

**Children, Families and
Education**

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Wednesday 4th September 2019

Dear Colleagues,

I hope you all had an enjoyable summer break; now like all of us I imagine you are watching national events unfold. As I have done in previous years I am writing to give you some Portsmouth updates and developments for 2019/20 as well as to reflect on achievements in 2018/19. There are also a few requests, as ever.

Ofsted inspections in 2018/19 and provisional results 2019

13 school inspections were carried out last year, of which 10 were good or outstanding. Six years ago 63% of children in the city attended a school which was good or outstanding. At the end of the year the figure was 91% (compared to 86% last year). This is hugely encouraging and achieved through a great deal of hard work.

On provisional results for 2019, you have the real stories: we have data only. That data presents a very mixed picture with some improvements, particularly at the end of Key Stage 2 in maths. Apart from in maths at KS2, we have not seen the narrowing of the gap between Portsmouth and national results which we are all working towards, but neither have we seen any widening of that gap. Key local priorities for support this year, where appropriate, will include reading, and the spoken language skills which underpin literacy, supporting those pupils on SEN support, and helping schools with curriculum and subject leadership. There will be a full presentation on the provisional results at the first LA Heads Breakfast Briefing meeting on Monday 16th September. We will also look then at the picture last year on pupil absence, both voluntary and enforced.

Spending Review and consultation on schools funding formula 2020-21

By now you will no doubt have heard about the Government's commitment to invest over £14 billion in primary and secondary education over 3 years based on 2019/20 baselines, including £700 million extra for children with SEND in 2020/21. The funding is in addition to the teacher pension employers' contribution grant, but not on top of the teachers' pay grant which we have to assume has been incorporated into the funding increases.

Whilst clearly this announcement is to be welcomed and is long overdue, we are still awaiting the finer details about how this will work and what it will mean for schools in Portsmouth. (We also don't know of course how national developments may impact on the proposals.) The announcement that teachers' starting salaries are proposed to rise to £30,000 by 2022-23 is again a welcome development and if implemented will help to support our work to recruit and retain the best teachers. It will have escaped no one, however, that additional funding will be needed to cover this, otherwise many of the gains that will have been made will be compromised by further budget pressures on schools. We hope to be able to report on further developments during the Autumn term as more details emerge.

Next week we will be undertaking a 2nd stage of consultation on the 2020-21 School Funding Formula following the consultation back in May 2019 when we consulted with schools on the direction of travel for the 2020-21 school funding arrangements. This consultation will in particular focus on high needs pressures and Growth funding and the impact on the schools block. Given the pressures and uncertainties relating to high needs funding there will be hard choices to be made. Please do have a look at this consultation, invite colleagues' views and let us know what you think.

2019/20 School Teachers Pay and Conditions Document (STPCD) pay award

The 2019/20 School Teachers Pay and Conditions Document (STPCD) pay award, is in an extended period of consultation. The information that we are receiving at the moment is that a 2.75% uplift will apply across all pay ranges. This is a significant increase from previous years. However, this year there is no current provision of additional funding to contribute towards this increased cost. HR will shortly be commencing formal consultation with all LA maintained schools on the application of the STPCD pay award, but it's important that Multi Academy Trusts and their respective academies are also aware of this.

This proposed increase to teachers pay is also compounded by this year's increased pension contributions. The DfE announced that in addition to the teacher's pension employer contribution grant, schools will be able to apply for a supplementary grant to provide additional support where there is a 0.05% shortfall between the grant and actual cost. This supplementary grant will be based on the schools' actual pension costs as at **30th November 2019**.

Therefore, in order to secure as much funding as possible, it is imperative to try and get the 2019/20 STPCD pay award implemented and paid in the November pay. Whilst implementation is mostly reliant on the STPCD being agreed, in order to meet the deadline, all schools will need to have ratified their decision to adopt the model pay policy by **25th October 2019**. In terms of LA maintained schools HR must be notified of any governing body decision to **not** adopt the model pay policy by **25th October 2019**.

If you have any questions on either the consultation process & timeline or finance please do not hesitate to contact Gemma Bulloch (HR) on 023 9284 1213
Gemma.Bulloch@portsmouthcc.gov.uk or Kim Jones (Finance) on 023 9284 1722
Kim.Jones@portsmouthcc.gov.uk

Portsmouth Education Partnership

It has been great to see the active engagement of so many of you last year in terms of the

PEP Strategic Board and the PEP's other groups including the School Improvement Board, the Inclusion Group, the Teacher Recruitment & Retention Group, the Behaviour & Attendance Group and the Post-16 Forum. Through the PEP we are maximising our collective efforts to address key priorities in the city. The PEP Strategic Board agreed last year that the PEP mission should be expressed in terms of three key drivers:

1. **Inclusion** - we create an environment that is welcoming to all children and young people and we do not give up on any pupil
2. **Attainment, expectations and aspirations** - we have high expectations aspirations for all of our children and help them and their families see what they could achieve
3. **Teacher recruitment and retention** - Portsmouth is seen as a place of choice for the very best education professionals, where continuous learning is fostered, career ambitions met and workloads kept manageable.

Despite severe budget pressures the council will continue to support and invest in the PEP, reflecting the priority the council attaches to education. This year we will step up communications through a refresh of the **PEP website** www.portsmoutheducationpartnership.co.uk which will include for each priority area a 'Portsmouth case studies and additional resources' section and a 'news' section. We will also continue with the weekly **PEP bulletin** and a more proactive use of social media including facebook and twitter. We would really appreciate it if you could cascade the PEP bulletin to your staff teams. We would also very much welcome feedback.

Our plea is for schools to use the website, give feedback and contribute articles and resource wherever appropriate. To share news, information and events that will be interest to your school colleagues please email pep@portsmouthcc.gov.uk. Please also remember to refer to the **PEP calendar** which has detail of all the key events, conferences, meetings and training taking place across the City.

For any further information about the PEP please contact Sarah Christopher, PEP and School Inclusion Manager at sarah.christopher@portsmouthcc.gov.uk tel: 023 9284 688940.

Special Educational Needs and Disabilities (SEND)

We are still awaiting the publication of the Ofsted / CQC report following the **Portsmouth Local Area SEND Inspection** during the week 1st to 5th July 2019. However, I'd like to reiterate what has already been said about the fantastic contribution and support that was given by all partners to ensure we got across to inspectors the progress we have made as a city since the reforms were introduced in 2014 and the many strengths we can now highlight. Following the inspection, Julia Katherine has been refreshing the SEND Strategy which we will publish in early October following sign off from the SEND Board on 1st October.

The **Portsmouth Inclusive Education Quality Mark**, will be rolled out during the Autumn Term. This self-assessment tool recognises and celebrates settings with successful practice, identifies and shares good practice across the city and supports effective targeting of training and resources. All schools are strongly encouraged to commit to Portsmouth Inclusive Education. Please contact the Outreach Service (see below) for information or support with this. The PEP website will be used to make sure, with your agreement, your good practice ideas and advice are shared as fully as possible across the city.

The new **Portsmouth Inclusion Outreach Service** will be launched this term. This service will be co-ordinated by Lisa Caine and will provide a range of support and training to mainstream schools to meet the needs of children with SEND. Further details will be coming out to you about this service shortly, including the details of the new telephone support line. If you have any queries please contact outreach@portsmouthcc.gov.uk.

The annual **Portsmouth Inclusion Conference** takes place on 10th October on the theme of *leading an inclusive school: practical ideas for leaders at all levels within high performing and inclusive schools*. Key note speakers this year are Adam Boddison, Chief Executive of nasen, and Gareth Morewood, Director of Curriculum Support at Priestnall School. Tickets are available at www.eventbrite.co.uk

Teacher recruitment and retention

The recruitment and retention of teachers remains one of the PEP's top priorities and under Caroline Corcoran's lead the council has invested a significant resource to support this work. This has included the **rebranding of Teach Portsmouth** and a complete refresh of the Teach Portsmouth website www.teachportsmouth.co.uk and associated communications. The first strand of the **Teach Portsmouth Campaign** will be launched this term which will include the introduction of the **Portsmouth Teacher Experience Programme** details of which can be found at: <https://www.teachportsmouth.co.uk/training#portsmouth-teacher-experience-programme>

Our campaign has been developed with the support of a group of committed teachers from schools in Portsmouth who have given up their time to help with a focus group and filming for the website.

Teach Portsmouth Week is just four weeks away. Please let us know what you are doing as part of the celebrations, as we would like to work with you and make sure we promote and highlight activities from as many schools as possible. This is a great opportunity to show how much we value teachers, so please email teachportsmouth@portsmouthcc.gov.uk and let us know what you are up to.

The **Teach Portsmouth Awards** will be taking place again at the end of Teach Portsmouth Week on the evening of Friday 4th October at the Gaiety Bar, Southsea Pier. We have had a fantastic response to both initiatives and are really looking forward to the week and the awards event. Invitations will be sent to schools shortly.

There will be a public vote for the shortlisted entries from the Teacher on a Postcard competition. We will let you know when voting opens. The winners will be announced at the Teach Portsmouth Awards evening. The **Teacher on a Postcard Exhibition** will take place at HIVE on the lower ground floor of Portsmouth Central Library on the Tuesday 29th, Wednesday 30th and Thursday 31st of October from 9.30 a.m. to 6.00 p.m. Please note that the final deadline for schools to send in the postcards for judging is next Friday, 13th September.

Investing in our school buildings

Whilst we would like to see significantly more capital investment going into our schools, we can look forward nevertheless to some important developments in 2019/20:

- The works to complete the **secondary expansion schemes** at Admiral Lord Nelson School, The Portsmouth Academy and Charter Academy are now underway and are all due to be completed by the end of the summer 2020.
- The **rebuilding of Beacon View Primary and Arundel Court Primary Academies** under the Priority School Building Programme are nearing completion. Beacon View is now completed and will open its doors on Monday and Arundel Court is due to be completed in December 2019 ready for the Spring term.
- The plans to **rebuild Mayfield School** are at an advanced stage with the planning application being formally considered in September 2019. The new build is expected to be completed by August 2021.
- The **£1m refurbishment of the building in Fratton** (previously The Harbour School and now referred to as The Lantern) has just been completed in order to provide additional space for **Mary Rose Academy** pupils from Sept 2019 whilst plans are formulated for a future new special school in the city. Landscaping will be completed by October half term.
- The remodelling of **Redwood Park Academy** is due to be completed later this academic year in July 2020 with some temporary provision installed over the summer in order secure the places needed this year.
- The final phase of the remodelling works at **Cliffdale Academy** have been completed over the summer. There is landscaping work to be completed during the growing season. Two small phases of work at the former Willows site (now part of Cliffdale Primary Academy) are due to be finished by November 2019 and July 2020 respectively.
- The funding for the 66 place **special free school for autism** in Wymering has now had ministerial approval and will be completed by September 2022.

Academisation and support for LA maintained schools

Last year several more schools joined Multi Academy Trusts (MATs) including King Richard School (United Learning Trust - now known as Castle View Academy), Meredith Infant School (Thinking Schools Academy Trust), Stamshaw Infant School (University of Chichester Academy Trust) and Willows Centre for Children (Solent Academies Trust - as part of an expanded Cliffdale Primary Academy). There was also a change in trusts for Stamshaw Junior School which saw them transferring from Portswood Primary Academy Trust to the University of Chichester Academy Trust. 63% (39) of schools in the city are now part of a MAT and 66% of pupils attend an academy.

As we have done in previous years we will continue to liaise closely with the RSC to ensure that schools looking at options in relation to academy status have up to date information about MATs which have capacity to grow and have a good track record in terms of supporting schools to improve. During 2019/20 we will be formally welcoming Delta Education Trust to the city who will be taking over responsibility for The Harbour School from February 2020 and who will also be responsible for the provision at the special free school for autism from 2022. We are proud of the constructive relationships we have with MATs operating in Portsmouth and look forward to developing them further as part of the PEP.

Equally we will continue to develop more formal arrangements between the council and the remaining 23 LA maintained schools in the city including regular termly meetings which we established last year.

Children missing education; exploitation risks

I am acutely aware that you and your colleagues go the extra mile every day to support vulnerable children and young people in this city. As last year, I am sure that the awards evening will pay tribute to the amazing work here of many teams and individuals and as

head teachers you are very much front line players. The restorative practice conference last year also celebrated the way that so many schools have taken to heart its key tenets and are seeing real improvements in outcomes for children and young people and their families as a result.

I know you will also agree that we cannot afford to be complacent about children missing education either "voluntarily" or through enforced exclusion, not just because of lost education opportunity but also because of the continuing need to combat the threat to children of sexual and/or criminal exploitation. We will be sending you shortly a summary of statistical data about children at risk of - or actually being - exploited in Portsmouth and qualitative audit information about the services which the Safeguarding Partnership - which includes schools of course - are providing. Another request is for you and your colleagues to let us know whether you think the data and the audit findings resonate with your daily experience of this threat and our response. The new Safeguarding Partnership arrangements from this summer will include a programme of deep dive reviews with exploitation being the first of these. Views from you and your colleagues need to be heard in this review.

The **school attendance campaign** will continue into this year. The campaign is raising the profile and widening awareness of the importance of school attendance and is contributing to an improving trend. Initial data, ahead of the DfE publication of Autumn and Spring terms for 2018/19, suggest that overall attendance has improved: the absence rate fell from 5.32% to 5.15% when comparing all schools Autumn and Spring terms 2018/19 with 2017/18. The levels of persistent absence have also seen improvement, reducing from 13.56% to 12.69% over the same period. The development of engaging curricula, the pastoral restorative work, the attendance campaign and the legal action you've taken are all assisting in this slowly improving picture.

All progress is welcome but we clearly still have gains to make. So please continue to support the campaign by ensuring that the logo and this website link <https://www.portsmouth.gov.uk/attendance> are on your school's homepage; preferably a click on the logo leads to the webpage, as well as on letterheads, where possible. Equally, we are keen that you regularly visit <http://www.portsmouth.gov.uk/attendanceforschools> to download and use the most recent graphics, posters and resources for the campaign on your website, for display and in publications. We will continue to promote the importance of school attendance using a range of communication channels. For example, you will see a number of buses promoting this message across the city. Please continue to share messages via social media to support this campaign.

We will also be continuing, as you would expect, our challenge and support to schools where there have been high levels of, or significant increases in, **persistent absence, fixed period exclusions, permanent exclusions, reduced timetables or decisions by parents to opt for home education**. I would hope that everyone involved in these discussions would agree that they have been restorative, constructive and jointly searching in terms of reflecting on what we can all do to make a difference. If not please let me know!

As part of this work, we have proposed revisions to the protocol for permanent exclusions. We also introduced a new protocol for elective home education. I am pleased to say that the introduction of the new protocol and your continued hard work has reduced the numbers of *new* EHE in the academic year 2018/19 to 90 from 139 in 2017/18. Whilst this

is still nearly double the numbers for 2016/17 (and 5 times the number in 2015/16), we believe this year will see a continued reduction in the parents making this choice for reasons other than positively selecting it because of philosophical beliefs about education. The work we are doing here is attracting interest across the region.

Changes in the Children, Families and Education Directorate

As you will be aware there have been a number of changes in structures and personnel this year within the PCC Children, Families and Education Directorate. These include a **change in line management arrangements for the Early Help and Prevention Service** whereby Kate Slater (Head of Prevention and Early Help) will now report to Mike Stoneman. We have also established a **Head of School Improvement** post in Education which as you know is being filled by Jo Peach under a TUPE transfer from Solent Academies Trust (Portsmouth Teaching School Alliance). I am also delighted to welcome **Sarah Daly, Deputy Director for Children and Families** who joined us on 1st August. Sarah, Jo and Kate will be with us for the LA Heads Breakfast Briefing on 16th September and will be saying a few words about how they would like to work with you.

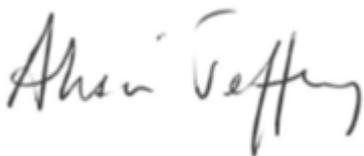
Finally on structures, the City Council is integrating with the NHS Clinical Commissioning Group for Portsmouth, in terms of senior posts. The aim of this is to try to maximise the impact of public sector spend across the city in relation to health and care. As part of this I have taken on responsibility for the commissioning of children's health services and to support this integration I am currently consulting on the creation, within existing resources, of a new post of **Assistant Director (AD), Commissioning and Performance**. The creation of the new AD post focuses responsibility at senior level for effective commissioning and performance management across children's services. I hope to be able to confirm these new arrangements within the next few weeks.

We will send you a complete Directorate structure chart once the CCG integration arrangements are confirmed. In the meantime the attached flyer provides a detailed chart for Education and Early Help including senior management and service lead contact details.

LA Heads Breakfast Briefing Monday 16th September

I'll finish with another reminder of the LA Heads Breakfast Briefing on 16th September, when we look forward to seeing as many of you as possible, including welcoming several new Heads to the city. An agenda for the Briefing is attached. Do let us know if you would like other issues covered, on the 16th or over the course of the year.

Best wishes for a productive, enjoyable school year.



Alison Jeffery
Director of Children, Families and Education

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