

Status	Approved By	Date Approved	Review Period	Date of Review	Statutory/Recommended	SLT
	Full Governors		annually	October 19	Statutory	SJB



Lampard School Quality Assurance Statement January 2019

The Board of Governors and staff at Lampard School are fully committed to providing the best quality education and support to students and families.

We apply a range of rigorous Quality Assurance processes to help us:

1. Assess the quality of our services to children and families
2. Identify aspects of our work that we can improve / develop further

We achieve this through:

- Carefully structured recruitment practices including an assessment of candidate's through practical tasks. These have been refined over a number of years and are reviewed prior to each recruitment process
- Induction programmes for all staff – these are structured to meet the needs of the different roles/ levels of responsibility.
- Appraisal process for all Lampard staff - each member of staff is allocated a Line Manager who carries out, monitors and reviews their appraisal. Targets are linked to School Development Plan and all appraisals are monitored by the Headteacher.
- Newly Qualified Teachers – we have a support programme for NQTS and they are monitored in accordance with LA/ DfE requirements.
- All support staff who are new to Devon schools have a probationary period during which time their overall work is assessed on a regular basis.
- Focused training opportunities for all staff.
- A schedule of QA activities - Data is recorded and analysed and is shared with the Board of Governors.

AUTUMN 2018			SPRING 2019			SUMMER 2019		
Term 1	Term 2	Dec/Jan	Term 3	Term 4	Mar/Apr	Term 5	Term 6	June/July
PLG Plans	Peer:Peer work scrutiny (moderation)	Discuss portfolio holders / report to Govs	PLG Plans	Peer:Peer work scrutiny (moderation)	Discuss portfolio holders / report to Govs	PLG Plans	Peer:Peer work scrutiny (moderation)	Discuss portfolio holders / report to Govs
Target setting	Formal lesson observation 1		Peer:Peer observations			Formal lesson observation 2		
	Extended learning Walk 1			Extended Learning Walk 2			Extended Learning Walk 3	

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1. The Headteacher observes every teacher at least once each year and all staff are observed by a range of the Leadership Team to ensure there is an element of moderation built into the system.
2. The School commissions external support to moderate teaching judgements. We are mindful not to “overload” staff being observed but aim to carry out some joint lesson observations at least once a year. For example:
 - With other members of the Senior team
 - School Improvement Partner
 - Special School Headteachers (some of whom are Ofsted Inspectors)
 - Local Mainstream Secondary Academy Headteacher
 - SENTient/ LA QA activity
 - Consultants / Ofsted Inspectors
 - During inspection members of the senior team carry out joint observations with the inspection team
3. Review of data for pay awards – the Headteacher and the School Business Manager collate a range of data regarding the performance of all teachers including:
 - Completion of performance management process for the preceding two years
 - Attendance for the previous 2 academic years including numbers of days absent due to illness and compassionate leave
 - Professional conduct
 - Quality of teaching over time
 - Professional relationships
 - Qualified Teacher Standards met
 - Lesson observations; learning walks and work scrutiny over two years.
4. A range of data is shared with the Board of Governors throughout the year which encourages challenge and debate.
5. The Senior Leadership Team and Senior Staff e.g. UPR3 teachers create and review case studies to look at progress of specific students.
6. We have a cycle of stakeholder data collection which includes:
 - Student Council discussion
 - Parents Views Surveys
 - Disability and Gender Equality Scheme Survey
 - Annual Review responses
 - Staff views (SWOT analysis / priorities for future School Developments)
 - Governor Audit(s) and discussions