



# Good to Great Schools Policy

September 2023

Working for every child



# Section 1:

## Our approach to school evaluation and improvement

### 1.1 Overview

1.1.1 Hackney Education (HE) is committed to lifelong learning and to supporting schools in establishing and sustaining high-quality inclusive education and good achievement for all pupils regardless of need or background.

1.1.2 We believe that both Hackney Education and school staff should share a commitment to seeking continuous improvement. We have high expectations that all members of this community will contribute to the shared vision that all children can achieve a high standard regardless of background or circumstance. Underpinning this is our refusal to accept that children should receive anything less than excellent provision.

1.1.3 We recognise that the responsibility for school improvement rests with schools themselves. Hackney Education's role is to provide support and challenge for schools, operating on the general principle of "intervention in inverse proportion to success". Rigorous self-evaluation at all levels ensures that any weaknesses are rapidly identified and proactive systems and procedures to ensure that outcomes in achievement and well-being rapidly improve.

1.1.4 Hackney Education supports the Government's vision of creating a world-class school system in which every parent has access to a good or better school and all pupils receive consistently good or better educational provision. The central aims are to raise standards for all children, while narrowing the gap between the attainment of the most and least advantaged and supporting those with special educational needs.

1.1.5 The key elements of this policy are:

- the active promotion of regular, rigorous school self-evaluation that is accurate in its conclusions and which leads to clear and cohesive improvement planning;
- evaluation and review that draw on shared criteria, based on the current Ofsted Education Inspection Framework and by which schools could be externally evaluated;
- an open reporting framework and procedures that support dialogue and inform a shared agenda concerning educational provision that is constantly good or better;
- effective use of performance data and early intervention with appropriate planning, prioritisation, and identification of actions; and
- celebrating and sharing good practice alongside a commitment to utilise school-based specialists to support school improvement processes through commissioning and brokering.

1.1.6 Hackney Education's view of school self-evaluation is that it:

- is not a single or 'snap-shot' event, but a continuous and informed process;
- should always be focussed on the impact of actions on pupil achievement and well-being
- should be comparative, self-challenging and based on agreed criteria;
- should be honest and acknowledge where provision is not of the highest quality; and

- be firmly embedded in improvement planning, always leading to concerted and well-timed action.

## 1.2 Context

1.2.1 There has been significant investment with regard to school improvement services and intervention strategies. We believe strongly that schools should be autonomous and self-improving and hold full ownership of their own development strategies. The policy is intended to provide transparency around allocation of support, the principles and expectations.

## 1.3 School Improvement Partners (SIPs), Leadership, and Management Advisers (LaMAs) and the School Improvement Team

1.3.1 Every school will have an allocated School Improvement Partner, SIP, working to a programme of three core visits (maintained schools)/ two visits (non maintained schools) that facilitate professional dialogue based on self-evaluation, priorities for development and support. SIPs are either LaMAs, former headteachers working as consultants, or serving Hackney Headteachers.

1.3.2 The SIP will provide professional advice, support and challenge. Where necessary, he or she will broker additional help. External SIPs will broker this through team leaders.

### **The School Improvement Partner will:**

- Be a key point of contact between Hackney Education and the School
- Analyse and interpret school data
- Agree priorities and solutions
- Support the process of school evaluation in key areas
- Check the school's evaluation of its performance
- Identify strengths and areas for development
- Challenge self-evaluation
- Assess impact of any risks identified by Hackney Education and other partners
- Broker support as required
- Produce visit reports
- Advise on school progress.
- If requested, carry out headteacher performance management

1.3.3 In schools receiving additional support (supported schools) the SIP will also act as the Leadership and Management Advisor (LaMA), and will coordinate and deliver support and assist senior managers and governors in ensuring that the school improves.

### **The Key functions of a LaMA are:**

- Translate priorities into actions for improvement
- Identify starting points for support
- Provide professional advice, support and encouragement
- Work with the school to develop capacity and to evidence improvement
- Support the work of school leadership teams in enacting positive change
- Evaluate the impact of brokered support
- Attend Team Action Group meetings and support preparation for these

1.3.4 The Assistant Director for School Standards and Improvement will support the coordination of the work of other services where support is focused on an area which sits in other services (e.g. premises, finance, governance) this may also include the use of expertise which sits outside of the Hackney Education.

#### **1.4 Data analysis, performance review and target setting**

1.4.1 Hackney Education is committed to supporting schools with an annual analysis of national and local data, using, for example, the performance booklet produced by our Management Information Systems and Analysis team, Analyse School Performance System, Inspection Data Summary Report and Fischer Family Trust (FFT). Hackney Education will avoid duplicating material and will seek to provide timely local information that will give schools the benchmarking and comparative indicators needed to have a detailed understanding of their performance and progress.

1.4.2 Hackney Education will encourage schools to set challenging targets that are supported by explicit strategies to secure improvement and the continued maintenance of good or better educational provision.

1.4.3 Hackney Education representatives will work with the school, and particularly with the headteacher/principal, deputy headteacher(s) and chair of governors, to support the school's awareness of:

- all available data sources and their application in school self-evaluation;
- progress towards meeting current school targets;
- the relative performance of pupil groups;
- significant barriers to improvement; and,
- any issues governors and managers should consider before signing off targets.

#### **1.5 The Hackney Education officer relationship with schools**

1.5.1 Our schools have benefited from high-quality challenge and support which has been provided in inverse proportion to success and in proportion to need. This has been particularly effective in helping schools facing immense challenge, those categorised by Ofsted to make quick progress and to provide an improved quality of learning for their pupils.

1.5.2 Some schools may be a concern to Hackney Education. For example, if standards are below national averages, declining, have low progress rates for significant groups of pupils or show little or inconsistent improvements in securing a good or better quality of education.

1.5.3 It is important therefore that Hackney Education is proactive in monitoring progress, commissioning support and, if necessary, intervening in the leadership, management and governance of schools where the outcomes or provision for children and young people are below expectations and/or there is a concern over the safeguarding or financial management at the school.

1.5.4 Hackney Education will maintain a relationship with all Academies and Free Schools, through a designated officer, who will act as a strategic link. Hackney Education will engage with these schools through a programme of Keeping in Touch (KIT) visits.

1.5.5 We will ensure governing bodies are informed of the national and local educational landscape. We will secure a trusting relationship between governing bodies and Hackney

Education to ensure they are fully involved and understand their role and accountability in school improvement and provision for all groups of pupils.

1.5.6 Where appropriate Hackney Education may draw on external expertise to support the work that we undertake including visits and reviews. For instance, but not exclusively, when working with Special Schools and Alternative Providers. Internal support including support provided directly from schools will be explored initially.

## **1.6 Schools recently inspected by Ofsted (graded and ungraded inspections)**

1.6.1 Inspection judgements additionally inform Hackney Education's decisions regarding the deployment of resources concerning school improvement. Schools can broker additional support from Hackney Education in preparation for Ofsted inspections and also in response to inspection findings.

1.6.2 Schools may receive subject or aspect inspections. The findings from these will contribute to the professional dialogue between the SIP and school. It is expected that these inspections will also be used by schools to inform their self-evaluation, and they may well identify areas of good practice that other schools may wish to draw upon.

1.6.3 Hackney Education will ensure that school leaders and Governors hold an up to date understanding of the inspection process.

## **1.7 Brokering Support**

1.7.1 Early intervention is extremely beneficial to improving children's achievements and to preventing school failure. This is an increasingly important strategic role for local authorities.

1.7.2 Hackney Education will work in partnership with schools to increase their self-knowledge and capacity to improve through brokering a range of training and support strategies.

1.7.3 A wide range of support can be brokered directly or via the school improvement service. This includes:

- school-based self-evaluation, drawing on nationally recognised criteria;
- collation and analysis of a range of quantitative data, with feedback;
- the identification, assessment and teaching of pupils with special educational needs (SEN),
- the identification, assessment and teaching of pupils with special educational needs (SEN), those who speak English as an additional language;
- coaching and mentoring;
- working with schools to identify underperformance in groups of subjects or particular categories of pupil;
- supported development of the curriculum: its intent, implementation, and impact;
- training for middle leaders and managers, emphasising their role in school self-evaluation;
- support from other schools and classroom practitioners
- the coordination and delivery of professional development courses for teachers, teaching assistants and other support staff;
- safeguarding;
- health and safety;
- admissions and pupil place planning;
- careers and post 16 networks;

- community and adult education;
- Early years and children’s centre guidance & support;
- Music services;
- governor support and training;
- school budgets and financial planning;
- property;
- personnel and staffing issues; and,
- attendance and exclusions.

## **1.8 Academies/Free Schools**

1.8.1 Academies, Independent Schools, Free Schools, and University Technical Colleges (UTCs), are free from local authority control. However, we regard any child learning within our boundaries as a Hackney learner whether they are attending a maintained school or not. Hackney Education also holds a safeguarding responsibility for all Hackney children.

1.8.2 Whilst Hackney Education does not have responsibility for how well Academies, Independent Schools, Free Schools and UTCs perform, we recognise that we can play an important role in supporting partnership, developing respect and promoting cooperation between all schools in our borough.

1.8.3 All Academies, Independent Schools, Free Schools and Colleges can buy services from Hackney Education. It might be the case that a school is itself commissioned to provide some services in which case it may receive money from the Local Authority.

1.8.4 Examples of additional traded services academies may buy from Hackney Education.

- School Improvement Services including additional school-based support and visits from the School Improvement Team.
- Special educational needs and disabilities (SEND) support
- Behaviour support services
- Administration of school meals
- Assessment of free school meals eligibility
- Music services
- Professional Development
- Human Resources support
- Governance advice and support including clerking

### **1.8.5 Keeping in Touch visits**

Non Hackney maintained schools will be encouraged to engage in an bi-annual Keeping in Touch programme undertaken by a SIP (see also section 1.5).

## **Section 2: Supported Schools Programmes**

### **2.1 Good to Great Schools evaluation framework**

2.1.1 Hackney Education’s programme of core visits and the Good to Great Policy draw on Ofsted and other published self-evaluation criteria to ensure that the performance of schools is monitored and reviewed using nationally recognised frameworks.

2.1.2 Hackney Education supports and recommends the use of a summative document to show the school’s self-evaluation. This enables an ongoing review of all key aspects of school provision and effectiveness.

2.1.3 A range of evidence, including data analysis, feedback from Hackney Education service areas, the outcomes of Hackney Education monitoring and Ofsted inspection reports, will inform the allocation of schools to one of five categories of additional support. This will usually happen at the end of each academic year or sooner depending on when information about performance becomes available. The major factors determining allocation to a category will be the outcomes of the school's provision (i.e. the achievement and attainment of the pupils), its capacity to improve and the evidence demonstrating clear progress to becoming a good or better school.

2.1.4 In the absence of statutory assessments, the following will also be used in discussion with school leaders to ascertain the level of support.

- Information from any reviews or SIP visits taken during the year.
- Outcome from the most recent TAG meetings including evaluation of risk and progress. Where schools have been making good progress with a low risk of not meeting end of year outcomes, re-categorisation will be considered
- School assessments of pupil attainment and progress towards targets and national averages.
- Schools own self-evaluation and self-nomination for further support

2.1.4 Hackney Education will also be involved where schools are experiencing acute or long term stresses which can affect the learners, e.g. significant and disruptive building work, or governance, or financial management, which is risk assessed as hindering school improvement. These will likely form a separate Team Action Group or Team Around the School process but can also be incorporated in targets which consider broader concerns over the quality of education.

2.1.5 Hackney Education will be proactive in monitoring, evaluating, supporting and challenging for improvement.

2.1.6 Teams, such as human resources, finance, the attendance service, to give three examples, will monitor particular aspects of school performance and assess the risk of slippage.

2.1.7 SIP and the Hackney Education service leaders as above will risk assess all schools each term and use this information to co-ordinate and prioritise support.

2.1.8 From time to time and through their own self evaluation, schools may choose to approach Hackney Education to have their support increased.

## **2.2 Principles**

2.2.1 The main principles behind Hackney Education's targeted support to schools are that:

- the responsibility for the management of the solution of educational and human resource problems in a school rests with the headteacher and governing body, unless they are unable to fulfil this function.
- an unresolved problem which puts at risk the education and/or personal well-being of pupils indicates that the school needs additional support.
- there must be a common understanding of the issues giving cause for concern and a shared agreement that intervention is required. Where a school does not engage with discussing the issues or the necessary improvement strategies proposed through targeted support, Hackney Education will use its formal warning powers.



- there should be a shared commitment to making effective use of additional resources to address the key issues, with the school's headteacher and governing body leading the planning and implementation of improvement strategies.
- where leadership and management do not have this capacity, a key focus of the targeted support will be in developing it, including within the governing body; and,
- information which indicates that there may be a problem will be shared with the headteacher and the chair of governors at the earliest appropriate opportunity.

## **2.3 Monitoring and challenge**

2.3.1 The main evaluation role will be carried out by a School Improvement Partner. Each school's self-evaluation is the starting point. Our expectation is that schools will update their self evaluation reporting on a regular basis and that a copy will be provided. We advise that schools keep a live version of this document, and that the updating of different sections is paced across the year.

2.3.2 Schools which are categorised as receiving focussed, enhanced, or intensive support will be allocated a Leadership & Management Adviser. This will typically encompass both the School Improvement Partner and Leadership and Management Adviser roles.

2.3.2 Challenge is a necessary feature of the improvement process. Schools have a right and duty to challenge Hackney Education when the provision of services does not meet their needs. Equally, it is the duty of Hackney Education to challenge schools to secure high outcomes for all learners. Challenge is, therefore, integral and should be carried out in the true spirit of partnership.

### **2.3.3 The School Improvement Partner will:**

- provide professional advice, support, and challenge, including supporting schools in setting ambitious school performance targets.
- use data and other evidence to evaluate progress and highlight areas of underperformance for discussion.
- validate, moderate, and test the school's self-evaluation.
- identify priorities for improvement.
- report regularly to Hackney Education, the headteacher and the chair of governors, usually through the programme of core visits.

### **2.3.4 The Leadership and Management Adviser will:**

- provide professional advice, support and challenge geared to making improvement.
- use data and other evidence to highlight areas of performance for discussion.
- support the school to translate priorities for improvement into discernible actions.
- work with the school to develop its capacity to manage improvement with requiring additional support; and
- take a lead role in the One Day Review for schools categorised as needing enhanced or intensive support.



### 2.3.5 **Headteachers and governors are expected to:**

- work in partnership with the SIP/LaMA to raise standards of attainment and achievement, and to improve outcomes for all pupils.
- Show ambition for all groups of learners
- share data and evaluation outcomes with the SIP/LaMA.
- ensure performance management of the headteacher and other staff is appropriately rigorous.
- provide feedback to Hackney Education on the effectiveness of its advice and support; and,
- include classroom observation and active roles for senior managers in the leadership of teaching and learning.

### 2.3.6 **The responsibilities of Hackney Education in relation to this process are to:**

- deploy SIPs and, where required, LaMAs.
- deploy support from wider Hackney Education and council services (e.g. property, finance, governor services, human resources) and broker further support from expert partners where appropriate.
- coordinate the work of officers engaged with Enhanced (focussed) support where the support sits outside the SIP/LAMA team (for example finance, premises, human resource, governance).
- provide briefings, training, information, and school data for SIPs/LaMAs.
- performance manage the SIPs/LaMAs.

## 2.4 **Hackney Education school evaluation process**

2.4.1 School progress will be monitored, reviewed and evaluated throughout the school year. This will be carried out through the programme of core visits. It is anticipated that this will be a shared process with the school, although the Hackney Education reserves the right to make judgements that may not match the school's own analysis or self-evaluation. Schools will be assigned, on the basis of this accumulated evidence, to one of five categories of the supported schools programmes (see section 2.5).

2.4.2 Where invited, the school's SIP or LAMA will attend a Governors' meeting to provide Governors with an overview of the outcomes from the SIP programme.

## 2.5 **Hackney Education's categorisation of schools**

2.5.1 The process of annual review and development is underpinned by the quality of the school's self-evaluation, the quality of its performance data, and its ability to apply this at classroom level to impact on pupil experience.

2.5.2 The *Good to Great Schools Policy* is underpinned by the entitlement to a good education for all pupils. The allocation of a school to a particular category will determine the level and nature of Hackney Education involvement.

- 2.5.3 Hackney Education retains the principle of supporting schools in inverse proportion to success, whilst also considering proportionate support from local resources funding.
- 2.5.4 It is expected that schools receiving Focussed or Enhanced support will revert to Core support within two years and schools receiving intensive support within three years.
- 2.5.4 Schools designated to be coasting by the DfE's current definition will be invited to meet to discuss a higher level of support.

## Core

- 2.5.4 This category applies to all schools that have been identified by Ofsted as outstanding or good, and where there has been no significant decline in standards, changes in leadership or other major aspect of the school since the last inspection. These schools will be considered self-sustaining, able to maintain their own improvement and to only require a 'core' level of support. These schools would typically be anticipating a Section 8 Ofsted inspection within five years.
- 2.5.5 All maintained secondary, primary, nursery and special schools which are judged as outstanding or good as indicated by the criteria above will be risk assessed termly and receive three school improvement partner visits each year. (see also appendix 2, 3)
- 2.5.6 Where a school has aspects of its work not linked directly to the quality of education which necessitates additional support, the school will be identified for focused support in a team around the school approach. The Assistant Director will broker from the wider Hackney Education team support for the aspect which requires support. Meetings will be arranged at least termly between Hackney Education and the school leadership team to establish the type of support and progress against objectives. A simple format will be agreed with the school to track and measure progress (see appendix 3).

## Focused

- 2.5.7 Where it is identified that a school has good capacity to improve but has one or two specific aspects of its work which necessitate support, the school will be identified for focused support. As well as three school improvement partner visits each year, the school will receive an **additional 14 hours support from an allocated Leadership and Management adviser during the year** to support the school in evaluating progress and/or broker support for the aspects which require improvement from other service areas or school partners. This time may also be used to deploy other Hackney Education officers to support school improvement work. A TAG action plan will be drafted detailing the end of year outcomes for these aspects. A set level of funding will be allocated to the school to support its improvement. There is a set process for this.
- 2.5.8 Impact from the support given will be evaluated and reported at termly TAG (Team Action Group) meetings and inform the overall Hackney Education risk assessment. See appendix four.

## Focused: Team Around the School

- 2.5.9 Where a school has good capacity to improve but has aspects of its work not directly linked to the quality of education which necessitate support, the school may also receive focused support to ensure a coordinated approach. The Assistant Director will liaise with the wider Hackney Education team to broker support for the aspect(s) which are causing concern. A

set level of funding will be allocated to the school to support its improvement. There is a set process for this.

## Enhanced

- 2.5.9 Schools placed at Enhanced Support can demonstrate sufficient capacity to manage improvement alone. However, with some additional support, targeted to specific aspects, subject or key stages, progress could be accelerated.
- 2.5.10 Any school graded 3 or at the risk of being judged as Requires Improvement from an Ofsted inspection, will be automatically categorised for additional enhanced or intensive support. These schools may also receive HMI monitoring visits and will receive an Ofsted inspection within two years.
- 2.5.11 This category will include schools where there is in-school variation in standards or progress and no consistent trend over time of improving teaching, or where there are wider concerns over the quality of education.
- 2.5.12 Schools in the enhanced category will be supported by a LaMA who will also complete termly SIP school improvement partner visits to the school. In addition, the school will receive **14 hours a term** support from the allocated Leadership and Management adviser to support the school in evaluating progress and/or broker support from other service areas or school partners. This time may also be used to deploy other Hackney Education officers to support school improvement work. Schools in this category may also receive a one day LA review at an agreed point in the year to support the self-evaluation process or as a measure of impact of agreed actions (see appendix 7). A set level of funding will be allocated to the school to support its improvement. There is a set process for this.
- 2.5.13 An action plan will be drafted detailing the end of year outcomes for the aspects needing additional support. The result of this evaluation will be reported to termly risk assessment meetings.
- 2.5.14 Impact from the support given will be evaluated and reported at termly TAG (Team Action Group) meetings and inform the overall Hackney Education risk assessment. See appendix four.

## Intensive A and B

- 2.5.15 This category is focused on schools where the need for support is more urgent and intense. A set level of funding will be allocated to the school to support its improvement. There is a set process for this.

**Intensive A** - schools judged by Hackney Education to require improvement because they were graded 3 in previous inspections and there is a high risk of being graded the same in the next inspection, schools that have had a significant decline in performance or schools that cannot demonstrate sufficient capacity to improve.

**Intensive B:** those judged by Ofsted as having serious weaknesses or requiring special measures or schools where Hackney Education has significant concerns about the standards of performance and an Ofsted judgement of good could be at risk.

2.5.16 Schools in the intensive category will be supported by a LaMA who will also complete termly school improvement partner visits to the school. In addition, the school will receive a minimum of **14 hours a term** support from the allocated Leadership and Management adviser to support the school in evaluating progress and broker support from other service areas/ school partners. This time may also be used to deploy other Hackney Education officers to support school improvement work. A set level of funding will be allocated to the school to support its improvement. There is a set process for this.

Schools receiving Intensive support will also receive LA reviews typically each term (see appendix 7) and be supported by the LAMA to write a Single Action Plan. These will be monitored by a TAG (Team Action Group) see appendix 4.

## **2.6 Procedures for working with Hackney Education intensive schools**

2.6.1 Hackney Education concerns will be shared prior to designation, through discussion with the headteacher and chair of governors. The role of the governing body is essential in ensuring clear accountability procedures are in place.

2.6.2 Experience indicates that concerns are addressed effectively when they are mutually shared with the school, the governing body and Hackney Education. Designation should be seen as supportive and not punitive with both parties holding a commitment to rapidly securing a good standard of education for pupils.

2.6.3 Following designation, intensive schools will normally be the subject of an initial Hackney Education review, undertaken by a small team of officers with school senior managers in order to clarify the key priorities and determine the most useful support and intervention strategies. This review is unlikely to be necessary if the school has had a recent Ofsted inspection (within the last year), although a review will always remain as an option for Hackney Education.

2.6.4 Hackney Education will always be concerned to effectively target its resources to schools in order to support and effect rapid improvement. Where progress is stubbornly slow Hackney Education will consider issuing a **pre-formal warning notice**. This will be served on the governing body.

## **2.7 The formal warning process**

2.7.1 The definition of the circumstances which may trigger a warning notice is given in the Education and Inspection Act, namely:

- when standards of performance of pupils at the school are unacceptably low, and are likely to remain so unless the authority exercises their statutory intervention powers;
- when there has been a serious breakdown in management or governance which is prejudicing, or is likely to prejudice, standards of performance; and/or,
- when the safety of pupils or staff of the school is threatened (whether by a breakdown of discipline or otherwise).

2.7.2 The definition of when 'standards of performance are unacceptably low' is extended from current provision. A school where the absolute level of attainment is apparently satisfactory may nonetheless be caught by the definition if pupil performance is persistently below levels expected when pupils' prior attainment and the school's context is taken into account. This provision is specifically designed so authorities can tackle under-performing schools, as well as those with outright low standards.

2.7.3 The formal warning notice will be formally issued to the chair of governors, as it is ultimately the responsibility of the governing body to ensure that the school is not underperforming.

2.7.4 A range of possible interventions are available following the issuing of a formal warning notice, including:

- withdrawal of the delegated budget;
- additional governors being appointed to the governing body;
- partnership with another school;
- removal of the governing body to be replaced by an interim executive board;
- school becomes an academy.

## **2.8 Action planning and monitoring for schools receiving intensive support**

2.8.1 A single plan for the school will be drawn up by the headteacher and LaMA, in consultation with the governing body. It will include specific improvement objectives, strategies, success criteria, resource allocations and timescales.

2.8.2 There will be a target date for overall improvement and removal from intensive category, usually within four terms. The date of removal from Ofsted categories is always subject to Ofsted's own procedures and timescales.

2.8.3 Hackney Education will provide specific advice and help for leadership, management, and the school's own improvement strategies and capacity to ensure key weaknesses are eliminated and raise outcomes for pupils. Further support will be made available through the provision of, or for school-based projects or through brokered support from other schools/practitioners. Help may be given specifically to governing bodies to improve governance. Where necessary, other departments and external agencies will be called upon to provide support.

2.8.4 Hackney Education will carry out one-day reviews each term for schools requiring intensive levels of additional support to ensure the pace and impact of improvement is appropriate i.e. progress and capacity are sustained and secure. The aim is for the school to achieve 'core' designation as soon as possible. These will be organised by the school's LaMA.

### **Insufficient progress whilst in special measures**

2.8.6 Schools that are in special measures are expected to demonstrate progress and a better capacity to improve by the end of the second Ofsted monitoring visit. Failure to do so will lead to Hackney Education reconsidering the effectiveness of its action plan for the school. If progress is not evident then the Education and Inspections Act sets out the formal powers and the actions that are available to Hackney Education and the Secretary of State.

2.8.7 In these circumstances, Hackney Education will have recourse to its powers to intervene. The school will remain in the intensive category and Hackney Education will issue informal and/or formal warnings in writing to the governing body. Hackney Education's warning will indicate to the governing body the nature of its concerns and their implications.

### **Removal from the 'intensive' category**

2.8.8 A school can be in an 'intensive' category designation due to an Ofsted inspection outcome or as a result of Hackney Education concerns. The procedures for re-designation can happen at any point in a review or inspection cycle.

2.8.9 Following the removal of a formal Ofsted designation, the school and Hackney Education will decide together what category will be more appropriate for the school. Where progress made

by a school at the end of a Hackney Education review is judged to have been sustained and at least good, after a period of support, a re-categorisation into the enhanced category will be considered by senior officers. If approved, an exit strategy will be developed which will include a planned reduction in support.

## **2.9 Identifying schools receiving additional support**

- 2.9.1 Hackney Education will hold discussions with the school and governors, following which the school may be designated as part of the supported schools programme. Schools in this position will attract additional support from Hackney Education and/or a partner school.
- 2.9.2 It is possible that schools may be in this category but on an improving trend. Challenge and support from Hackney Education will be adjusted. In some instances, intervention by Hackney Education may be considered in order to move intensive schools to at least the enhanced category within a one-year timescale.
- 2.9.3 This policy reflects the revised arrangements for schools causing concern outlined in the Education and Inspections Act. Hackney Education accepts the principle of early intervention and sees the Good to Great Schools Policy as an instrument to secure effective early improvement and eliminate the need for Ofsted designation.
- 2.9.4 Hackney Education has a system of risk management which involves SIPs and discrete teams assessing fragility on a termly basis. This wider intelligence is shared and actions identified to ensure early prevention of possible school failure.
- 2.9.6 There may be occasions when sudden major difficulties in a school would lead to immediate designation as enhanced or intensive. Causes for concern that manifest as critical and deteriorating features of school provision, include:
- a serious staffing concern in the context of staff recruitment and/or retention;
  - the temporary or permanent loss of effective senior management;
  - acute difficulties relating to a feature of school provision (e.g. building, finances); and/or,
  - serious concerns raised by a significant number of parents.
  - concerns raised by external bodies (e.g. the Department for Education).
- 2.9.7 Schools may also nominate themselves to receive additional support. The categorisation of these schools will be evaluated in conversation with the school governors and leadership team to establish the suitable level and type of support using the criteria laid out in this policy.

## **2.10 Exit from the supported schools programme**

- 2.10.1 It is the ambition that schools receiving additional support should revert to core support within two academic years of entering the programme. Whilst a school is graded as less than good by the most recent Ofsted inspection report, it will continue to receive focussed, enhanced or intensive support.
- 2.10.2 A target date will be agreed for overall improvement, alongside indicators of successful completion of objectives. These will be reviewed at termly TAG meetings which contribute to the Hackney Education overall school risk assessment. Where a school can demonstrate good progress and a low risk of not meeting objectives, it will be considered for re-categorisation. This would typically occur once the impact has been confirmed at the end of an academic year.
- 2.10.3 Schools receiving intensive support are usually re-categorised within four terms. The date of removal from Ofsted categories is always subject to Ofsted's own procedures and timescales.