in 2020)

Positive features of practice include: lively, active, creative and engaging learning **with high levels of pupil participation**; transparent expectations being set for learners, with clear criteria for judging their success; **clear modelling and teacher demonstration**; **creative use of assessment for learning strategies**; **effective questioning**, including the use of probing, supplementary questions and excellent use of interactive whiteboards/touch screen boards, Ipads and other forms of modern technology. Teachers plan **multi-sensory lessons** that contain visual, auditory and kinaesthetic elements, rich in the use of quality texts, manipulatives and first hand learning experiences.

An **ambitious, rigorous and coherent approach to reading** focuses on developing fluency and a **love of reading** (Sparks! Book Award 'School of the Year' for reading for pleasure). **Phonics is meticulously planned** (100% of pupils passed the phonic screening check in Y1 in 2023) and intervention quickly established where needed. The importance of **recall, spaced learning and making links explicit** (with prior learning and other subject areas) features highly to support progression and make explicit links in learning.

Teachers use **assessment well to inform planning, check for understanding and identify gaps** as a result of the pandemic. In an increasing number of lessons, the impact of peer and self-assessment has a profound impact on pupil achievement. **Clear, direct feedback** (oral and written) supports children in developing their understanding. **Misconceptions** are planned for and the teacher error used very effectively. The **quality of pupil talk is of an exceptionally high standard**. Teamwork is a frequent element in pupils' learning. There are always **opportunities for pupils to make their own sense of what is being learnt through talk and discussion**. Pace and fluency are a key focus.

All staff have **good subject knowledge** of their curriculum. **Teaching assistants and learning support assistants make a substantial positive contribution** to the quality of teaching (see external SEND and PPG review October 2019 and internal review 2022). This is because they are skilled at forming **very good relationships** with pupils; they receive **weekly professional development** at the school, external professional development and time with peripatetic experts. They work very effectively with teachers, who make the maximum use of this valuable human resource. The **impact of additional small group and one-to-one support has a significant impact upon the performance of lower attaining pupils**. Dedicated and skilled learning support assistants provide excellent support to the high number of pupils with EHCPs. All support staff are carefully distributed following termly **pupil progress meetings** to ensure maximum gains.

The **very good behaviour** of pupils and the **good relationships** that exist between children are testament to how well teachers promote personal development and the spiritual, moral, social and cultural development of the pupils they teach. Pupils know about the eight personal qualities that we aim to teach through our curriculum. They continually exemplify their **creativity; curiosity; empathy; integrity; positivity; self-belief; responsibility; and resilience**. They express themselves with **confidence, eloquence and a degree of gravitas**.

Parents receive **regular feedback** and frequent updates on their children's progress, together with suggestions for their next steps and ways to support their child. This is achieved through termly parental meetings, books going home for the half term week and the use of Tapestry profiles in EYFS. *In November 2023, 99% of parents strongly agreed with or agreed with this statement: Overall the teaching at Barnes was strong (98% in 2022, 97% in 2021, 98% in 2020). 96% of parents felt informed about their child's progress (93.5% in 2022, 89% in 2021, 86% in 2020) and 95% of parents felt that the school helped them support their children (93% in 2021 and 22, 94% in 2020).*

Why implementation is not the grade below

Teaching is better than good because the indicators of teaching quality outlined above continually reveal, **over an extended time frame, that lessons are of a high quality**. This has been validated by an external consultant, who observed every teacher at the school (Autumn 2020). As a result, **pupils make rapid and sustained progress**. All teachers aim to be excellent practitioners. **Less experienced teachers receive high-quality professional mentoring and coaching to enable them to reach the highest standards**. All teachers at our school never stop learning about the learning process. Teaching is never less than good (though with two newly qualified teachers in September 2020 and two in September 2019, there might be the occasional lower standard lesson in the early stages of a new career). Teachers set tasks that are challenging, exciting and fun. There is a strong **emphasis on enquiry-based learning**. The upshot is that pupils are continually motivated and excited. Accurate assessment ensures that all pupils are suitably challenged. **Learning time is fully maximised** and pupil participation levels are high. *The 2023 pupil survey results state that 88% of pupils in 2023 (97% in 2021) feel that their teacher expects them to work hard*. The result of all of this is **vibrant, dynamic learning and highly motivated pupils**.

Impact: outstanding. Evidence that supports this judgement

The principal evidence for this judgement is the **very high performance of pupils across a broad and balanced curriculum**. These outcomes are evident in pupil workbooks, the displays, and Arts Week outcomes, film evidence, the website gallery and in the Key Stage assessment tests. Performance data (tracking data and pupil workbooks) reveals that different groups of pupils, including those currently or previously eligible for free school meals, those with special educational needs, those adopted from Care, those speaking English as an additional language, those whose parents are in the services and those who join the school late, progress well. **Attainment and achievement by the end of Key Stage 2 compare very favourably with other schools, both locally and nationally**. This conclusion is further supported by the standards evident in pupils' workbooks, the very high quality of pupil outcomes displayed around the school and the standards witnessed in lesson observations and in cyclical internal Key Stage reviews.

The following section is based upon end of Key Stage 2023 data.

Overall at Key Stage 2 pupils perform at very high standards in reading, writing, GPS and mathematics. Achievement at Key Stage 2 compares very favourably with the national average and the local average over a three-year time frame. Previous successful outcomes (pre-2016) have been built upon since the new, more demanding, assessment tests were introduced. For example, the average scaled score for the cohort of 59 Year 6 pupils in 2023 was above the threshold for greater depth performance (110) in reading, GPS and maths. Writing standards continue to be very high indeed (current pupil workbooks and previous ones are available as evidence of this consistent finding). The school was placed in the top 1% of all primary schools for attainment in reading, writing and mathematics at the end of Key Stage 2.

Our Key Stage 2 three-year averages are very strong. In 2023, 95% of pupils attain the expected standard in reading, writing and mathematics and achieved, or surpassed, the government expectation of a scaled score of 100. This figure is well above the national average (59%). 39% of pupils attained greater depth. In 2023 the average scaled scores for **reading (112), grammar, punctuation and spelling (114) and mathematics (111)**. Performance in **writing** is particularly high, with a **three-year average of 51% of Year 6 pupils being judged as performing at greater depth and 49% doing so in 2023**. Pupils do extremely well in **grammar, punctuation and spelling, with a three-year average scaled score of 114**. The **three-year average for performance in mathematics is very high with 98% of pupils meeting, or exceeding, a scaled score of 100**. Our **three-year average for Greater Depth is 50%** - with 59% attaining greater depth in mathematics in 2023.

Pupils eligible for the Pupil Premium grant consistently perform very well. For three years in succession 2012-14 the school was invited to join the Mayor's London Schools Gold Club scheme (this scheme finished in 2015). Less than a dozen London schools met the eligibility criteria for three concurrent years. In 2023, 17 pupils were eligible for PPG. 39% of PPG children attained greater depth in reading, writing and mathematics.

Pupils with special educational needs are well provided for and make good progress. Over the past three years, performance outcomes for pupils with an EHCP, and those at School Action, have been very high. The vast majority of these pupils reach the national standard. In 2023 there were five pupils (in Y6) in this category: all reached the national standard in reading, writing, GPS and maths, 20% attained greater depth.

Both boys and girls are doing very well. For example, **in reading in 2023 girls scored an average scaled point score of 113.6, with boys scoring 110.8**. In **GPS in 2023 girls scored an average scaled point score of 115.8, with boys scoring 112.8**. In **2023 in mathematics girls scored an average scaled score of 110.8 and boys 111**. 100% of girls and 96% of boys attained national expectations in writing. In all results there is no major significant difference when boys' and girls' results are compared. Pupils who speak **English as an additional language (EAL)** are reaching standards that are comparable with - and sometimes better than - first language English speakers. One EAL pupil missed national expectations by 1 mark in the reading. **Pupils who join the school late** (after the start of Key Stage 2) make very good progress, frequently from very low baselines (compelling data available).

Pupils' achievement in Key Stage 1 is impressive. This judgement is based upon the high outcomes achieved in new assessment tests over a three-year period. The three-year average for the number of **pupils achieving scaled scores of 110 (greater depth) or above is: reading 50% (68% in 2019); writing 53% (42% in 2019) and mathematics 55% (62% in 2019)**. Our 2023 scaled score averages were high - **reading: 108; grammar, punctuation and spelling: 106; mathematics: 109**. **Key Stage 1** pupils consistently perform at high standards in reading, writing and mathematics.

- **88% met the national standard for their age in reading** (42% achieving a scaled score of 110, or more).
- **80% meet the national standard in writing**
- **98% meet the national standard in mathematics** with 53% of pupils achieving a scaled score of 110 or more.
- **78% of Year 2 pupils achieved, or surpassed, the government expectation of a scaled score of 100 in 2023** for the measure **reading + writing + maths**. This figure was well above the national average of 56%.
- **43% of Year 2 pupils were working at Greater Depth in reading + writing + maths**. This figure was well above the national average of 6%
- **100% of pupils pass the phonics checker in Y1**

Pupils' achievement in Early Years Foundation Stage is strong. This judgement is based on the Good Level of Development attained by the end of Reception. In 2023, **85% of pupils met or surpassed the national expectations in all prime areas and English and mathematics.** Our three-year average is **87% Good Level of Development** which compares favourably with the national three-year average of 70.5%. In 2019 our judgements were moderated by the Local Authority. Comprehensive performance data, and analysis, is available to support all the statements above.

Mobility is low at 5% in 2023/24 (8.3% 2021) and our overall **attendance is good** at 96.8% in 2022-23, and 96.7% in pandemic year 2020-21) enabling pupils to benefit from **coherently planned curriculum** sequenced towards cumulative knowledge. Pupils are **well prepared for the next stage** of their learning journey at all transition points: reception pupils enter Year 1 with a very high percentage (85% in 2023) of children attaining a good level of development and a 3-year average of 87% having reached a good level of development. *Pupils are hardworking and produce work of high quality in different subjects. The broad and ambitious curriculum prepares pupils exceptionally well for the next stage of their education (OFSTED report November 2022).* They are able to **communicate effectively; know letter-sound correspondence; have well-developed social skills; and a positive attitude to learning.** Subsequently they leave Key Stage 1 and enter Key Stage 2 with **well-developed reading, writing and mathematical skills.** Finally, they transfer to secondary school having achieved high academic standards and acquired the attributes of **socially skilled citizens**, able and willing to contribute positively within a democracy.

Why impact is not the grade below

Achievement is better than good because, over an extended time frame, year-in year-out, pupils consistently reach very high standards.

Behaviour and attitudes: outstanding

The evidence for this assertion is the **calm, safe, respectful, organised, positive, flexible and agile learning environment** created at Barnes Primary School. **Routines, systems and expectations are embedded.** All work well together in a **collaborative and supportive context with high levels of pupil participation** in lessons. **Paired discussion, constructive peer assessment and group work are embedded** practices and **pupils display mature attitudes** when working together in these ways. Teachers create an environment in which pupils continuously learn a great deal from each other within a **community of learners.** *In the November 2023 parent questionnaire, 97% of parents strongly agreed or agreed with the statement 'The school keeps my child safe' - 98% in 2022, the 3-year average (2019-2021) being 96.7% in 2019 to 97% in 2020, despite COVID-19.*

Pupils behave very well. They show a **very strong commitment to their learning. Motivation levels are high.** The evidence for this assertion comes from lesson observations and feedback from OFSTED, staff, pupils and parents. *Behaviour is exemplary. Pupils are polite and helpful. They are keen and willing to go the extra mile for others. Behaviour in lessons and around the school is excellent. Low-level disruption is very rare, and this means that lessons are focused solely on learning (OFSTED November 2022).* In the November 2023 parent survey, *91% of parents agreed with the statement 'My child wants to come to school each day'. 93% of pupils love coming to school (98% in 2021, 90% in 2020) and 97% stated 'my teacher expects me to work hard' (almost always or most of the time) pupil survey 2023, 2022 and 2021 (95% in 2020). In 2020-21 (with the pandemic) attendance was 96.7%, in 2018-19 attendance was 97%.* In 2019-20, attendance was significantly affected by COVID-19 and the national lockdown. **Children enjoy coming to school and are punctual.** This minimises disruption. **Attendance is a high priority.** In normal circumstances a weekly attendance cup is awarded in assembly and reported in the newsletter and 100% attendance certificates are given out in the end-of-year assembly. **All absences are followed up daily** and the school works closely with other services to support hard to reach families. *Most pupils have excellent attendance and punctuality. Effective support is put in place for those whose attendance needs to improve (OFSTED November 2022).*

Pupils are calm and orderly. *97% of parents (November 2023, 2020 & 2021) agree that Barnes Primary School keeps their child safe, and 97% state that their child knows who to talk to if they have a problem. Relationships are positive and respectful. An external SEND review (June 2021) found: excellent relationships between teachers and their classes. Teachers are sensitive to pupils' needs and seem to understand them well.* Very occasionally a very small

minority of Key Stage 2 pupils have engaged in unkind behaviour. **Physical aggression is extremely uncommon.** Incidents of bullying and racism are also very rare. If any incidents do occur, they are treated extremely seriously and responded to rapidly. They are dealt with by the Headteacher, the Deputy Headteacher or another senior manager, in conjunction with parents and carers. The emphasis is always upon **what can be learnt from what went wrong.** *Bullying is rare. If it does occur, it is dealt with swiftly by adults (OFSTED November 2022).* Pupils are taught to appreciate that mistakes happen, but it is unacceptable for the same mistake to happen twice. If required, pupils are asked to write out a name calling statement, a bad language and swearing statement, a homophobic abuse statement, a racial abuse statement or an assembly behaviour expectations statement. **Social communication groups and resilience training** are embedded and led by trained staff to support pupils with their behaviour and dealing with challenges.

Pupils are proud of their achievements and these are celebrated. **They feel listened to:** they believe that their voice will be heard and acted upon. The [Junior Citizenship Award](#) is embedded. Each year a pupil survey is conducted, and findings shared with pupils. The [Pupil Council](#), **food focus group, sports leaders, e-safety team, wellbeing mentors, Eco Team, and JSOs** are actively encouraged to **take on responsibility** and involved in ensuring high standards of behaviour and safety. Usually, Council members also provide guidance to their peers through leading assemblies on topics such as healthy eating, the importance of exercise and sun safety. Our Year 5 Junior Safety Officers are involved in leading assemblies in Key Stage 1. **Year 6 lunchtime monitors** make sure that younger pupils have something to do and someone to play with. This has resulted in younger pupils feeling secure and having more fun. All pupils' awareness of safety is enriched (when possible) through the use of visits and visitors. **Regular visitors include the LBRuT cycle proficiency and safer walking (road safety) teams, the learning to cycle Bikeability team, scooter safety/safer use instructors and a local authority road safety officer.** The participation of Year 6 in the Junior Citizenship Programme assists pupils to adopt safe practices and has encouraged children to take greater responsibility. We also have a new link with the police education department who will lead training for Upper Key Stage 2 as soon as they are available to do so.

Staff regularly inform pupils about safe behaviour when using the Internet, we have an e-safety team who have led an assembly and an e-safety policy is in place. Parents are advised via the school newsletter about a website that provides e-safety advice: <https://www.internetmatters.org/>, cyber safety workshops for parents are regularly provided by the school (remotely in July 2020 and 2021), our [remote learning page](#) has dedicated information on keeping safe during remote learning, [weekly newsletters](#) regularly contain information on internet safety and our [website](#) has useful links.

Why behaviour and safety are not the grade below

There have been no permanent exclusions from the time the previous Headteacher took up post in January 2006 until June 2017. Unfortunately, two fixed term suspensions were issued (for the same pupil) during the summer of 2017 as a result of violent conduct and one fixed term exclusion in 2023. External consultancy was used to enable the school to maintain the placement for both pupils concerned, and who are both on the autism spectrum, so that they could successfully access the curriculum. There have been no exclusions since this date. The school received **very positive feedback** (and some valued recommendations for future action) when it commissioned an external consultant to **conduct a one-day safeguarding review in May 2018 and again in 2023 and an external SEND review: fostered by excellent relationships between teachers and their classes. Teachers are sensitive to pupils' needs and seem to understand them well** (June 2021).

Parents, carers, staff and pupils are highly positive about behaviour and safety. Pupils show very high levels of engagement, courtesy, collaboration and cooperation, inside and outside lessons. The **disruption to learning caused by poor behaviour is negligible.** Learners display a very high regard for their own safety and the safety and well-being of others. *The most recent Pupil Survey (November 2023) stated that 97% of pupils feel safe at school (94% in 2021, 93% in 2020).*

The small amount of cyberbullying that has occurred - off the school premises - has been investigated, with robust action following. There is a **no phones policy in place** at the school. In cases where a phone is needed a contract is signed between parent, pupil and school. From September 2024 there will be no phones brought to school.

The school's approach to identifying and tackling bullying works. Pupils actively seek out guidance from staff and know who to talk to if they have a difficulty. They make excellent use of the structures that exist to support them. The **worry** and **thank you** boxes (located in KS2) are actively used by the children and are placed below our weekly manners award.

Personal development: outstanding

This judgement is based on:

- [Extra-curricular](#) data (clubs, music and trips)
- Continued professional development opportunities for all staff
- Wellbeing and mental health at the forefront of practice: physical and mental fitness
- Questionnaire feedback from pupils and staff
- COVID-19 response and subsequent recovery
- Attachment aware school Bronze, Silver and working towards Gold
- Wellbeing Award for Schools

Provision for pupils' personal development is exceptional (OFSTED November 2022). Our school values are to demonstrate: **creativity; curiosity; empathy; integrity; positivity; self-belief; responsibility; and resilience** and we look for opportunities to celebrate these qualities. From the day children start at Barnes Primary School we **celebrate diversity** and engage children in a journey to enjoy learning about oneself, others and the surrounding world by exploring beliefs, faiths and learning about others. Children learn about how to help themselves and others and how to behave with integrity and cooperation. **We are an inclusive school and celebrate diversity.** In June 2021 the **Barnes Inclusion Alliance (BIA)** with parents and staff was established to further strengthen our work in this area. Our pupils usually visit places of worship for the six main religions over the course of their primary years, promoting understanding, acceptance and tolerance towards differences. The diverse cultural heritage at the school is celebrated widely with events such as **reading in a foreign language, One World Day, International Children's Day and the using of opportunities such as Arts Week to increase awareness of different countries and cultures.** Our close link with our **partner school in Rwanda (since 2014)** is embedded within our pupils and parents. In addition to the extensive financial support (£40K) given to the school, several teaching members of staff, parents and pupils have visited the school and led training. **Mental health and well-being** of pupils and staff is incredibly important to us, especially as a result of COVID-19 (SIP target 2020-21). Mental health and wellbeing, and the school focus on this, was one of the areas identified as a strength over the last 12 months - as raised in the November 2020 parent survey. **Physical health, diet and active lifestyles are promoted** and celebrated. **Active assemblies** were a daily ritual in the return from lockdown and outdoor learning opportunities were maximised. A **school well-being mentor, together with her therapy dog,** supports children and families and works closely with other services. Weekly **resilience groups and social communication groups support pupils.** Children can be referred by the Headteacher, their class teacher or their parent. They can also self-refer through the school's **worry box.** The intent of this provision is to empower, build confidence and provide a 'toolbox' for children. We celebrate **mental health week** and all staff have received **training on mental health first aid, well-being, basic yoga techniques and breathing exercises.** We link with the MHTS for parents on a variety of aspects related to well-being and mental health. These sessions are currently being offered remotely.

Sex and relationship education is tailored to the age and the physical and emotional maturity of the pupils. The content is taught sensitively and inclusively, with respect for the backgrounds and beliefs of pupils and parents. Our intention is to provide pupils with the knowledge they need to prepare them **to play a full part in society as responsible, informed citizens.** Lessons are delivered in a safe environment and by well-trained staff. Our oldest pupils, in Years 5 and 6, learn about puberty and about how a baby is made. This content is part of the science curriculum. *The parents & pupil questionnaires indicate that this is well taught.*

Pupils behave very well: they are calm and orderly. Pupils feel listened to: they believe that their voice will be heard. Pupils are actively involved in further improving the school. There is a dynamic KS1 and KS2 pupil council. The KS2 Pupil Council members take significant responsibility for developments in our school. Pupils are involved in school

developments such as discussing designs for premises developments, appointing the catering contractor and forming part of the selection process for the Headteacher and Deputy Head. [Pupil Council](#) and Pupil Parliament **teach our children about democracy and British values**, and displays promoting these are prominent in each classroom. <https://barnesprimaryschool.co.uk/our-school/pupil-voice/> *Pupils are rightly proud of their school and are keen to take on the wealth of responsibilities offered. For example, they can become members of the eco-council, school council or playground monitors. They take these responsibilities seriously because they know that their ideas are listened to. This helps them to understand the importance of democracy (OFSTED report November 2022).*

Children are taught about British Values through the curriculum, in assemblies and through visits. These include trips to the magistrate's courts, citizenship activity days with the police, ambulance and fire services and will usually include visits from the police education services (new 2020). In all that we do, **democracy, the rule of law, individual liberty, mutual respect for and tolerance of those with different faiths and beliefs, and for those without faith, underpins the way the school operates.**

As an early adopter, our Personal Development curriculum was reviewed and amended in April 2019. **Personal development, character development and personal responsibility are securely embedded.** They underpin our school values: creativity, curiosity, empathy, integrity, positivity, self-belief, responsibility and resilience. As pupils progress through the school they take on greater responsibility. Y2 pupils usually assist with Nursery lunches, Y6 pupils are usually lunchtime monitors and we have a junior citizenship scheme for upper key stage 2. Junior citizenship awards focus on the citizenship element of our Personal Development curriculum where children develop their understanding of themselves as part of a community.

<https://barnesprimaryschool.co.uk/curriculum/personal-development/>

Our school values underpin the ethos of these awards - especially integrity, empathy and personal responsibility. Through making the right decisions in class, in the playground and around the school, pupils in upper Key Stage 2 appreciate they are demonstrating respect and kindness towards their community. There are three levels to this award: BRONZE (within the class setting); SILVER (within the phase, key stage or school setting); GOLD (within the wider community). **Pupils are taught: to recognise and acknowledge the active role pupils play in the life of the school and the wider community; to make positive choices which will benefit their class, school and community; to become responsible, informed and active members of their class, school and wider community; and to learn about aspects of citizenship education including topical issues, rule and law-making, democracy, human rights and diversity.**

<https://barnesprimaryschool.co.uk/curriculum/personal-development/>

Through lessons, assemblies, films and discussion, pupils are taught what it means to be: **a good citizen** within their community and school setting; **a digital citizen** and **a global citizen**. Pupils take the citizenship award very seriously and by Year 6 demonstrate very entrepreneurial ways to attain the Gold award. Numerous examples are highlighted in the newsletter with cake sales, candy floss sales, sponsored swims and all fund-raising going to support our [link school in Rwanda](#).

Visitors, workshops, day, overnight and extended residential visits enrich our curriculum offer. *Pupils across the school have access to a wide offer of enrichment opportunities. The curriculum in all subjects is enhanced by a programme of educational visits or workshops. (OFSTED report November 2022)*. In November 2023, *75% of parents strongly agreed or agreed that the school organises a wide range of educational trips which their child enjoys (77% in 2021, 87.85% in 2019 pre-COVID) - 18% felt unable to answer because their child had not been at the school long enough.* In addition, *83% of parents also agreed or strongly agreed that their child enjoys theme weeks and special events (96% in 2021) - 15% felt unable to answer because their child had not been at the school long enough.*

In November 2023, the pupil survey indicated that 82 % of children enjoyed the theme weeks and special days (97% in 2021, 96% in 2020).



A typical year overview of trips & visits at Barnes Primary School:

YN AUTUMN 1	YN AUTUMN 2	YN SPRING 1	YN SPRING 2	YN SUMMER 1	YN SUMMER 2
	Early Years Panto			Barnes Bridge to Barnes Train Journey	Mobile Farm
YR AUTUMN 1	YR AUTUMN 2	YR SPRING 1	YR SPRING 2	YR SUMMER 1	YR SUMMER 2
	Early Years Panto		WWT Wetlands Centre	Battersea Zoo	
Y1 AUTUMN 1	Y1 AUTUMN 2	Y1 SPRING 1	Y1 SPRING 2	Y1 SUMMER 1	Y1 SUMMER 2
	Animal Man	Hampton Court or Syon House	ZSL London Zoo		Kew Gardens
Y2 AUTUMN 2	Y2 AUTUMN 2	Y2 SPRING 1	Y2 SPRING 2	Y2 SUMMER 1	Y2 SUMMER 2
Florence Nightingale Museum	The National Archives	Computing Day			Kew Gardens
Y3 AUTUMN 1	Y3 AUTUMN 2	Y3 SPRING 1	Y3 SPRING 2	Y3 SUMMER 1	Y3 SUMMER 2
Caterlink Adopt a Chef	Design Museum	LA Education Team - Safer Walking	Portals to the Past (Stone Age) workshop	Richmond Park	Portals to the Past (Roman) workshop
		Local Synagogue	Butser Ancient Farm	Dog's Trust Presentation	
Y4 AUTUMN 1	Y4 AUTUMN 2	Y4 SPRING 1	Y4 SPRING 2	Y4 SUMMER 1	Y4 SUMMER 2
HMS Belfast	St Leonard's Air Raid Shelter	Portals to the Past workshop	Mosque - Kingston or Hounslow	Dog's Trust Presentation	River Thames Boat Project
	Imperial War Museum				
Y5 AUTUMN 1	Y5 AUTUMN 2	Y5 SPRING 1	Y5 SPRING 2	Y5 SUMMER 1	Y5 SUMMER 2
Design Museum	London CLC - now closed (looking at new options)	Royal Observatory Greenwich (1)	BAPS Shri Swaminarayan Mandir (TBC)	Thames Young Mariners	Portals to the Past (Anglo Saxon) workshop
		Royal Observatory Greenwich (2)		Dog's Trust Presentation	
				Orange Tree Primary Shakespeare	
Y6 AUTUMN 1	Y6 AUTUMN 2	Y6 SPRING 1	Y6 SPRING 2	Y6 SUMMER 1	Y6 SUMMER 2
PGL Liddington	Natural History Museum	London CLC	LA Education Team - Cycle Proficiency	Kew Gardens	Chessington WOA
Lavender Hill Magistrates (groups no longer viable)		Gurdwara (TBC)	LA Education Team - Junior Citizen	Dog's Trust Presentation	
				Orange Tree Primary Shakespeare	

In addition, the school's offer is enriched by **excellent extra-curricular opportunities** and high rates of participation. **Excellent take up rates and targeted participation** of the most disadvantaged children ensure that families are

supported (socially, emotionally, financially and culturally). <https://barnesprimaryschool.co.uk/> (Parents' Noticeboard, Clubs Timetable)

Autumn 2023: the total number of pupils participating in sessions is shown below, with **59 before/during/after school activity sessions running at present** - 11 before school, 3 during lunch and 45 after school.

	MON	TUE	WED	THU	FRI
BOYS	103	116	109	180	50
GIRLS	80	111	102	96	57
TOTAL	183	227	211	276	107

In the Summer Term 2019, the total number of club sessions taken was 932, compared to 887 in Summer 2018. It was not possible to provide comparison data for Summer 2020, due to the national lockdown. By Autumn 2021: we were getting back to something approaching full capacity.

Pupils for whom the school receives the **Pupil Premium Grant** (those from disadvantaged families, the children of service personnel, children who are looked after or are adopted from care), and in addition some with EHCPs and/or other specific needs, are given priority (free) access to extended school activities.

Instrumental lessons continued throughout lockdown. 179 weekly instrumental lessons take place currently. 154 took place during the Autumn term 2019, and 195 in the Spring term weeks leading up to the national lockdown. For the sixth year, we are enormously proud to be able to offer **subsidised music lessons** to some of our KS2 pupils so that they have the opportunity to learn an instrument and enjoy playing as part of a group. Our **spring / summer music concerts** have become a highlight of the school calendar as children either perform to a packed audience or are filmed and demonstrate their love of music. *In the November 2023 survey, 77% of parents agree or strongly agree that the school organises a wide range of musical opportunities (2021 parental questionnaire). (63% in 2020).*

In 2020, we were operating via remote learning at the time of the summer concerts, so these were performed remotely and edited into a concert format. <https://barnesprimaryschool.co.uk/curriculum/music/>
Our current (**Autumn 2023**) take-up is as follows:

INSTRUMENT	NO. OF PUPILS AUTUMN 2023	NO. OF PUPILS SUMMER 2022	NO. OF PUPILS SUMMER 2021	NO. OF PUPILS SUMMER 2020	NO. OF PUPILS SUMMER 2019
PIANO	81	71	57	38	60
SINGING	9	0	0	0	18
GUITAR	45	38	26	0	35
VIOLIN	11	13	13	10	12
RECORDER	20	21	22	23	32
FLUTE	4	5	7	5	8
CLARINET/SAXOPHONE	3	3	4	8	8
CORNET	1	1			
TRUMPET	5	2	2	5	3
FRENCH HORN	0	1	1	3	1
TOTAL	179	155	133	92 (remote)	177

MUSIC CLUBS	NO. OF PUPILS AUTUMN 2023	NO. OF PUPILS SUMMER 2022	NO. PUPILS SUMMER 2021	NO. PUPILS SUMMER 2020	NO. PUPILS SUMMER 2019
BARNES VOICES	63	60	0 (COVID)	0 (COVID)	80
LITTLE VOICES	40	21	0 (COVID)	0 (COVID)	36
THEATRE VOICES	8				
MUSICAL THEATRE	20				
PERFORMING ARTS	14				
BOP!	17	13	0 (COVID)	0 (COVID)	30
STRING ENSEMBLE			0 (COVID)	0 (COVID)	9
M: TECH	53	39	10	0 (COVID)	50
TOTAL	215	133	10	0	205

Participating in a sporting event, display or representing a team is compulsory for all KS2 children (when possible under guidance). Y3-6 have 2 sports days a year and all children participate in a range of events. These continued as year group and phase events during the pandemic. EYFS and KS1 have a summer sports day. These are competitive events. *60% of parents agree that the school organises a wide range of sporting opportunities (November 2023 parental questionnaire).*

Since the start of the academic year 2020/21, we have allocated Friday afternoons for competitive year group sports events and operated these in bubbles in line with guidance.

Why personal development is not the grade below:

Our curriculum, wider curriculum and extra curriculum offer is exceptional and extends pupils' talents and interests. Our usual trips, visits, visitors and cultural opportunities are excellent and enhance the school offer. **Personal development, sex and relationships and mental health and well-being are a key focus for all.** Opportunities ensure pupils are confident, resilient, and independent and able to contribute to society. Our pupils know how to keep physically and mentally healthy.

Leadership and management: outstanding

Evidence that supports this judgement:

The **leadership function is distributed** evenly across the organisation. *Leaders, including those responsible for governance, have created an ambitious culture that puts pupils' learning at the centre of everything they do. Leaders at all levels share a real commitment to ongoing school improvement. They have a detailed and accurate understanding of the school's strengths and the areas they want to improve even further. Staff, including those at the start of their careers, are highly positive about the school. They are proud to work here and appreciate the opportunities that they have to develop professionally. Staff reported that leaders have made wellbeing a high priority (OFSTED November 2022).*

Safeguarding is effective. *The curriculum has been designed to help pupils know how to stay safe. Staff and governors know their responsibilities because they have been well trained. Robust procedures are in place to ensure that any concerns are quickly identified. Leaders seek appropriate support from a range of agencies so that pupils and their families receive the support that they need. (OFSTED November 2022).*

In the 2023-24 staff survey 90% of staff felt valued at work (2020-21, 100% in 2019-20, 97%). 95% of staff believe that they work well as a team and that morale is good in November 2023. 100% of staff are clear about the school's goals and objectives and they feel they can approach their phase leader and the leadership team for support (November 2023).

Members of the school's Leadership Team have high expectations of pupils' and lead fortnightly small group **Key Stage meetings** where they customise and reinforce important messages communicated by the Headteacher or discussed within the school's extensive professional development programme. Key Stage leaders organise **pupil workbook scrutinies** and formulate a shared expectation regarding pedagogy, learning routines and expected learner outcomes. They join the Headteacher and Deputy Headteacher for one-day internal **Key Stage Reviews** and for **'sweep' observations**. They also organise termly assessment **moderations** of pupils' work and attend **Pupil Progress Meetings**.

There has been **change in leadership**. In 2019 a new Deputy Headteacher (a very experienced and talented existing member of staff) was appointed. In 2020 they went on maternity leave and subsequently are returning part time as a class teacher and member of the leadership team. In April 2022 a new Deputy Headteacher was appointed. Prior to this the school went through a period without a Deputy Headteacher. The Senior Leadership Team including School Business Manager led the school through this period (pandemic, lockdown and bubbles). *In the remote learning and communication parent survey (July 2020), 95% of parents felt the school handled the period of school closure well. 90% felt the school managed the transition to remote learning swiftly and effectively and 95% felt well supported in the transition to remote learning. 97% felt that the school looked after and supported families wellbeing. 96% think the school handled the communication in the lead up to remote learning well. 94% felt informed about remote learning and how it would work. 80% found the weekly calls to families helpful. 96% felt pleased with the school's responses to government announcements and informed about actions that were being taken. 96% were pleased that the school managed to find a way to reopen and for all year groups to return to school for the minimum of a week before the*

summer holiday. 99% felt informed about the reopening of school and how this would work. With the introduction of Sways and year group bubbles led by non class-based teachers and support staff, our onsite and remote provision in the lockdown (January-March 2021) was significantly enhanced. This approach was shared with all Richmond and Kingston Headteachers. In September 2021 a new SEND lead was appointed.

	A	T	1L	1M	2B	2D	3B	3S	4G	4K	5B	5W	6PW	6R	
SEND with EHCP		1		1			2	2	1	2	1		3	1	14
Vulnerable children	1	1	1			1	1	2	4	2	2		3	2	20
PPG					1	2	1				1		1	2	8
Send register but not EHCP or not VC / PPG					1	1		1	1	1		1			6
Critical worker	2	9	8	3	6	5	5	4	5	7	5	3	3	4	69
Staff children	1	1		2	1	1	2		3	1	3	3	1		19
Total in each class	4	12	9	6	9	10	11	9	14	13	12	7	11	9	
Total in year	16		15		19		20		27		19		20		
Total attending															135

	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
SEND with EHCP						2		2
SEND register but not EHCP or not VC / PPG			1	1	1 (+1 having regular calls so not on site)	2	4	8
PPG				2		2	3	7
Total not attending			1	3	1	6	7	18

Subject and middle leadership skills are developed through internal and external courses (including 4 members of staff completing NPQML and 2 members of staff being maths mastery specialist working across 7 schools), internal mentoring, dedicated leadership time, whole school subject monitoring and dedicated subject leadership INSET day training. *In feedback, staff rated this training 4.6 out of 5.* Leadership skills are also demonstrated and further developed through recent teacher involvement in the **extensive partnership** work that is undertaken with other schools. The school has many requests for **visits** and offers a range of **professional development** opportunities to colleagues from other schools. Our previous EYFS leader has provided leadership across Richmond and Kingston on the EYFS reforms, our Y6 teacher is an ECT facilitator for Wandle teaching hub, our other Y6 teacher is a facilitator on the NPQE, the headteacher is a facilitator on the NPQLBC, NPQSL, NPQH and we have 2 mathematics specialist teachers who have offered consultancy across 7 schools each.

We have regular **Senior Leadership Team meetings** (SLT), **Phase Leader meetings** and **Phase Leader release** time to evaluate impact, ensure clarity of vision and strategic direction. *In the November 2023 parent questionnaire, 98% of parents - 97% (2021), 98% (2020) - agree or strongly agree that the school is well led and managed (78% strongly agree). 93% of parents strongly agree or agree that Barnes Primary School has a high expectation of children - 93% (2022), 97% (2020) - and 97% of parents would recommend Barnes Primary School to another parent (parent survey, Nov 2023 - 98% in 2022 and 2020).*

The **Single Central Record** is kept fully up-to-date. **Child protection arrangements are secure.** Pupils know that they can speak, in a secure environment, to an adult if there is something that is troubling them at home or at school. Annual

pupil surveys are testament to the fact that pupils feel very positively about their teachers. *97% of parents in the 2023 questionnaire stated that the school keeps their child safe: 97% (2022), 76% strongly agree (2021 & 2020).*

The appointment in 2011 of a three-day-a-week **learning mentor** has provided regular social and emotional support to those pupils who face more challenging circumstances. The school has a **safer recruitment policy; safer people and safer places audits** are carried out on an annual basis. All staff have completed an online safeguarding course and received high-quality professional development in both September 2016 and September 2017 from an external trainer who leads serious case reviews. Further training was offered internally in September 2018, 2019, 2020 & 2021 and this forms part of an annual training programme at the start of each academic year. **All staff have basic emergency first aid knowledge** and a number have attended two-day courses extended paediatric courses. The **Headteacher has child protection level 3 accreditation** (last renewed May 2023), **3 days of CSE training** and **safer recruitment accreditation** (up-to-date certification available). The Deputy Headteacher, the SEND lead, our Pupil Wellbeing Mentor, EYFS Leader, ICT leader and 2 other members of staff also have child protection level 3 accreditation. In addition, the Pupil Wellbeing Mentor has attended a 10-day safeguarding course led by a trainer who leads on serious case reviews. The Headteacher and well being mentor attend the termly DSL conference.

Governors, the School Business Manager, Headteacher and Site Manager ensure that **health and safety legislation met** and that systems are successfully employed to ensure the safety of our premises. This is achieved through rigorous monitoring, annual audits, termly premises committee meetings and training.

The **governing body is effective** because it is made up of individuals with a good **understanding of our context** (many serving for a **significant number of years**), a **high level of knowledge and expertise** across a range of disciplines with specific skills that school leaders can draw upon. Governors play an active part in **evaluating** the school's provision. For example, governors join our reviews and conduct semi-structured interviews with a representative selection of parents. Governors join senior leaders for **internal reviews**, 'sweep' observations and '**safer places - internal and external**' **evaluations**; they **monitor the execution of SATs** and end of year tests. Governors regularly **attend school events** such as drama productions, music concerts and activity weeks when they take place.

A **robust, high-quality continuing professional development (CPD)** programme has a very positive impact on teaching standards. Continued Professional Development is highly valued and multifaceted. 95% of staff believe they receive good quality training to support them in their role (including courses, CPD, training from colleagues, observations, peer reviews, filming, learning walks and bespoke phase meetings). Our CPD includes frequent opportunities to **view, analyse and discuss unique teaching sequences that have been filmed** at our school and other schools. In addition, a **peer observation and coaching programme** ensures that all teachers are continually refining their practice. The comprehensive CPD programme, which is offered as an entitlement for all staff, **including support staff**, consists of four elements: **internal opportunities, external courses / qualifications, 'learning walks' to quality providers and regular peer observation**. It continues to have a demonstrably positive impact on the quality of provision and well-being of our staff at the school. In 2020-21 2 members of staff completed the NPQML. In 2022 3 members of staff completed NPQLTD. The Headteacher is a facilitator for **NPQLBC, NPQSL and NPQH** courses and a participant on the NPQEL. In addition, there is 1 ECT facilitator, 2 ECT mentors with Wandle.

The staff wellbeing survey indicates that *100% of staff enjoy working at Barnes Primary School (90% in 2021, 100% in 2020). 90% of all staff feel supported (68% in 2021, 88% in 2020) with 58% strongly agreeing. In 2023, 100% felt they could talk to their phase leader or the leadership team (94% in 2020).* Our annual survey ensures that all staff have a voice and can contribute to discussions about **work-life balance** and **staff well-being**. In 2023 only 19 staff responded to the survey. In 2022, **Optimus Wellbeing and Mental Health accreditation was achieved**. In 2022 we achieved the **attachment award bronze, in 2023 we achieved Silver and we are working towards Gold in 2024**. Both of these will impact on reviewing protocol and procedures. **SLT meetings and governors' meetings regularly look at wellbeing and workload** and ways to reduce workload.

Feedback is listened to and acted upon. For example, staff toilets were painted, the CPD schedule was amended, Teams classes were streamlined to free up evening for staff to meet, the catering company sponsored lunch on the first day back, designated PPA areas were set up, communication methods were streamlined, INSET training covered staff wellbeing and an email protocol to ensure that emails were not sent before 7am or after 9pm. We buy into a support

facility for mental well-being, which staff are able to access. Our school-based mentor is able to support all staff and to signpost staff to support agencies and guidance if needed.

The **parent body is very supportive of the school, both in time and financially**. Parents play an active part in the education of their children. Usually they would attend curriculum and parent evenings, come in to school to regularly hear children read, respond to targets that have been set, support in class with projects and accompany trips, as well as organise and lead a wide range of fundraising initiatives.

The previous Deputy Headteacher (now Headteacher), in close partnership with the school's **Business Manager, planned and managed major infrastructure development projects that continually improved the school environment, both indoors and outdoors**. There has been a **freshly cooked school meal** contract in place since 2011. A major fundraising event that raised £30,000 was used to substantially upgrade the school kitchens so that freshly cooked food could be produced. This contract was renewed in 2016 and again in 2022. A higher quality gold service standard of provision is now offered. In 2020-21 a **new room was added to Nursery** to enable more children to be offered full time nursery provision, a local need. In 2014-15 an SLT led event, a Summer Ball, raised £35,000. Some of this money was used to create an **astro-turf** outdoor sports area on the Key Stage 2 playground to enable more sports to be played on site. The SLT also work closely with members of the Parent Teacher and Friends Association (PTFA) and external organisations to raise considerable amounts of money (examples being cycle rides, social events and crowd funding). These funds enable **enhancements to the learning environments**, for example: **five new, small teaching rooms have been created for individual or small group work**, the development of a new outdoor **Forest School** environment, significant enhancements to our three playgrounds and the installation of leading-edge **touch screens** and **IT infrastructure** in classrooms. Another major fundraising drive raised £10,000 in just three months, resulting in **solar panels** being installed on the school roof.

The **Headteacher works closely with the school Business Manager to lead important site development projects**, such as a major reorganisation of teaching rooms to accommodate three classes moving between school sites. In 2020, the nursery was expanded to improve provision and increase income.

The **Headteacher and Deputy Headteacher** are involved in a wide range of quality assurance activities: carrying out **detailed analysis of school data** and offering **high quality, constructively critical feedback to teaching staff** and **writing handouts for staff**. The school has a **very comprehensive staff handbook** that succinctly outlines the school's 'pedagogic formula' and the school uses a bespoke and highly effective pupil assessment system.

Staff performance is evaluated through an annual **appraisal cycle**; **pupil performance outcomes** (measured using the devised pupil assessment system); **cyclical lesson observations (on site and remote)**; **annual internal Key Stage Reviews**; **regular pupil workbook scrutinies** and book looks. The **high quality of oral and written feedback** on observed lessons has been a significant factor in raising, and maintaining, teaching standards across the school. This is because **feedback clearly pinpoints effective features of practice, whilst sensitively, but robustly, highlighting areas for future development**. Clear reference is made to the national teacher standards, the staff handbook guidance and development points raised in previous observations. 100% of staff believe they are clear about the school's goals and objectives.

The annual **School Improvement Plan (SIP)** provides a **relentlessly ambitious, clearly focused agenda** for the continuing positive development of the school. The plan is **aligned with the school budget**. It also informs both the school's **CPD programme** and the **appraisal of staff**. It is evaluated, by school leaders and school governors, at cyclical intervals as insight is seen to be the outcome of regular reflection.

School Improvement Plan 2023-2025



A

Academic performance (standards)

Enhancing **staff pedagogic knowledge & understanding**
 Embedding of **Quality First Teaching**
 Closing **attainment gaps**
 Securing **curriculum maps and progression maps**
 Improving and maximising the use of **knowledge maps**
 Further embedding **reading for pleasure**
 Embedding and teaching parents about **phonics and vocabulary**
 Enhancing vocabulary (especially for **EAL and vulnerable**)
 Developing strategies and resources for **EAL children**
 Mapping of **spelling** linked to **phonics** and KS1 and KS2 outcomes
 Review of **home learning**
 Refining **transitions** to ensure **progression in skills & knowledge**
Sharing best practice through peer observations for all staff
 Completing **further studies including NPOs**



B

Behaviour

Further developing our **attachment awareness** and CALM
 Developing bespoke **behaviour plans** for specific children
 Celebrating **respectful and kind behaviour**
 Improving **attendance and punctuality**
 Developing **agency** and pupil voice
 Developing parental knowledge of **emotion coaching**
 Develop and extend **resilience groups to KS1**
 Training staff in **ELSA**
 Supporting the development of healthy **mental and physical** choices
 Developing **external spaces** to provide quiet places



C

Culture

Celebrating our values of **Learning, Love and Laughter**
Supporting a healthy work-life balance
 Prioritising the **wellbeing** of all
 Celebrating **diversity**
 Developing an Eco-friendly culture for all
 Developing **workflows** to ease pinch points
 Extending **networks and teamwork** to reduce workload
 Further improving **communications and our website**
Reducing workload; duplication; admin and meetings
 Creating a beautiful, aesthetic **learning / working environment**

1

Simplify

2

Focus on **Manageables**

3

Slow it Down

Financial management is strong, with a particular focus on ensuring the pupil premium and sports premium is used effectively. Catch up funding is carefully targeted to close gaps. The Headteacher and Business Manager work to **implement innovative ideas** to ensure that funding is maximised. The School Business Manager offers **consultancy** and support to other schools and coordinates the locality Business Manager meetings and **bench marking**. The financial audit (in 2023) was very complementary about the financial processes and procedures in place. Our PPG tracking and new style of reporting was used as a model for other schools in AfC.

In 2022, the school was awarded Transport for London **Gold accreditation for our School Travel Plan** for the fourth time.

Why leadership and management are not the grade below

Feedback from parents continually expresses the view that the school is very well led and managed. *In November 2023, 98% of parents strongly agreed or agreed with the statement 'The school is led and managed effectively' (96% in 2021, 98% in 2020, 70% 2021 & 71% in 2020).* Such a **high consistent satisfaction rate** suggests that parents are happy with school leaders. *93% of parents agree or strongly agree that the school communicates well with parents and carers (91% in 2021).*

The school **continually strives to improve the depth and breadth of its provision, the standard of teaching and the quality of the learning environment**. There is a **restless, continual aspiration and drive, combined with a clarity of purpose**. There is a **shared understanding of what constitutes excellence and an ongoing momentum for continual improvement**. *In the 2023 staff survey 100% of staff were clear about the school's goals and objectives (96% in 2020).*

Morale is very high amongst staff and there is a 'feel good factor' amongst the staff team. For many years the teacher turnover was much lower than in the average London school, as **staff remain excited about teaching at Barnes**. In 2022/23 five members of staff left: 4 class teachers (a married couple who moved out of the area due to an expanding family, one member of staff who went to study and another who wanted to teach older children) plus the Physical Education lead. In 2022/23 4 teachers left: 3 to move out of the area to more affordable housing. In 2021, our SEND lead retired. In 2020, one teacher left to complete an MA. In 2019, no class teachers left the school, despite a change in Headship.

There is no complacency here as all staff - those who have recently joined and those who have grown in experience at our school - are **expected to subscribe to the notion of continuous improvement and lifelong learning**.

The Headteacher and Senior Leadership Team **lead by example**, teaching **high-quality lessons** themselves, as well as enabling others to do so. The Headteacher usually teaches 5 one-hour sessions a week and leads an after-school maths team. The Deputy Headteacher will have a weekly teaching commitment in due course.

Quality of education in Early Years: outstanding

Context

Please refer to EYFS SEF <https://barnesprimaryschool.co.uk/our-school/statutory-information/>

Nursery: our nursery serves the local community of rising 4s. It consists of an indoor area, demarcated into specific learning zones, an **enclosed garden** area and an **on-site forest school environment**. In 2010 the nursery expanded from 56 to 78 part-time pupils. In 2018 the nursery started to offer 30-hour provision. There are currently 52 full time (30 hour) children and 8 part-time (AM only) children in nursery.

<https://barnesprimaryschool.co.uk/curriculum/knowledge-maps/nursery/>

The nursery is staffed by **two teachers**, along with three leaders of learning (our title) and additional support as needed. The children are arranged into four home groups of no more than 13 pupils. We provide morning only 3-hour sessions each weekday (08:50 to 11:50). Nursery children have their own entrance and exit. All full-time children have a **freshly cooked family service** school lunch where they eat in their home groups.

Reception is staffed by two full-time teachers, three (two at any one time) **leaders of learning**. The environment has an **enclosed outdoor learning area and access to the forest school**. There are sixty children.

<https://barnesprimaryschool.co.uk/curriculum/knowledge-maps/reception/>

Intent

Within EYFS we provide **a balance of adult-led and child-led activities** that help children to think critically, play and explore and become active creative learners. **High expectations, dedicated staff, clear systems and procedures** with detailed induction processes (for children and families) ensure a **smooth transition into the EYFS**. Information from home visits, baseline assessment and ongoing observations are effectively used to plan **personalised support** for every child, ensuring that children achieve as much as they can from their individual starting point. The needs of all groups are catered for to ensure that we are **inclusive** and every child receives an **enjoyable and challenging experience across all areas of learning**. The curriculum and provision on offer is **tailored to meet the needs of the cohort**, ensuring that it is suitably ambitious and engaging. Modifications to our induction procedures, following evaluation, have ensured that we work closely with parents and carers, as partners in children's learning and development. The planning and meticulous attention to detail ensures that all **pupils settle quickly** and can perform to their maximum. This approach also ensures a **smooth and effective transition to Key Stage 1**. The changes implemented in September 2015 have been very effective.

The curriculum is **broad, balanced and engaging**. The development of **self-selection, independence and continuous provision** ensures that there is scope for children to **follow their own lines of enquiry and play**. Staff amend provision to follow and engage the children. **Developing a love of reading lies at the heart of all we do**. **Story packs** (with high-quality texts and props) have been developed to engage nursery parents and children in books. A **strong, progressive and continuum of phonics development is place**. High-quality texts are shared with children several times a day in a story time and are always accessible and EYFS children participated in the SPARKS book award. Vocabulary is developed and extended and the NELI is used.

Implementation

Children consistently **attain significantly above the national average** at the end of the EYFS. The principal evidence for this judgement is the **consistently high attainment**. By the end of EYFS, attainment and achievement compare very favourably with schools, both locally and nationally. The Early Years Foundation Stage team are to be commended for the significant rise (9%) in the number of pupils achieving a Good Level of Development (GLD) in 2019. This is due to **better provision enabling pupils to make faster progress in writing**. In 2019, 92% of children attained a GLD. In 2019 the school's early years assessments were **moderated by an external local authority team**. All assessments were

judged to be accurate and the quality of practice received some very favourable comments. There are no judgements for 2020/21 due to COVID.

Measure	2023	2019	2018	2017	3-year average
BPS: Good level of development (59)	85%	92%	83%	78%	87%
National: Good level of development		72%	70.7%	69%	70.5%

Personal development, pupil behaviour and pupil wellbeing are outstanding.

The evidence from **internal and external audits** of the learning environment - using **Leuven scales**, **our own evaluation system** and **Early Childhood Environment Rating Scales (ECERS)** - demonstrates that the learning environment is **safe, calm, purposeful and well resourced**. Staff have excellent relationships with the children and with each other. **Secure emotional attachments** are formed.

Induction and transition arrangements at the start and end of each year, along with arrangements for **transition into Key Stage 1**, are **exemplary**. Parents are informed about ways to [support their child prior to starting Nursery and Reception](#). In 2020 we were awarded the **Healthy Early Years London** award with an additional note from the EYFS advisor: *“This was by far one of the strongest applications we have read”*. Extended parental interviews within the first three weeks of school have ensured we work closely with parents from the outset.

The **children are happy, excited and motivated** by their experiences. They are **well behaved, play cooperatively and develop their independence** during their time at Barnes. **Attendance is high**.

Adults are skilled in their interactions with children: they **know when to intervene and when to stand back**. All staff had had training on being an effective interactor (rather than an ‘interferer’!). **98% of children in the EYFS have a freshly prepared school lunch**. Nursery **eat as a home group** in a served family service. This time is used effectively to talk to the children, **develop healthy eating habits**, and encourage them to eat a wide range of foods. In addition, children build relationships with their peers.

Children are physically active. The learning environment is **large** and includes an **onsite forest school**. There are limited chairs (just four in nursery) within the environment. This encourages children to have ‘tummy time’, to squat or kneel at a variety of height surfaces. It also increases the popularity of the writing areas. External areas have been designed to **develop core** stability and upper body strength. There are places to climb, hang and roll. All reception children have 2 hours of specialised PE a week, with Nursery having 45 minutes daily. *95% of children learn how to cycle a bike; 100% of children travel to school using sustainable travel methods, with most walking, scooting or biking*. Our children are fit and healthy. We **encourage participation in competitive events** and have a Nursery Sports Day (with races). Reception pupils participate in our annual sports day, along with Key Stage 1.

Leadership and management of the EYFS is outstanding.

An effective **distributed leadership model** is well established. As a result, **roles, responsibilities and expectations are clear**. There is a **specialised EYFS CPD programme** which is tailored to meet the needs of all staff. **Pedagogical skills are developed through regular observations** and sharing of practice weekly in the teams ‘pedagogic ponder’. The Early Years moderation team (2019) confirmed that assessment judgements were accurate and robust. Leadership skills are honed through teacher involvement in the extensive partnership work that is undertaken with local schools.

Both governors and the local authority play an active part in evaluating EYFS provision. For example, each year a governor, the Headteacher, Deputy Headteacher and Key Stage 1 leader jointly conduct a one-day internal **EYFS Review**. These annual internal reviews are a well-established practice: they have been taking place for nine years. They **inform and guide continual improvement**.

OFSTED November 2022: *In the early years, staff accurately identify children’s learning needs. This information is shared so that all adults understand how they can best support children’s learning and development. The curriculum is well designed so that meaningful learning opportunities are provided to support children to learn and remember more.*

Impact

In the spring of 2021 the Early Years Lead was invited to be part of the small team supporting the local authority in disseminating borough wide briefings for the new reforms and regular effective practice networks. A robust, high-quality continuing professional development (CPD) programme has a very positive impact on teaching standards and EYFS provision. **This is considered to be an entitlement for all staff. It consists of: internal opportunities; external courses; 'learning walks' to quality providers; local authority and locality network meetings; regular peer observations.** This programme continues to have a **demonstrably positive impact on the quality of teaching.** The time spent making whole team visits to other schools is well utilised to **evaluate current provision** and plan future developments. The CPD programme includes sessions focused on developing areas of the curriculum identified as in need of improvement. In 2023-24 the focus is on embedding a new team. 2021-22 the focus was on embedding the **new reforms**. In 2017-18, our focus on writing (and especially improving the rate of progress of boys) has resulted in sustained improvement. In addition, a peer observation and coaching programme ensures that all teachers and leaders of learning are continually evaluating and refining their practice. **Reading and phonics development is a key focus of all** (teacher and support staff) CPD. Staff are knowledgeable about the teaching of mathematics and the progression from Nursery to Reception. In Nursery the day often starts with a whole cohort **'I love maths session'** or **'I love drawing'** which the children love.

Talk being at the centre of all we do ensures that children develop their vocabulary. This is achieved through: **high-quality role play** provision: an exceptional learning environment that is well resourced with **interesting provocations** that promote talk and discussion; and a **highly trained team** who know the difference between interacting and interfering.

Safeguarding arrangements and strategies to ensure pupil welfare is paramount. All staff attend a whole school emergency paediatric first aid and safeguarding training session at the start of each academic year. Most members of staff in EYFS are paediatric first aid trained, one is **training to become a Forest School lead.**

The pupil tracking system is continually refined and improved to ensure that all areas of learning are included. **Assessment consistently informs future planning and intervention strategies.** These are reviewed regularly, with intervention and planning adapted accordingly to meet the needs of individual children. **Provision is continually evaluated.** The information gleaned is used to identify priorities for development, set staff targets, devise a bespoke CPD programme and continually improve provision.

Equality and diversity are promoted: resources, images, texts and school lunches reflect our pupil population. *The curriculum has been designed to help pupils learn about important topics to prepare them for life in modern Britain. Pupils are taught about issues such as equality and diversity and have the opportunity to discuss and debate complex ethical issues (OFSTED November 2022).*

The physical environment has been improved significantly, with cyclical major infrastructure development projects that continually improve the EYFS environment, indoors and outdoors. In 2020, our **nursery was expanded** to enable us to facilitate more pupils. In 2012-13, working in conjunction with members of the Parent Teacher and Friends Association, we planned a series of successful fundraising events (for example, a pupil sleepover and a Spring Ball) that raised money for the development of an **outdoor forest school** environment. In 2011 £5,000 was raised to enable the nursery to have **astro-turf** and in 2018 the PTFA have kindly supported the improvement of our **book packs to support learning** and our enhancement activities.

Usually, the EYFS team runs many courses, has many visitors and offers a consultancy to other providers. Feedback from those attending EYFS CPD at Barnes:

- *I came away with so many practical ideas and have already spoken to my Deputy Head about the changes I would like to make*
- *Really enriching and sent me off with fantastic ideas for my classroom and environment*
- *It inspired me and I have spent time making big changes to my classroom which I hope have a positive effect on the learning*
- *Really insightful day. The photos really helped*

- *Excellent course and presenters - a valuable learning experience*
- *It has allowed me to see how our reception may be set up and given me a very useful insight into early years*
- *It will improve our learning environment inside and outside and allow the children to have better quality child-initiated learning experiences*



Overall effectiveness: outstanding

The overall effectiveness, including the promotion of the pupils' spiritual, moral, social and cultural development (personal development), at Barnes Primary School is excellent.

Barnes Primary School is a **highly effective organisation, but it is not a complacent one**. The school has significant capacity to sustain what has been achieved and further develop the range and quality of the provision on offer. **Senior leaders are relentlessly ambitious and consistently aim for high outcomes in all aspects of the school's public service. Staff retention has been high.** As a consequence, **there has been a consistency in practice.** With staff mobility across year groups, and the recruitment of less experienced teachers, it will be important to sustain the high-quality education offer that has been the hallmark of the school

The school is **agile and flexible, and responded exceptionally quickly and well to the sudden move to remote learning.** *Parental feedback on the provision offered was overwhelmingly positive (July 2020).*

Pupils who attend the school **achieve very high standards and make very good progress** from their respective starting points. **Provision is broad, lively, purposeful and constantly evolving.** For example, **an artist in residence** joined the school in September 2013, with **a linguist in residence** doing so in September 2014. This has substantially enhanced provision in art and in French. A **dance and movement consultant** was appointed in September 2015, on a one-year contract. Her role was to develop the existing capacity of teaching staff in this discipline.

Attendance is consistently very high. School leaders and governors strive to ensure that all groups of pupils reach the highest standards and that **they enjoy equality of access** to all aspects of the school's provision. **Pupil performance data (maintained on a management information system) is analysed meticulously on a termly basis; lower attainment is identified, and targeted provision offered.** The impact of this can be seen in the ensuing results and outcomes achieved by the pupils who have found learning difficult at some point during their primary years.

Parents and their children are respected and listened to and they have regular opportunities to evaluate provision and express their views. **Constructive criticism is welcomed** and frequently acted on with the intention of securing improvements. There are extensive examples available following the parent, pupil and staff questionnaires. School **systems for ensuring the safeguarding and welfare of pupils are well developed** and rigorously adhered to. Consequently, **pupils are safe and happy.**

The school is **committed to incorporating diversity into the curriculum** and is embarking on Educating for Equality award. As a community we have raised a substantial amount of money (over £62,000 over 10 years) for **our link school, Rusuzumiro**, in rural south-western Rwanda. Pupils now have regular communication with their friends in Rwanda through our 'Common Everybody' scheme. Three different teachers from our school have visited and led professional development for staff (one teacher has been back twice).

<https://www.mad4africa.com/project/barnes-primary-and-rusuzumiro-school-partnership/>

As an organisation we are very keen to **develop the quality of provision for all pupils**, not just those at Barnes. To this end **the school works closely, in partnership, with a large number of other schools and there are frequent requests to visit our school**. We have a training room that is used by Wandle and Maths hubs to offer weekly training for mathematics as well as NPQ courses and ECT meetings. The previous Headteacher led half-day, whole-day and two-day professional development sessions on highly effective pedagogy; classroom talk dynamics; the teaching of writing; the teaching of reading; maths mastery; and 'Everyone's a Leader'. Teachers offer opportunities for colleagues from other schools to observe lessons focusing on these, and other topics, or offer the chance to engage in joint planning.

Barnes Primary School has been very involved with a local primary school offering: support; guidance; team teaching; observations; and Continued Professional Development training for the majority of 2018-19. The Headteacher leads NPQML and NPQSL training as well as consulting in many schools on EYFS and leading workshops at the EYFS conference. In addition, we have many visitors to the school from local schools, boroughs and international locations (Europe and Asia).

Why the school's overall effectiveness is not the grade below

- Pupils consistently achieve the highest standards
- Value added measures are consistently very high
- Less advantaged groups of pupils (those on free school meals, those with special educational needs, looked after or adopted pupils) do exceptionally well
- Pupils show an excellent attitude to learning
- Teaching is of a high standard
- Modern technology is used very well to enhance learning opportunities
- The curriculum is broad, rich, vibrant and dynamic. It is significantly enhanced by the very extensive range of high-quality before-, during and after-school clubs
- Pupils enjoy school and it equips them well for the next stage of their education
- Best practice is continually shared, both within and beyond the school
- Any discrimination, unfairness or inequality is ruthlessly challenged
- Spiritual, moral, social and cultural development is embedded in the curriculum
- Safeguarding is robust. Pupils are safe and happy: they thrive and flourish
- School attendance is consistently very high
- Parental involvement is very high
- Staff are deployed effectively



Evidence to support summary evaluation SEF

The following documents have been used to evidence our judgements on: the quality of education; behaviour and attitudes; personal development; leadership and management:

- Ofsted inspection report 2022
- Previous SEF reports
- EYFS SEF
- Governor reports
- DfE data
- Lesson observation and monitoring
- Internal reviews: this includes phase reviews and SEND and PPG reviews
- Parental questionnaires
- Pupil questionnaires
- Stakeholder questionnaires
- Staff surveys

Current awards, significant achievements and involvement in initiatives that support judgements

- SPARKS book award winner of 2020-2021
- Arts Mark Gold accreditation, Summer 2022
- Wellbeing award Summer 2022
- Gold accreditation STARS School Travel Plan, renewed
- Healthy School Bronze, Silver and Gold award June 2021 and Healthy Early Years London, Bronze award
- Eco School Green Flag award July 2021
- Sports mark Gold July 2022
- London teacher of the year for science, Summer 2019
- Food for Life Partnership, Silver award, 2017
- Reaching Rwanda: Rusuzumiro Primary School - £62,000 raised over 10 years; two teachers travelled to Rwanda, July 2015 and in July 2018. Our lead link teacher was on both these trips.
- 2 teachers and a group of parents cycling to Brighton, June 2020 - raised £7,000
- Raising £46,000 as a result of 29 parents and the Headteacher cycling to Paris in two days in June 2018
- Raising £40,000 as a result of 46 adults (including the Headteacher, Deputy Headteacher and a class teacher) cycling to Amsterdam in June 2019
- Raising £8,000 from the 2019 Summer Ball, bringing income from this initiative to over £100,000 since first introduced
- Raising £3,300 in a 'Green for Grenfell' day to support the pupils of Thomas Jones Primary School, who were badly affected by this tragedy in Summer 2017
- London in Bloom silver-gilt award, 2015
- £1,370 raised for the Ebola crisis in West Africa, Autumn 2014
- Erasmus European Union project with schools in Paris, Rome, Madrid and Tallinn (2014-16): Barnes hosted 16 teachers from these schools for two days in June 2015 and nine teachers from our school visited and shared good practice with partnership schools in the four cities
- Close consultancy support offered to 6 schools over the past 5 years
- Four teachers were involved in '6Up, Excellence in Reading', an 18-month extended professional development opportunity with teachers from 8 local schools (2014-15)
- Ten teachers have completed a four-day extended Mastery in Mathematics professional development programme across West London (2015-16 and 2016-17)
- Two teachers are maths mastery leads and involved in supporting mathematics in many schools; International visitors from Sardinia (Autumn 2019); Denmark (Autumn 2018, Spring 2011); New Zealand (Summer 2016); Beijing (Autumn 2013 and Autumn 2015); from South Korea, Ewha Women's College, Seoul (Autumn 2011, 2012 and Spring 2015); and Norway (Spring 2010)