

Policy Implementation – Monitoring, Evaluation & Review Policy

This policy was the one chosen by the Standards Committee for 2016/17 as the one we would monitor in how it is being implemented.

We met with Mr. Scott to discuss how the policy works in practice as being head of the school he is the biggest influence on this area of the school's work. It was noted that the Policy Owner is the AT (Quality, Planning and Review – Mr Todd).

The main purpose of the policy is to allow evaluation of performance at a number of levels, starting with the individual student through to entire faculties.

We questioned the need for the policy to be reviewed annually. Mr Scott preferred it to remain this way as, although it's not compulsory for this timescale, it is important enough, and subject to sufficient revision, for it to remain as it is.

As members of the Standards Committee we are familiar with the results of the school as they are presented to us throughout the year – Mr Scott explained the process the school goes through to bring those performance details to the governing body.

For example, he explained that Y10 target grades are decided using various sources of information, including KS2 results through to data from the school's own records. The school tries to set challenging targets for the students, but needs to be realistic too. Departments have a key say in the grades, obviously but this is sense-checked against the overall performance of each student. Again, it is important that departments also set challenging but realistic targets to measure their own performance too – and this is done in conjunction with SLT who monitor performance of the school as a whole.

We discussed Individual Education Plans (IEPs) and how they work within the school and we are satisfied that this is done in an effective manner.

We questioned how quickly something would be uncovered if an individual student is struggling. We were assured that this does come to light quickly because of all the monitoring that is done – so that students do not go a long time for an appropriate intervention is made.

We asked about the SLT's role in line managing the performance of the faculties and were assured that results are monitored and that action is taken when appropriate to improve performance. We know, from our own discussions a Standards Committee, that there are few surprises when it comes to exam performance – and this is a reflection on how performance is managed throughout the school.