

GRANGE PRIMARY SCHOOL AND NURSERY
part of the Marches Academy Trust

LGB ANNUAL REPORT

2023-2024



Trust vision and values

Our vision:

Achievement through caring

Mission statement:

As a Trust, it's our mission to empower everyone in our Trust and our communities to live and breathe our values and Achievement Through Caring, to reach their full potential.

Our values:



SCHOOL PRIORITIES



School Priorities (SDP) 2023 – 2024



Development Priorities 2023-2024

- To ensure the **growth, security** and **evolution** of Grange Primary school so it is sustained for the future.
- Grangers are all leaders and are **responsible and accountable** for all aspects of school life.
- Implement and **embed a bespoke Granger curriculum** accessible for all where pupils dream big and fly high.
- All Grangers are **prepared for the next phase of their lives** and are **active citizens**.
- **Effective systems** are continued to be developed, implemented and embedded across school.



1. Reflections – a summary of the year

“It has been a successful and productive year at Grange Primary. We achieved a grading of 'Good with Outstanding Features' in our February 2024 Ofsted report. What an incredible achievement for our Grangers! We are excited to use the report to encourage and welcome new families to the school. As well as celebrating this fantastic achievement, we are also eager to acknowledge areas of development and make plans for the future. Ofsted commented on how deeply embedded our Granger values are and felt that they are lived and breathed by staff and our children & young people (CYP). We are very proud that the CYP feel that they are Grangers in and out of school.

This year Grangers have participated in a range of sporting events across the Trust such as football, netball, athletics and rounders. We have worked hard to achieve the Gold mark for P.E. Our curriculum continues to develop and embed – our team of committed staff constantly strive to ensure high-quality hands-on learning experiences for our Grangers.

Our Granger community continues to grow – we were delighted to open our provision for two-year-olds in March 2024.”

Charlie Summers, Headteacher



2. Safeguarding children and young people (CYP) including attendance of CYP and staff

Safeguarding

Safeguarding continues to be of the highest priority at our school. We have taken several steps to ensure the safety and well-being of our CYP:

Training: All staff have up-to-date safeguarding training.

Team Expansion: The safeguarding team has increased as three more members of staff completed their designated safeguarding training.

Meetings: Fortnightly safeguarding meetings are taking place with the designated safeguarding team.

Ofsted Evaluation: Safeguarding was judged as effective by Ofsted in January 2024.

These measures are part of our ongoing commitment to maintaining a safe and secure learning environment for all CYP.



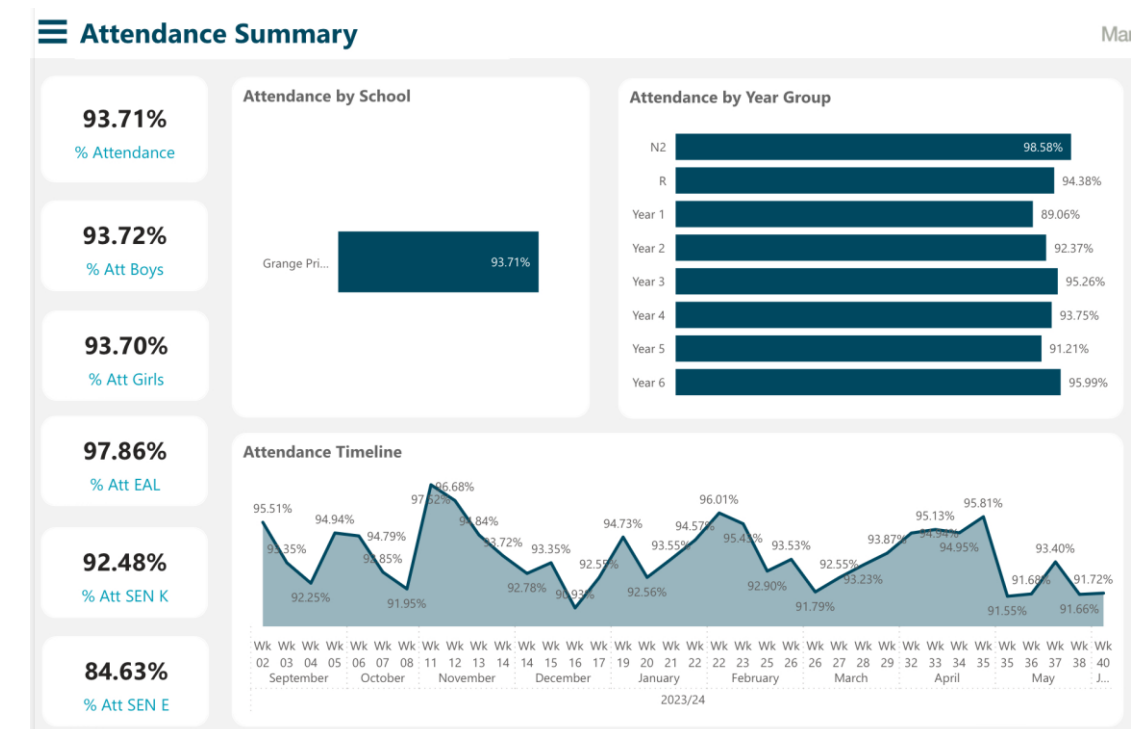
Attendance

We are pleased to report that attendance is up from last year in all areas. This improvement reflects our concerted efforts to engage with CYP and parents, addressing any barriers to regular attendance. Specific strategies that have contributed to this increase include:

Regular Monitoring: Weekly attendance reports and follow-ups with CYP who have unexplained absences.

Parental Involvement: Workshops and communication initiatives aimed at highlighting the importance of consistent attendance.

Student Engagement: Programs and activities designed to make school a welcoming and engaging place for all CYP.



2.1 Safeguarding – external and internal reviews

Ofsted Inspection January 2024

We are pleased to report that our recent Ofsted inspection in January 2024 confirmed that safeguarding at our school is effective. The inspection report stated:

“Leaders are aware of the specific risks pupils face in the local community. They identify pupils who may be vulnerable to these risks and give them support. As a result, all pupils say they feel safe.” – Ofsted 2024

This positive feedback is a testament to the dedication and hard work of our staff in creating a safe and supportive environment for all our CYP.

Audits and Compliance

Our school successfully completed Sections 9, 11, and 145 audits, demonstrating our compliance with key regulatory requirements. These sections cover various aspects of school operations, including safeguarding, health and safety, and staff qualifications.

Section 9 Audit & Section 11 Audit: is a self assessment audit to ensure we are meeting the standards to safeguard children.

Section 145 Audit: is a detailed audit which ensures the school is meeting its legal duty to safeguard and promote the welfare of children.

Single central record (SCR): the school had an external review of its SCR which showed we were compliant.

The successful completion of these audits reflects our commitment to maintaining high standards across all areas of school operations.



2.2 Attendance report - staff

Our team is dedicated to maintaining a high level of commitment to their roles, demonstrating exceptional reliability and professionalism. We have observed low absenteeism rates among our staff, reflecting their dedication to their work and the overall success of our organisation.

However, it is important to acknowledge that we currently have two team members on long-term sick leave. To ensure their well-being and support their recovery, we have comprehensive insurance coverage in place. This insurance not only provides financial support for their absence but also allows us to continue delivering high-quality service without interruption. The insurance also offers support for these individuals. We remain committed to fostering a supportive and healthy work environment for all our employees.



PEOPLE FIRST

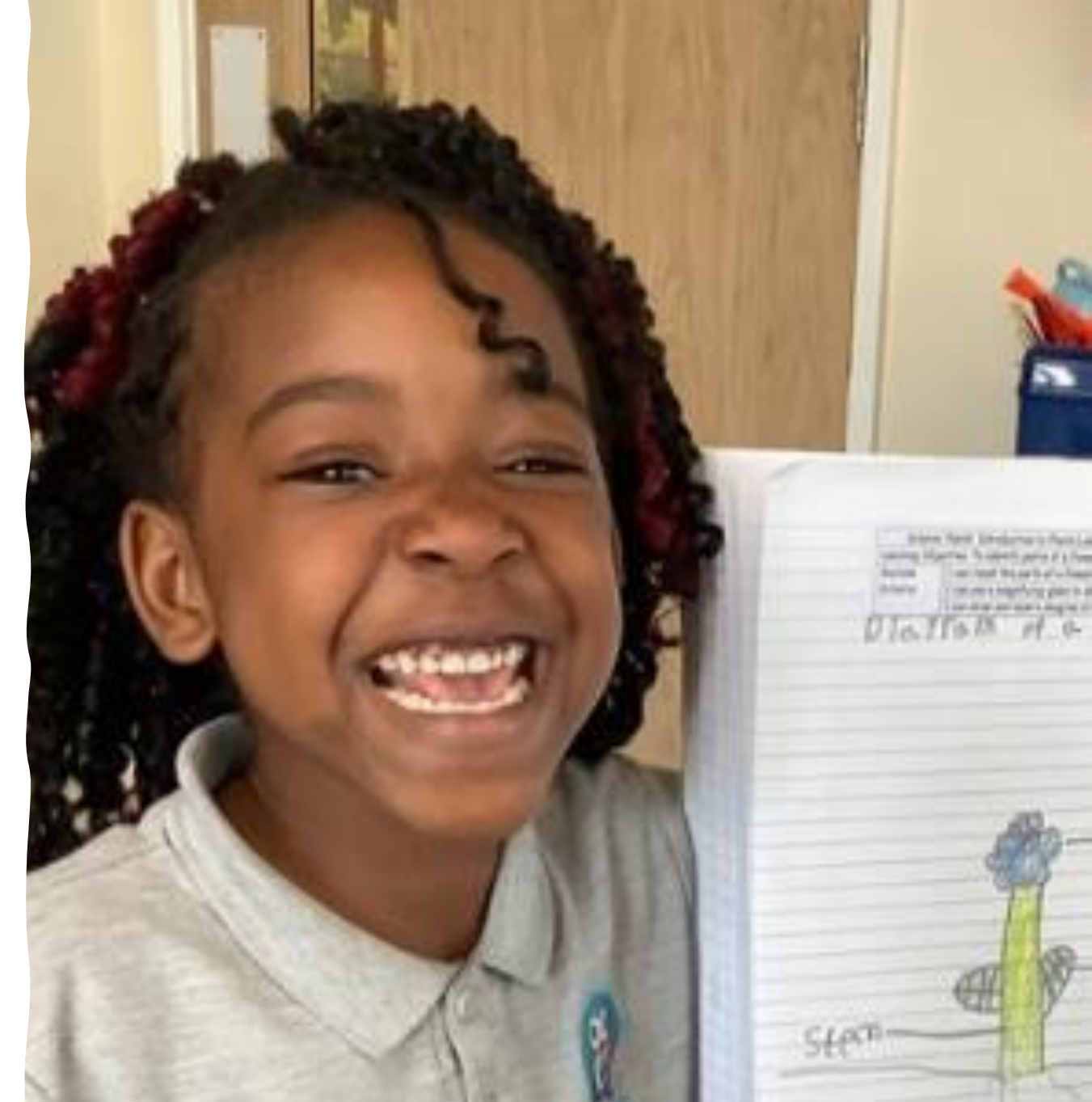


3. People First

Grange Primary thrives on recognising and nurturing the talents of our committed team of staff. To ensure staff feel valued and supported, we regularly ask for their views on the day-to-day running of the school. These views feed into school development and classroom practice. A shared vision to cultivate a calm and nurturing environment means that our school values are lived and breathed by staff and children alike.

Staff are up-skilled to better meet the needs of the CYP in their care. This year staff have undertaken training in mental health needs, Makaton, further professional development and further health needs.

The Trust vision for EDIB is helping to ensure that all staff and children feel valued and included. We have assemblies and events throughout the year to celebrate the differences between us such as Pride, Black History Month and Children's Mental Health Week.



3.1. Wellbeing

Ensuring well-being for children and staff is at the heart of being a Granger. All Grangers are treated with respect and kindness in all that we do at school. To ensure this always happens, a key staff member is attending a special course to learn how to be a Mental Health Lead.

Regular questionnaires are completed by staff. Responses are analysed and used to improve future decisions for everyone. The Headteacher meets with staff at all levels regularly to ensure everyone has an opportunity to have their voice heard and air any worries/concerns. All staff have a golden ticket which enables them to some release time to do an activity that contributes towards their personal well-being.

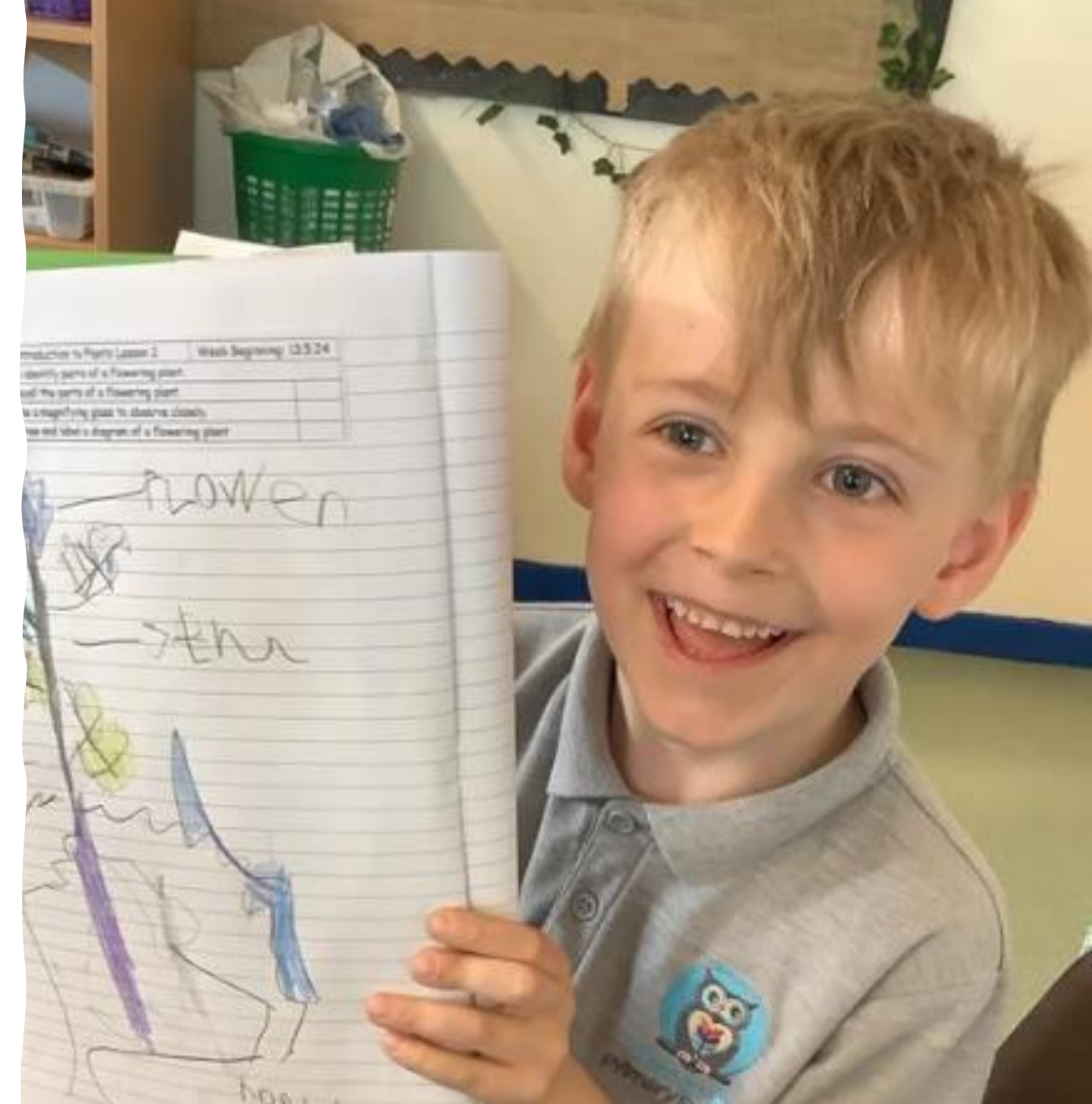
Our fantastic staff have the opportunity to nominate each other in a range of Trust staff awards to celebrate the impact they are making at Grange.



3.2 We Thrive survey

At Grange, we conduct staff surveys to gather valuable feedback and insights from our team. This information plays a crucial role in shaping our future Continuing Professional Development (CPD) programs and improving our practices. By understanding the needs and perspectives of our staff, we can tailor our CPD initiatives to better support their professional growth and enhance our overall educational environment. Your participation ensures that we continue to evolve and meet the high standards of our school community.

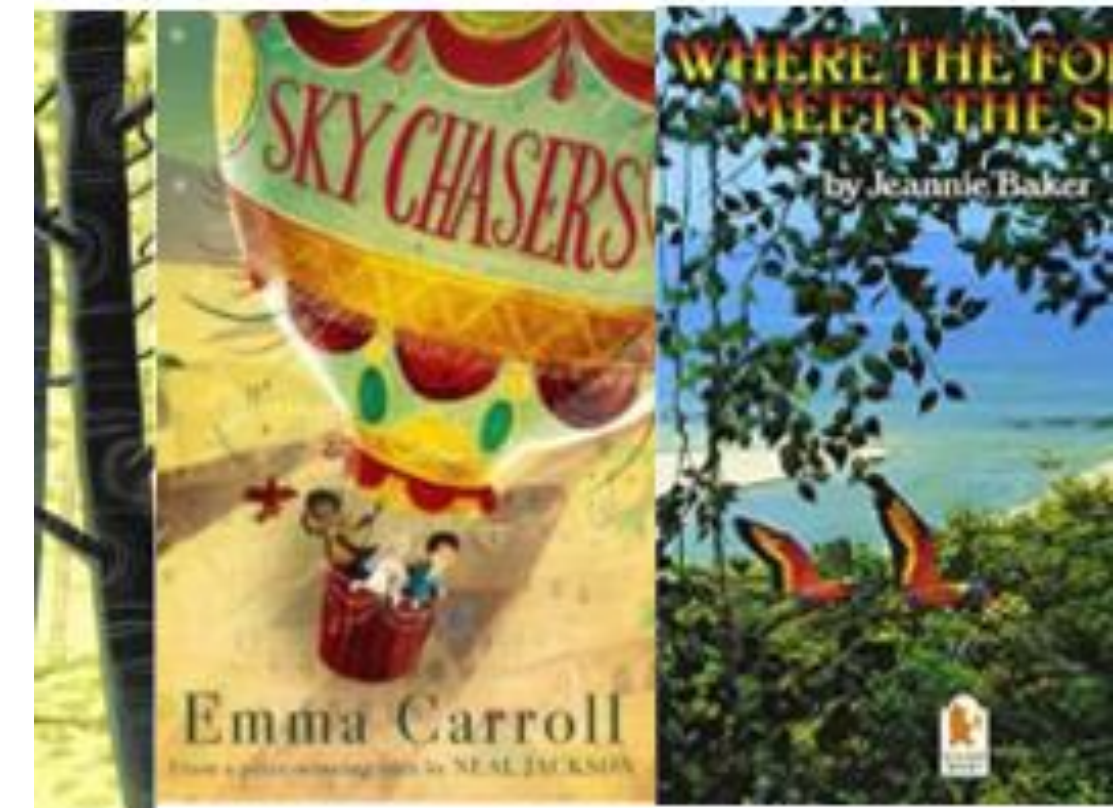
Staff have a 'We Thrive' survey termly. This helps to gather staff views in an anonymous and helpful way. The senior leadership team will then receive an analysis to help plan school development. A summary of responses and suggested actions are shared with staff. The responses to 'We Thrive' help form part of the School Development Plan which ensures a shared drive and vision for everyone.



3.3 Professional Learning – developing a culture of continuous learning

During the year we have embraced ‘challenge and change’ to our curriculum. At Grange we have developed a culture for continuous improvement by carefully crafting and delivering high quality CPI (continuous, professional development) for all to enhance teaching practice, Granger outcomes and overall school effectiveness.

- **CPD** has been delivered by our own talented staff as well as other outside professionals. All Grange staff take part in subject knowledge development webinars at the start of all Kapow and Can Do Maths units.
- All areas of the curriculum have been a focus throughout the year and will all Grangers will continue to develop and grow moving forward to 2024/20205.
- **Kapow Primary** has enabled our Grangers to develop secure understanding through enjoyable, practical, hands-on learning. Grangers are engaged with the content while building solid foundations.
- **Reading programme**
- With the introduction of our new reading programme, it has enhanced the teaching of reading from year 2 to year 6. Our Grangers are enjoying the wide range of different high-quality texts to develop their reading fluency, understanding of challenging vocabulary and developing their understanding of what they have read.
- **Pathways to write**
- All Grangers are engaging with a wide variety of quality texts enhancing their reading skills and growing positive attitudes for writing which has already made an impact with greater use challenging vocabulary, sentence structure and developing creative flair.
- **Can Do Maths**
- Can Do Maths supports teachers and children to develop positive attitudes towards mathematics. As a school we are developing a culture that all Grangers enjoy and improve their achievement in maths. Grangers are fostering a growth mindset emphasising that mistakes are part of the learning, and that hard work leads to success.



3.4 Talent Pathway – investing in our staff and their progress

At Grange Primary, we firmly believe that the growth and development of our staff are integral to the success of our Grangers and the school as a whole. We are committed to creating an environment where staff members are supported, their talents are recognised, and their professional growth is encouraged.

We have staff completing the following national qualifications this year:

- National Professional Qualification for Senior leadership (NPQSL)
- National Professional Qualification for Early Years Leadership (NPQEY)
- National Professional Qualification for Teaching Assistants (NPQTA)
- Level 3 Teaching Assistant apprenticeship
- EYFS Teaching Assistant apprenticeship
- Admin Apprenticeship

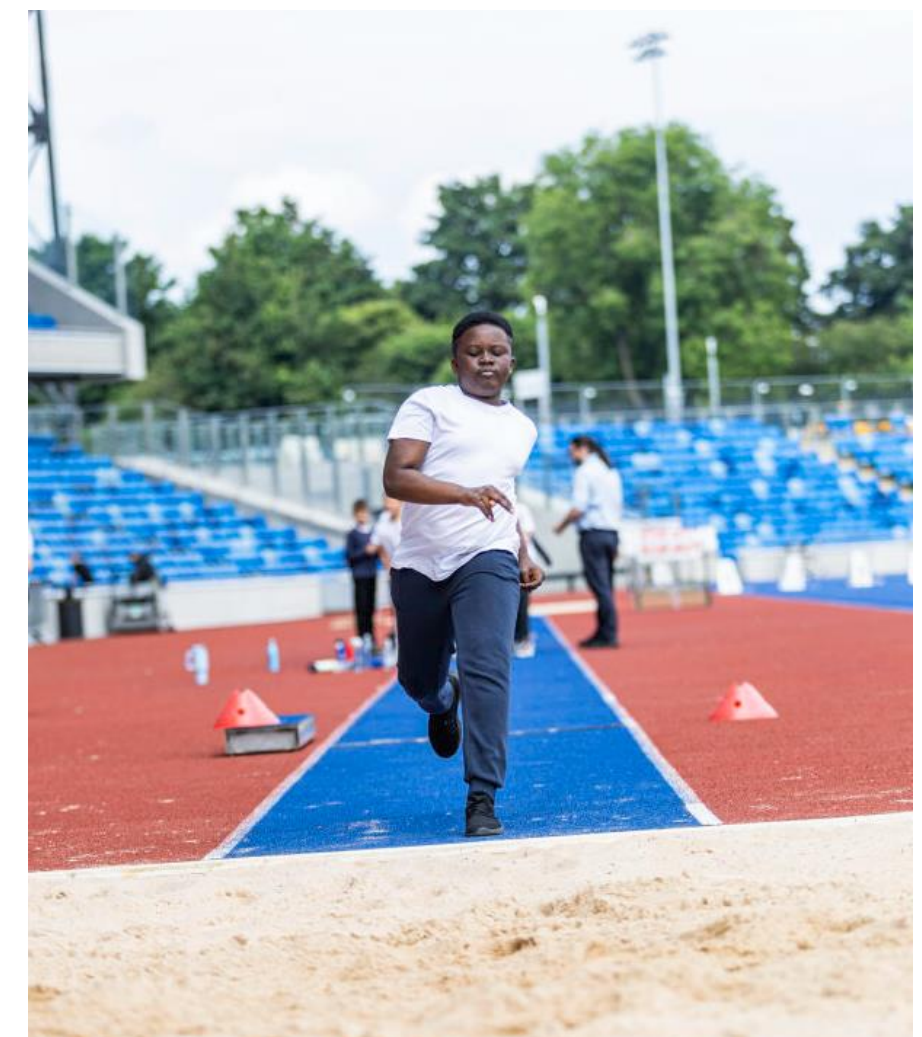
Staff also have opportunities to complete training in other areas such as Team Teach. We buy the National College training package for all staff so they can also develop themselves in their areas of interest or need.



3.5 Equality, diversity, inclusion and belonging (EDIB) impact and belonging

In our rapidly evolving society, the concepts of equality, diversity, inclusion, and belonging (EDIB) have become cornerstones of a progressive and compassionate community. At Grange, we are committed to creating an environment where every Granger feels valued, respected, and empowered to reach their fullest potential. This commitment is not just a policy but a fundamental part of our ethos and daily practice.

EDIB is integral not only to our culture and ethos but also weaved throughout our curriculum. It is part of our PSHE curriculum and assemblies. We follow the 'No Outsiders' programme. Children develop their understanding through reading quality texts, exploring themes such as community cohesion and respect for diversity through the language of belonging and inclusion.



3.6 MAT networks and collaboration

Working and collaborating within our multi academy Trust allows us to enhance resource efficiency, professional development, educational outcomes, student opportunities and community engagement, leading to a thriving educational environment.

- Pooling Resources – We have shared teaching materials that work for us to support curriculum development within our Trust. We make our facilities available to all in the Trust to support networking. We have benefited from visits from specialised staff to raise the profile of certain agendas e.g. EDIB and to upskill staff. This all contributes to leading to more efficient use of resources for all.
- Mentoring and support – Experienced educators have mentored newer staff members, fostering a culture of continuous improvement and support e.g. support to new SENCo.
- Innovation in Teaching - Collaboration days allow good practice to be shared and celebrated and innovative teaching methods to be explored that can enhance overall quality of teaching and student engagement.
- Student opportunities – joint initiative can offer CYP access to unique programs, such as cross-school sports opportunities, art festivals such as The Big Sing and academic competitions e.g.. Creative writing project.
- Community engagement – networking facilitates better engagement with local communities, fostering partnerships with businesses, organisations and stakeholders. The Grange took part in a Community Litter pick 'The Big Help Out' with support from a Trust team member and '4 All Foundation'. Grange teamed up with 'School Cycled' an initiative by 'MY Group' to educate our CYP about recycling. As a result of our collaboration, we were gifted chairs and tables made from bottle tops that we collected! Go Grange!



LEARNING FOR LIFE



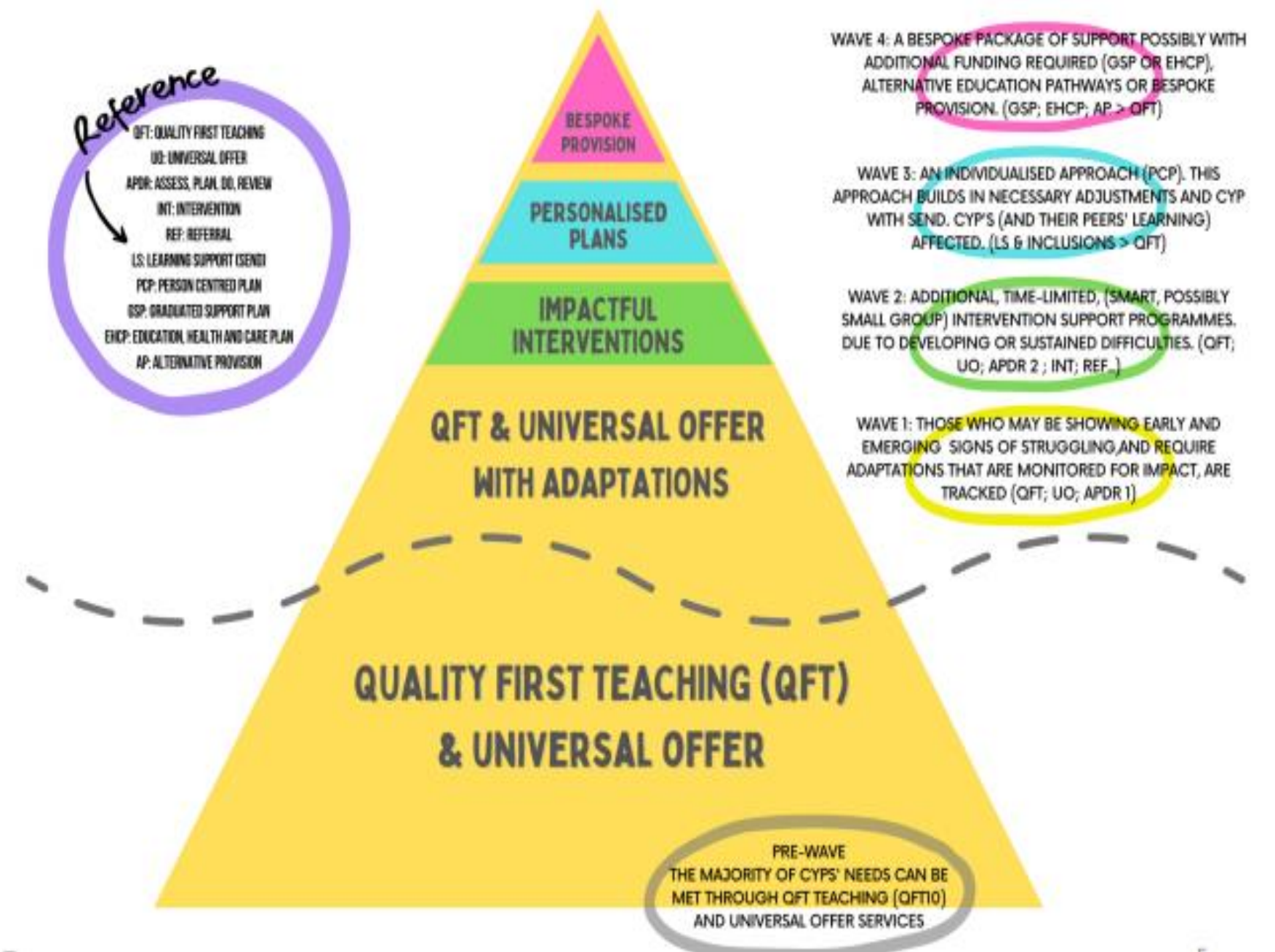
4.1 Wave system and the development of behaviour and SEND

The Learning for Life Framework and the WAVE Guidance are tools to ensure parity across all Marches Academy Trust settings, and to assist practitioners in their support of children and young people (CYP)

- Pupil Progress Meetings allow the opportunity for all staff involved with a CYP to discuss that individual CYP in detail.
- The WAVE Guidance is utilised within these meetings. It supports practitioners to identify CYP in need of support and suggests what this support should look like within the classroom/school/setting.
- There are 4 'waves' and a 'pre-wave'. There are progressive steps within each wave that ensure all support can be built on effectively and that no opportunity to support a CYP's to progress is missed.
- The Learning for Life Framework has an 'achievement through caring' approach that underpins every decision that practitioners within the Trust make. This 'achievement through caring' approach does not just include measuring Inclusive Learning, but also other important factors for our CYP. These include; Inclusive Health and Wellbeing, Inclusive Safeguarding, Inclusive Attendance and Inclusive Communities.
- This approach enables a 'whole' picture to be created and fosters deep understanding about our individual CYP, creating a bespoke tailored approach to support them in their journey through Grange Primary School.



Achievement through Caring | Learning for Life Framework and WAVE Guidance



BELONGING



5.1 Connecting with our communities and community plans

One of our core values is fostering strong relationships between the school, families, and the wider community. We are committed to engaging families in various school activities, such as assemblies, workshops, and learning sessions. These events provide valuable opportunities for parents to be directly involved in their child's education and enhance the overall learning experience.

Our commitment to community involvement extends beyond the school grounds. Recently, our CYP participated in a community litter pick, demonstrating their dedication to maintaining a clean and sustainable environment. This initiative not only teaches CYP the importance of civic responsibility but also strengthens our ties with the local community.

We are proud to host annual events such as our Christmas and Summer Fairs, which bring together families, friends, and local residents in a celebration of community spirit. These events are a highlight of our school calendar, offering a fun and festive atmosphere while raising funds for school projects.

Additionally, we regularly invite community members into our school to enrich our CYP's learning experiences. For example, the local vicar has been a welcomed guest, providing insightful talks and fostering a sense of community and belonging.

Our school thrives on the support and involvement of our community, and we are grateful for the active participation of our families. Together, we are creating a nurturing and dynamic environment where every child can *dream big and fly high*.



LGB AND GOVERNANCE



6. LGB and governance

Impact of governance at The Grange 2023-2024

As recognised during the OFSTED inspection, the governing body is almost entirely new and has been enrolling new members throughout the academic year. As a result, we have not always been quorate and have therefore been unable to hold all the scheduled meetings this term. Perhaps the biggest impact has been to offer Charlie Summers support and the reassurance that she has a committed and well-functioning governing body, which was far from the case at the start of the academic year. As it becomes more familiar with the school, the governing body has started to offer greater challenge, particularly in those areas which are recognised as areas for development, and it will be more effective next academic year.

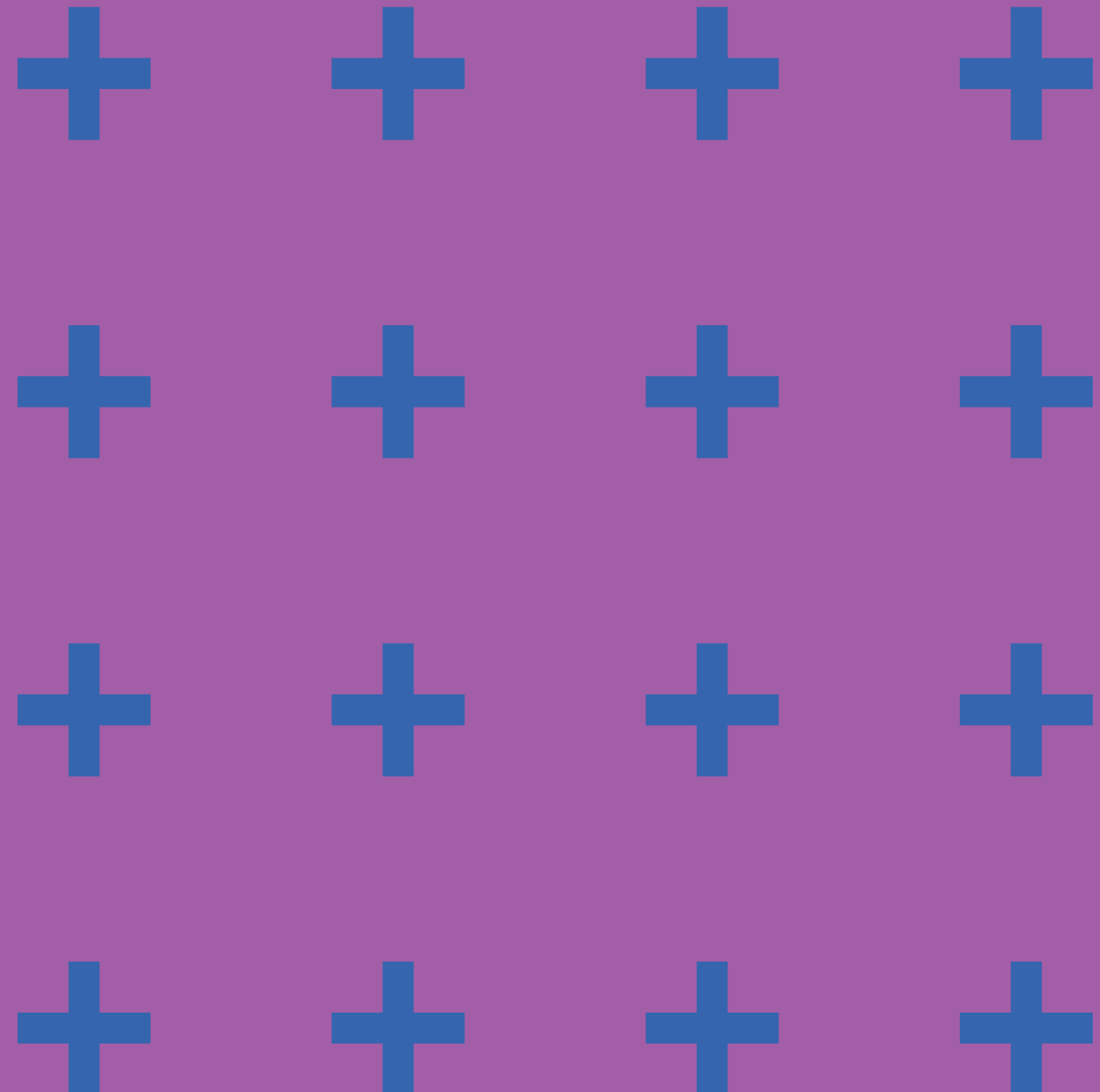
Governors have recognised the work done to up-skill staff, the training and development of TAs and the ongoing development of leadership skills of subject leaders in particular. Governors have encouraged Charlie Summers to allow staff to take greater responsibility for their subject areas and give them latitude to develop their own leadership style. Response has been mixed, with some staff promoting their subject areas with greater confidence. This will remain a challenge target for next year. Governors recognise that Charlie Summers is conscious of the need to balance increasing demands on staff with the impact on their feeling of well-being.

Learning outcomes are discussed at all LGB meetings, with governors seeking feedback on the impact of the range of new initiatives undertaken to improve both teaching and learning. Governor visits have confirmed what was also evidenced during the OFSTED inspection, that all members of Grange have a strong sense of belonging and that being a Granger is a lived experience which is understood by all.

Colin Callaghan
Chair of Governors



**SCHOOL HEALTH
AND SAFETY -
GDPR
COMPLIANCE**



7. Health and safety including GDPR compliance

We are committed in maintaining the highest standards for health and safety, and GDPR across our school.

There have been no GDPR breaches this year. This reflects our unwavering dedication to safeguarding the personal data of our CYP, parents, and staff, ensuring compliance with all relevant data protection regulations.

We have successfully completed our annual health and safety audit. This thorough review has confirmed that our facilities and procedures continue to meet and exceed the required standards, providing a safe environment for all.

We are part of the local authority Safer School Initiative, collaborating closely with the police and local authority. We greatly appreciate the feedback from the surveys completed by CYP and parents, which has been invaluable in our safer school meetings. Your input helps us address concerns and improve our practices continuously.

We would like to acknowledge the fantastic job that Adrian Sheehey is doing in keeping our site safe, clean, and tidy. His dedication and hard work play a crucial role in maintaining the high standards we strive for every day.



Very safe school site, which us welcoming and clean and tidy



Grange Primary School 
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Grange Primary School and Nursery
Bainbridge Green
Shrewsbury
Shropshire
SY1 3QR

T. 01743 462984
E. admin@gra.mmat.co.uk
W. grangeprimaryshrewsbury.co.uk

 [grangeprimaryschoolshrewsbury](https://www.facebook.com/grangeprimaryschoolshrewsbury)