



Bishopswood School

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28th January 2022

Dear Staff, volunteers, parents, Carers and Wider Community Members,

We have now received the final report from OFSTED following our inspection on 16th and 17th November 2021.

Previously the school was judged as 'Good' in November 2017. However, in this recent inspection, the school was judged overall to be within the category of 'Inadequate/Requiring significant improvement'.

Overall effectiveness	Inadequate
The quality of education	Requires improvement
Behaviour and attitudes	Requires improvement
Personal development	Requires improvement
Leadership and management	Inadequate

This judgement does have significant implications for the school, and I will detail these below. The full report is attached for your information and is also available on the school website.

The inspectors highlighted several key areas which require improvement. These include:

- Leaders and governors must make sure that safeguarding duties are fully understood and acted on, with careful records kept of the actions taken.
- Leaders should ensure that current work to develop the curriculum is carried out promptly and builds clearly and consciously towards ambitious goals for all pupils.
- Leaders and governors should make sure that all those involved in the life of the school understand how their work contributes meaningfully to provision for pupils, so that standards in the school improve quickly.
- Leaders should make sure that their checks on attendance, punctuality and behaviour enable them to promptly identify and act on emerging issues.

The inspectors also found positive strengths within the school. These include:

- The atmosphere around the school is warm and nurturing.
- Staff work well with pupils, treating them with care and respect. They understand pupils learning and welfare needs. They understand pupils' individual special educational needs and/or disabilities.
- Language and communication are promoted well throughout the school. Adults use sign language and pictorial communication methods with confidence.

The Full Governing Board of the school have recently resigned, and a new Interim Governing Board (IGB) has been established. The role of the IEB is to provide expertise, support, and capacity to the school so that it can make rapid progress in securing improvement to standards and the quality of provision in the school for the benefit of all pupils at Bishopswood. We will work closely with the school community to bring about the improvements required. Based upon the OFSTED report findings the key initial areas of focus for the IGB will be to:

- Strengthen the leadership of the school and ensure that they are focused on the key areas of weakness identified by OFSTED.
- Ensure that safeguarding is effective and embedded in the culture of the school.
- Focus on the development of an effective rapid improvement plan and its delivery.

The IGBs membership currently consists of three members who are listed below. All three members have extensive experience of working with schools that require rapid improvement. A brief biography and photograph for each member of the IGB can be found at the end of this letter. It is the IGB's intention to actively engaged with parents, staff, and pupils over the coming weeks to ensure we listen to your concerns and that you have a voice. We will also keep you informed of the progress we are making in addressing the areas for improvement.

IEB Members

- Kevin Moyes – Chair
- Elaine Ricks-Neal
- Mark Winch

At present the Head Teacher, Janet Kellett is on leave, so Stephanie Coneboy from the Propeller Academy Trust is currently providing additional leadership capacity at the school. Stephanie is the Headteacher at Fitzwaryn School, a special school in Wantage rated Outstanding by Ofsted, she has worked in education for over 30 years, bringing a wealth of experience to support the school.

In addition to the above, there will be significant support offered by the Local Authority. They have already started this support, providing external advisors and expertise to drive forward the improvement programme at pace. They will also hold us, the newly formed IGB, and the school's senior leaders to account for the delivery of the improvement programme through regular strategy meetings.

The IGB will, over the next few months, explore with the Department for Education sponsored academy status for the school. This is in line with the Secretary of State and Department for Education's expectations for all schools with an Inadequate OFSTED judgement. This move will bring opportunities to the pupils of the school. Academies enable the strongest leaders to take responsibility for supporting more schools, develop great teachers and allow the school to focus on what really matters, teaching, learning and a curriculum that is based on what works.

It is obviously very disappointing that my first communication as the Chair of the IGB is to inform you that the outcome of the inspection has found that the school has been placed in special measures. However, the IGB and all those involved in the school are committed to providing the best education for the pupils of Bishopswood School and to drive rapid improvement in the areas identified by OFSTED.

With the publication of the report, now is the time to look forward and to address the issues that you as parents are most concerned about, which is ensuring that the children of Bishopswood School receive the high-quality education that they deserve in a safe environment where all children are supported to reach their potential.

I appreciate that the above will be a difficult message to hear and that you may have questions for the IGB. To support with this, we have organised a virtual parent meeting on Thursday 3rd February at 4.30pm – 6.00pm where you can meet with the school leadership team and the Interim Governing Board. To join the meeting please click the link you were sent by email.

We look forward to having the opportunity to talk further with you, if you have any immediate concerns, please feel free to email me on kevin.moyes@bishopswoodschool.co.uk

Yours sincerely,



Kevin Moyes
Chair IGB

Introducing the Interim Governing Board

Kevin Moyes – Chair of Interim Governing Board



Kevin has been a governor since 2012, he is currently the Chair of Governors at Gateway Primary School in Carterton and Five Acres Primary School in Bicester. Kevin has previously chaired 3 Interim Executive Boards for Oxfordshire County Council; the first where the school moved from Requires Improvement to Good and the others where the school moved to Requires Improvement. Kevin carries out governor training for Oxfordshire's Governor Services. Kevin is a reserve member of the Oxfordshire Schools' Forum and the Oxfordshire Governors' Association. He became a governor because he had a very poor primary school education and he wanted to ensure that other children did not have the same experience, because he knows first-hand the challenges this creates. Kevin's works as Chief People and Organisational Development Officer for a large UK Charity which supports adults with learning disabilities.

Elaine Ricks



Elaine started her career in education, which spans over 40 years, as an English teacher in Oxford, progressing to secondary school leadership, and then to school inspection and advisory work. Elaine has held a range of senior educational positions including Principal Adviser for School Improvement and Governance for West Berkshire, Senior Regional Adviser for the National Strategies, and County English & Secondary School Adviser for Buckinghamshire. Elaine is also the joint author of the National Association for Able Children Challenge Award which has been awarded to 450 schools across England, Wales and internationally. Elaine now works on a part-time basis as Director of the Berkshire Leadership Development Partnership and School Improvement Consultant. Elaine is also a school governor and remains driven by a passion to ensure that every young person, irrespective of their background, achieves the best education possible.

Mark Winch



Mark has been a Governor in Oxfordshire for over 9 years and has Chaired in both the primary and secondary sectors. In those 9 years Mark has been part of a Governor Board that moved an inadequate school to outstanding as well as working to make the school the hub of the local community. Mark carries out Governor training for Oxfordshire County Council and supports other Governing Boards in improving their governance practices. Mark's background is in the NHS where he has held a number of board level roles with responsibility for governance, performance, organisational change and strategic implementation. He is passionate about building the links between schools and the wider community and ensuring that schools offer the best education to all its children.