



Hampshire  
County Council

Improvement and  
Advisory Service

# Winchester and Eastleigh District Headteacher Briefings

Catherine Redgrave & Julia Roberts  
21 November 2024

# Local headteacher updates - Winchester

## **New heads**

- Helen Wilson – Sun Hill Infant (Sept '24)
- Gillian Bryant – Denmead Infant School (Sept '24)
- Gemma Elsworthy – St John the Baptist, Waltham Chase (Sept '24)
- Neil Tunncliffe – Twyford St Mary's (Sept '24)
- Julie Slamaker – West Meon (Sept '24)

## **Acting/Interim heads**

- Cheriton Primary – Tamsin Sillers
- St Faith's – Ellie Guy (Sept '24) supported by Liz Hanratty

## **Headships**

- Cheriton – Easter '25
- St Faith's – Easter '25

# Local headteacher updates – Eastleigh

## **New heads**

- Steph Mander – Norwood Primary

## **Acting/Interim heads**

- Louise Piggin and Sarah Roberts – Fryern Federation
- Rosemary Diskin – Merdon Junior
- Chris Reilly and Laura Cooper – Fair Oak Jnr
- Amber Adams – Berrywood Primary

## **Headships**

- Merdon Junior – Easter '25

# HIAS UPDATE

- Sarah Kiel has made the decision to retire, her final working day will be Friday 13 December 2024. Sarah has been a huge part of HIAS and the SEND and Inclusion Team and has made significant contributions to many schools across the county
- Dean Prodomo, Improvement Adviser for SEN
- Di Lowth seconded to role of Improvement Adviser for SEN
- Kevin Neil (science) leaves HIAS on 28 November

# Assessment Update

# YEAR 6 DATA / ASSESSMENT COURSE

## Key messages for school leaders from Session 1

1. Teachers are regularly analysing data and completing diagnostic assessment to shape the next steps for children.
2. Teachers are identifying key curriculum gaps ... and know how to close them
3. Teachers have identified the approach they will be taking when teaching arithmetic in mathematics and fluency in reading and have reviewed the long-term overview for writing to ensure that writing opportunities will allow target pupils to be successful
4. Venn diagrams are used across all years to identify target children to achieve Expected Level Standard (EXS) combined outcomes... and target pupils have had barriers to learning identified and that actions identified
5. 'Reverse engineering' is being used to identify the pupils who will need to be achieving EXS in RWM to reach combined outcomes of 65%
6. Governors have a clear understanding of actions to improve outcomes and plans to track impact.

# YEAR 6 DATA / ASSESSMENT COURSE

## Key messages for school leaders from Session 2

1. Pupil progress review meetings are being used effectively to target children's gaps in learning through identification of agreed actions, with defined timescales and associated monitoring processes which ensure actions are impactful
2. The number of targeted pupils are carefully considered when completing these meetings to ensure that outcomes will be in line with national (65%) by the end of Key Stage 2
3. Other actions following pupil premium review meetings (PPRM) have been considered including additional communication with parents about pupils' targets, increased pupil ownership of their learning, effective use of planning, preparation and assessment (PPA) and how links to performance management and PPRMs can be established.

# YEAR 6 DATA / ASSESSMENT COURSE

## Key messages for school leaders from Session 2

### English input – writing focus included

- The importance of **knowing the standards**
- Differentiating between the working Toward Standard (WTS) and Expected Standard (EXS) and Year 6 teachers having the confidence to articulate this through the professional conversation around a collection of work
- Ensuring that task design is carefully planned to show what pupils CAN do
- Guidance on how to support children to write effective, cohesive paragraphs
- The importance of form choice in order to avoid written outcomes where the cognitive load is too high
- Reflecting on whole school curriculum implications of these messages

### English input – reading focus included

- Exploring approaches to developing effective reading sessions in schools
- Exploring reading fluency, associated misconceptions and the ways in which fluency can be modelled through read-aloud approaches such as echo reading, guided oral reading instruction and sentence segmentation
- Strategies to support and then assess all aspects of reading fluency including expression and volume, smoothness, phrasing and pace
- Suggested approaches to organising inclusive reading sessions which could be used effectively within class to support reading and to enable focus on target children
- Bridging from fluency to standard assessment tests (SATs) style comprehension questions



# Ofsted Update

# IDSR Latest Release

## 2024 IDSR releases

### IDSR release: 10 October 2024

This release contains:

- IDSR redevelopments for all schools (for full details please read our September newsletter)
- Provisional phonics for 2024
- Final exclusions for 2023
- January 2024 census-based contextual information
- 1-term absence for 2024
- Provisional key stage 2 attainment for 2024
- Latest financial and school workforce data
- New destinations data for disadvantaged pupils
- New alternative provision placements data

# IDSR Considerations

- Have you seen your IDSR/shared with governors?
- What would Inspectors be asking?
- What have you done to address any areas of concern?
- Be ahead of their thought processes

# General update



**SHARED SERVICES  
PARTNERSHIP**  
Quality. Efficiency. Insight.

# Children's Services (Schools)

Management Information Pack  
Q2 2024/25

The UK's largest public sector shared services partnership.

# How are we doing?



## Highlights



	Business Area	Metric	Target	Quarter Result	Q2 vs Q1
	Customer	Satisfaction 8-10	>70%	94%	
	H2R	Retrospective Actions	<15%	3.1%	

## Headlights



	Business Area	Metric	Target	Quarter Result	Q2 vs Q1
	Finance	Invoices Rejected (% of Processed VIM Invoices)	<10%	14.0%	
		Retrospective Purchase Orders	<10%	32.0%	
		P-Card transactions not reviewed by the Approver	<5%	28.5%	
	H2R	SOPS: Dispatched after Statutory Deadline	0%	38.4%	

# Headlights Insight



	Business Area	Metric	Target	Quarter Result	Why?
	Finance	Invoices Rejected (% of Processed VIM Invoices)	<10%	<14%	<ul style="list-style-type: none"> <li>6.4 percentage points improvement on Q1</li> <li>Key suppliers impacted (with rejection reasons): Suez Recycling and Recovery UK Ltd – 12% (Invalid/Incorrect PO Number – 46%) Sensory Education Ltd – 8% (PO Quantity/Value Unavailable for use – 93%)</li> <li>Top reasons for rejection: Purchase order (PO) quantity/value unavailable for use – 31% Advised by Buyer/Approver to Reject: Other – 26% Invalid/Incorrect PO – 18%</li> </ul>
		Retrospective Purchase Orders	<10%	32.0%	<ul style="list-style-type: none"> <li>7.2 percentage points improvement on Q1</li> <li>Overall key supplier: Suez Recycling and Recovery (4%)</li> <li>Purchase order delay overall: 73% - 1-30 days, 4% over 121 days</li> </ul>
		P-Card transactions not reviewed by the Approver	<5%	28.5%	<ul style="list-style-type: none"> <li>6.6 percentage points deterioration on Q1</li> <li>Value not reviewed - £375,000</li> <li>8% of non-reviewed transactions are sat with four approvers</li> <li>43% of receipts have been uploaded</li> </ul>
	H2R	SOPS: Dispatched after Statutory Deadline	0%	38.4%	<ul style="list-style-type: none"> <li>SOPS = Statement of Particulars</li> <li>1.3 percentage points improvement on Q1</li> <li>803 out of 2,092 forms were sent after the statutory deadline</li> <li>801 of these forms were also submitted with less than 5 working days notice</li> </ul>

# Delivering Efficiencies Together



	Business Area	Metric	Target	Performance	How we Deliver Efficiencies Together
	Finance	Invoices Rejected (% of Processed VIM Invoices)	<b>&lt;10%</b>	<b>14.0%</b>	HCC Schools (Model 2) to: <ul style="list-style-type: none"> <li>Continue to engage with suppliers regarding correct submission of invoices.</li> </ul> Shared Services to: <ul style="list-style-type: none"> <li>Promote the guidance pages for suppliers, in particular 'Getting paid on time'.</li> </ul>
		Retrospective Purchase Orders	<b>&lt;10%</b>	<b>32.0%</b>	HCC Schools to: <ul style="list-style-type: none"> <li>Consider appropriate and timely use of purchasing routes to reduce proportion of retrospective orders.</li> </ul> Shared Services to: <ul style="list-style-type: none"> <li>Support communications around best practice.</li> </ul>
		P-Card transactions not reviewed by the Approver	<b>&lt;5%</b>	<b>28.5%</b>	HCC Schools to: <ul style="list-style-type: none"> <li>Reduce non approved transactions encouraging relevant P-Card approvers towards compliance.</li> </ul> Shared Services to: <ul style="list-style-type: none"> <li>Support communications to promote importance of action.</li> <li>Encourage approvers to diarise monthly deadline reminders.</li> </ul>
	H2R	SOPS: Dispatched after Statutory Deadline	<b>0%</b>	<b>38.4%</b>	HCC Schools to: <ul style="list-style-type: none"> <li>Continue efforts to adhere to Good Work Plan legislation.</li> </ul> Shared Services to: <ul style="list-style-type: none"> <li>Support end-of-term and start-of-term communications, highlighting the importance of submitting the new starter form in a timely manner.</li> </ul>



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Hampshire  
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# Let's talk about ... race (further event)

We apologise to the number of schools who had difficulty joining the webinar for the first 'Let's talk' event which was held on the 22<sup>nd</sup> October 2024.

We are really pleased to confirm another date and offer schools another opportunity to join this event. Those that joined the first webinar described it as a '**great conversation**', '**powerful**' and '**honest**' as both Tijhs Jordan and Frances Akinde shared their lived experiences as pupils, teachers and leaders in the education system.

**The next event will be held on Wednesday 4<sup>th</sup> December 2024 at 4.15 – 5pm**

Register for this event via this link and a Teams meeting link will be sent to you.

<https://forms.office.com/e/4WJx3ea1Jy>

[SC000026547 LET'S TALK ABOUT RACE - Further event](#)



On behalf of the Inclusion and Diversity Partnership, we would like to invite your school to join the next free, online, collaborative staff meeting to further explore the county's work on inclusion and diversity.

**What?      The big IDP Staff meeting  
will explore the theme  
“Respect”**

**When?**      29<sup>th</sup> January 2025, 15:45 – 17:00

**Who?**      Schools from across the county: headteachers,  
teaching and support staff, governors

**Why?**      Opportunity to work collaboratively to explore the  
county's work on promoting and developing  
belonging, inclusion and diversity in our schools

## *The aims of the staff meeting are to:*

- Support parents and the community to understand each school's commitment to inclusion, diversity and respect
- Provide time for schools to self-reflect and evaluate their strengths and next steps regarding promoting respect in their own school settings
- Provide an opportunity for collaborative discussion and work going forward.



To register your school's attendance, please [click here](#).  
**We hope to see you on the 29<sup>th</sup> January 2025**



# LA Inclusion and SEND Offer

## **SENCo Development Programme**

- Statutory understanding, whole school culture, implementing provision and data guide. Book through HTLC.

## **Sector Led Project Sharing**

- January 22 2025. Free webinar sharing the outcomes of the projects. Book through HTLC.

## **SEND Conference**

- February 6 2025. Focus on relational approaches to SEND. Book through HTLC.

## **Don't Forget**

- Free SEN helpline
- Free e-learning modules
- Bookable time with SEN Advisors
- SENCo cross phase briefings

# SENCo Support 2024 - 2025

## Updates, Networking and Understanding the Role

- Termly SENCo Briefings – understanding local and national issues, as well as legislation and guidance changes (HTLC booking open)
- Termly primary SENCo networks (HTLC booking open)
- SENCo Circles (HEP Website)
- Annual SEND Conference
- Termly SEN Matters
- SENCo development programme starts Feb 2025
- SENCo toolkit – Expected Feb 2025

## Guidance

- TSEND toolkit – with new transition to Year R page
- TSEND e-learning modules – with a new implementation and summary plan
- TSEND support line – free guidance on all issues related to supporting SEND in your school
- Bookable time with SEND Teaching and Learning Advisors
- Revised Ordinarily Available Provision – Expected Jan 2025

## Whole School Implementation

- Hampshire Inclusion and SEND Standard – accreditation programme – Expected April 2025
- Teaching and Learning programme focused on implementing Ordinarily Available Provision (pilot running now)



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# LA Update: Sustainability & Climate Unity

- Last term Minnie Moore and Jayne Stillman facilitated an online student leadership conference on climate unity attended by over 4000 KS2 pupils.
- The workshop sessions and conference materials can be found on the Climate Unity area of the Open Moodle: [Climate Unity](#) which can be found in the RE moodle.
- The 2022 DFE Guidance on sustainability calls for schools to have a nominated sustainability lead and a sustainability plan in place by the end of 2025.
- Find supportive materials in the **Climate Unity area of the RE moodle** including links to national organisations of support. Advisers have met with representatives from '**Lets Go Zero**' [UK Climate Change • Let's Go Zero](#) who currently support (for free) action planning.
- A recent article in the HIAS **Secondary update** describes how to use the online action plan template provided by '[Transform Our World](#)'

Link to the secondary article is here: [SC000026499: Secondary Update – Autumn 2024](#)

# Upcoming events ...

Quick links to join the meeting or to register attendance:

<p><u><a href="#">Eastleigh KS2 data discussion - Friday 29 November 13:30 - 14:20</a></u></p>	<p><u><a href="#">W&amp;E Hot Topic session - Tuesday 3 December 09.30-10.30</a></u> <b>Parental Engagement</b></p>	<p><b>Let's talk about race</b> <b>Wednesday 4</b> <b>December 16:15 – 17:00</b> <u><a href="#">click here</a></u> to register</p>
<p><u><a href="#">W&amp;E Inclusion and Diversity Partnership - Wednesday 11 December, 13:15 - 14:45</a></u></p>	<p><u><a href="#">W&amp;E Hot Topic session - Tuesday 21 January 13.30-14.30</a></u> <b>HR Issues</b></p>	<p><b>Big Staff Meeting</b> <b>Wednesday 29</b> <b>January 15:45 – 17:00</b> <u><a href="#">click here</a></u> to register</p>



# Teacher Regulation Agency (TRA)

There have been cases recently where the TRA has been contacted by complainants regarding an individual's practice, in a similar way to the way in which complaints to Ofsted are made.

## Report Serious Teacher Misconduct:

- **Online:** Use the [GOV.UK service](#) to report serious misconduct.
- **Email:** Fill in the teacher misconduct referral form and email it to [misconduct.teacher@education.gov.uk](mailto:misconduct.teacher@education.gov.uk).

## What counts as serious teacher misconduct

Serious misconduct is any behaviour that could result in a teacher not being allowed to teach again. This includes:

- sexual misconduct, including assault, abuse or harassment
- violent behaviour
- serious failure to protect the safety and wellbeing of pupils
- alcohol or drug misuse
- fraud or serious dishonesty
- discrimination or harassment
- promoting extreme political or religious views

You can also report a teacher who has resigned or been dismissed.

# Headteacher Wellbeing – seminar 2

Hampshire is pleased to continue supporting school leaders in strengthening their wellbeing by holding a second **Wellbeing Seminar in February 2025**.

[Hazel Anderson-Turner](#) who presented at the conference in March 2024 will be leading a half-day session aimed at supporting leaders to develop skills and have practical strategies to be supported in staying well, whilst managing challenging contexts ... enabling leaders to think better, make better choices and to navigate emotions in a healthier way, consciously responding to challenges rather than instinctively reacting.

We expect the session to be stimulating and practical, building on the strong positive response to her input in March.

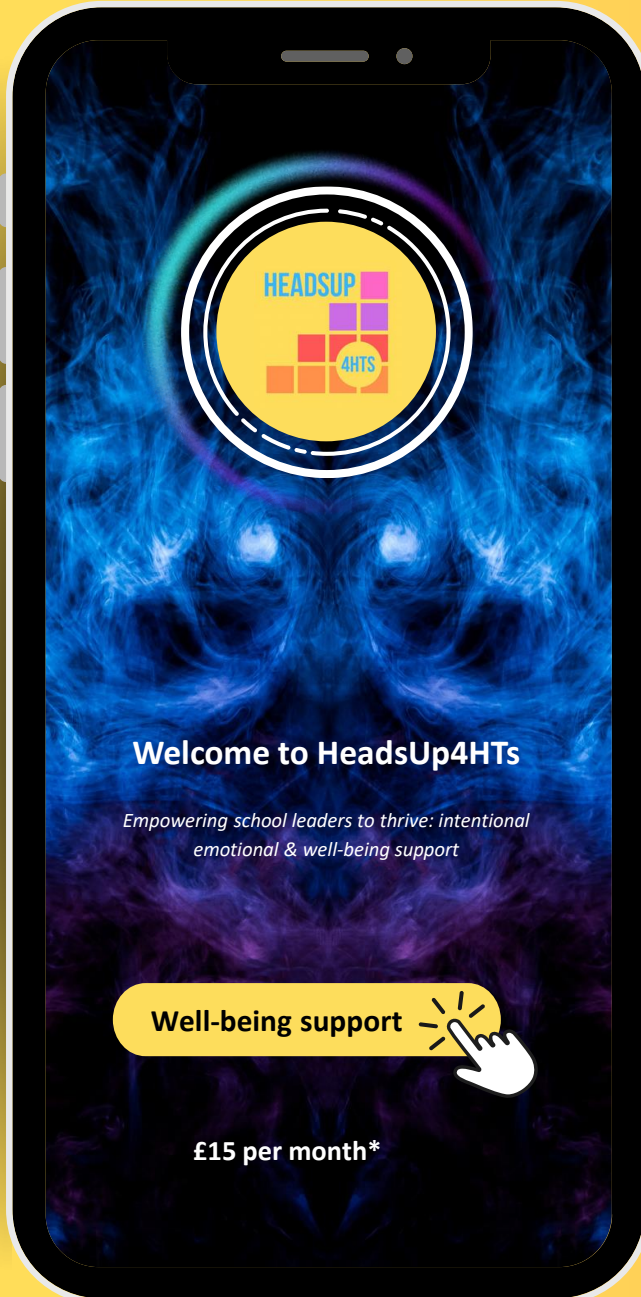
A choice of two dates: **Booking information imminent**

**Friday 6 February 2025** – morning – Solent Hotel, Whiteley

**Friday 13 February 2025** – morning – Holiday Inn, Eastleigh

# HEADSUP4HTS MEMBERSHIP

## AND GTP APP

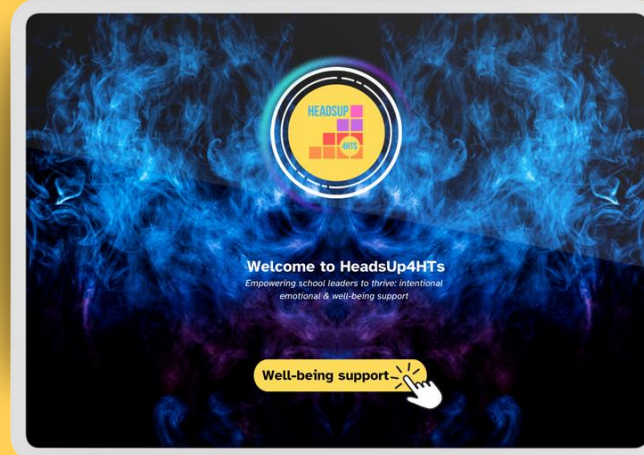


### Membership Benefits

- Access to weekly school leaders Peer Support sessions
- Access to crisis support
- Access to HeadsUp4HTs buddy system
- Tickets to monthly HeadsUp4HTs Book Club
- Tickets to Hopes4ED webinars/Hopes4ED Live Events
- Discounted tickets to annual HeadsUp4HTs summer Fete
- Discounted tickets to HeadsUp4HTs BootcampED
- Discounted HeadsUp4HTs Coaching packages
- Discounted BIG Education Conversation event
- Discounts for events & services with educational partners

### HeadsUp4HTs GTP App

- Provides strategies, guidance, and support for school leader well-being
- Offers instant advice on school leadership challenges
- Features tools for self-coaching and real-time guidance
- Delivers responses and advice grounded in HeadsUp4HTs values and expertise
- Acts as a personal HeadsUp4HTs coach, providing wisdom, insight, and guidance on well-being and leadership



'A HeadsUp4HTs Coach in your pocket!'




Sign up here

# HeadsUp4HTS ([HeadsUp4HTs](#))

**WELL-BEING SUPPORT FOR  
LEADERS IN HAMPSHIRE**

**PEER SUPPORT & 1:1 SUPPORT**



[HeadsUp4HTs and Hampshire  
\(google.com\)](#)

All support is confidential and not shared with HIAS

**OVERWHELMED?  
NEED A LISTENING EAR?**

Get in touch & we will call you back

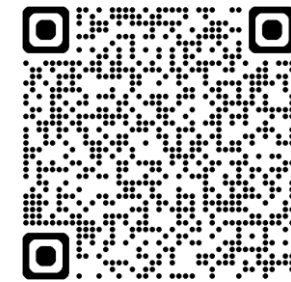


<https://forms.gle/F944PCjLkENNcSUx5>

**1:1 CONFIDENTIAL SUPPORT**

HeadsUp4HTs are available to talk with Headteachers who are looking for 1:1 emotional support & a listening ear.

- Confidential, non- judgemental safe space to share
- Up to 3 x 30 minute supportive phonecalls
- Wellbeing and emotional support
- A listening ear from someone who is or has been a Headteacher



[Triage form for call back](#)