



## Chair's Report

Here we are at annual report time again and as I sit in front of the laptop, I wonder where the last 12 months have gone. Life moves on a pace, and since I joined the school's governing body, not a year has gone by without significant change and 2015/16 has proved to be no exception. The trick is, to ensure that we don't change for the sake of it and that governors strive to ensure that any modification to the way we operate is to the benefit of the school and to the wellbeing of your children.

As with life in general, there are changes we plan and are happy to make and there are others that are forced upon us or heavily suggested. In my experience, Uplands, as a school, has adopted a half full approach to all that comes its way and basically has just got on with it.

### Some happy thoughts this school year are as follows:

**The Management Re-structure** planned last year has been a resounding success and the school has continued to function efficiently without distraction or damage to the children's progress. Mr. Sherwood adopted the role of Head of School exceptionally well and support for him from within the school and his senior leadership team has been outstanding. It is a testament to Ms. Warwick's leadership & development skills that the team were ready and the change seamless.

**SATS results at Key Stage 1 and 2** are again outstanding, with both being well above borough averages and Key Stage 2 significantly better than national averages. This is against a backdrop of a change in the way we measure and report both attainment and achievement in the school. It does not surprise me that the school understood these changes and adapted to them quickly and much better than most other schools. Congratulations to all concerned on another superb performance!!

**The Teaching School** alliance continues to flourish and is now twenty eight schools strong. Ms. Warwick continues to set challenging goals in all areas of its activity. As an example, for this school year, the alliance has trained eleven new teachers, next year the number rises to eighteen and the goal for 2017/18 is over thirty. At a time when recruitment is extremely difficult, it is important that we have



so many new trainee teachers in local schools, the best of which, we hope will remain local.

The importance of the **Early Years** at school, the development of young minds and the laying of foundations for future learning, is paramount in our planning. The location change of the classroom and creation of the new outside area for **Reception**, has provided a well resourced, safe environment in which to grow. The **Nursery** enjoys an excellent reputation locally and continues to prepare the youngest ones for the step up into full time school. Interaction and shared learning with early years classes ensures the step up is not too big.

**Going Forward:**

Now for some of the enforced and heavily suggested change.

Governing body conversations will, in the new year, still focus on topics like pupil progress, school improvement plan and everything else we monitor on a regular basis. There is, however, another topic that will feature strongly in our discussions, Academies.

The government has decreed that by early in the next decade, every school will either be a stand- alone academy, or part of a MAT (Multi Academy Trust). There has been some conversation about outstanding and good schools remaining outside of the academy system, but in truth, it is likely that planned funding changes will make it very difficult, if not impossible for schools to do so.

There are a large number of routes to forming, or joining a MAT, some less painful than others and this report is not the place to discuss the alternatives. Suffice it to say that any school joining a MAT is likely to sacrifice some, or all of its autonomy, depending on how, when and what alliances it makes.

In the coming months, we will be considering the various options for plotting our way through, what is somewhat of a mine field. We are mind-full, however, of time-scales and would prefer to be a leader, rather than an enforced follower, along any path we take.

We will, of course, inform and involve all stake holders in any decisions we make.



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**In conclusion**, I would like to thank our governors, for their commitment to the school throughout the year, especially our Clerk, Mrs. Jane Steadman, for putting up with me and to congratulate all at Uplands Primary – Ms. Warwick, Mr Sherwood, Teachers, TAs, Support Staff, School Governors, Parents and most of all Children, on another outstanding year.

Have a great summer.

John Farrell, Chairman of Governors



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**Teaching and Learning Committee**

The Teaching and Learning Committee have two meetings each term. Throughout the year we focus on the progress, achievement and attainment of pupils, and how that is measured, as well as reviewing policies, behaviour and teaching. As always it has been another busy, interesting and rewarding year.

In September 2015, Mrs Evans presented a Nursery report. The Nursery is popular and well attended. The majority of the Nursery children achieve the National Target, and the good links with our Reception teachers makes the transition into school easier. The children also have PE sessions with Mr Archer.

Mr. Sherwood presented the Raiseonline data in November. This is a statistical analysis prepared each year by the Department of Education and monitors the school's attainment and achievement. The 2015 key stage 1 results were significantly above the National average in all subjects, with 100% of children achieving level 2b or above in Reading and 67% achieving level 3. In writing 90% achieved level 2b or above with 40% at level 3. The Maths results were equally pleasing with 93% achieving level 2b and 53% achieving level 3.

At key stage 2 Uplands was the only school in Bracknell Forest to achieve 100% at level 4b or above in Reading, Writing and Maths. The level 5 and 6 results were also very high as shown in the table below.

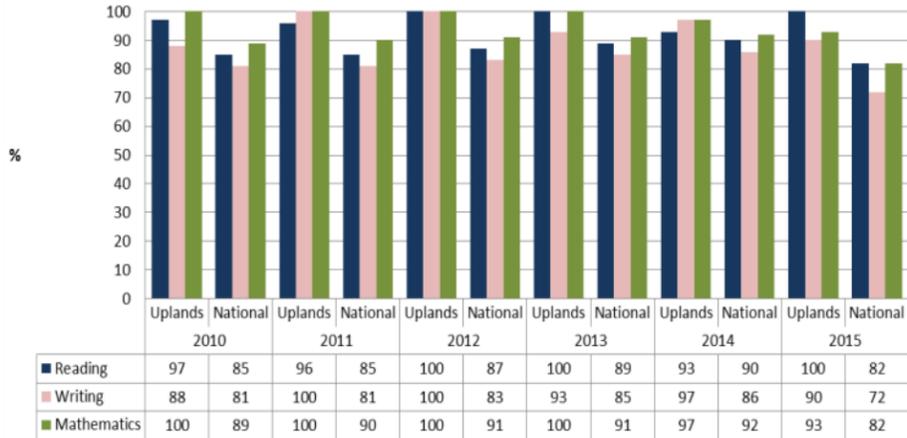
| Subject | Level 5 (%) |          | Level 6 (%) |          |
|---------|-------------|----------|-------------|----------|
|         | Uplands     | National | Uplands     | National |
| Reading | 73          | 48       | 3           | 0        |
| Writing | 50          | 36       | 7           | 2        |
| Maths   | 63          | 41       | 13          | 9        |



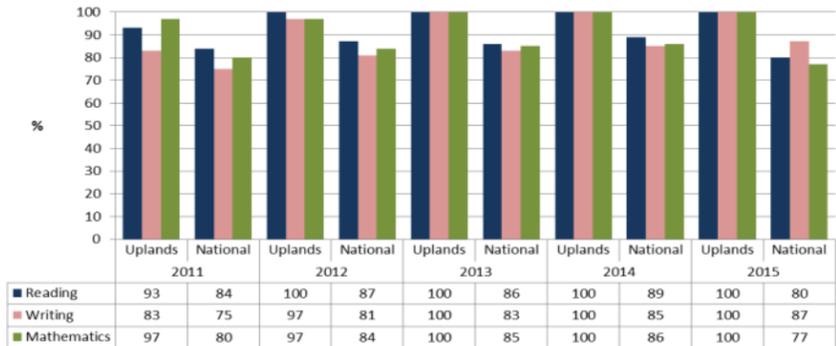
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The trend in the results since 2010 can be seen in the graphs below and are a reflection of the consistent hard work and dedication shown by all Uplands' staff and pupils.

**Key Stage 1: Percentage of pupils achieving Level 2 and above in Reading, Writing and Maths.**



**Key Stage 2: percentage of pupils achieving level 4 and above in Reading, Writing and Maths**



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This year has seen a change in pupil assessment with levels no longer being used, and 2016 sees pupils being assessed against the new National Curriculum. The committee have attended training sessions and had presentations from Mr Sherwood and Mrs Bracegirdle-Smith to inform us of the new system. Each term we review the progress of all pupils in reading, writing, maths and science, by year group, as well as SEND (Special Educational Needs and Disability) and pupil premium. This enables us to monitor where extra support is required to attain the high level of achievement the School is aiming for, and the impact of that support, some of which is government funded.

The required standard of achievement from 2016 is higher and 85% of pupils should achieve this required standard in reading, writing and maths. There have recently been reports in the press that only 53% of pupils nationally have achieved this; however I am pleased to report that Uplands has surpassed this requirement with 87% of pupils reaching the required standard in all three subjects. Well done!

In January Mrs Parrett gave us a very informative presentation on her role as SEND co-ordinator with details of how special needs children are identified; the types of provision available and how the impact is monitored. In June Mr Archer gave us an overview of the work he has been doing throughout the school to raise standards in PE and sport. Pupils' enthusiasm, involvement and achievement in sport has improved as well as the upskilling of teachers. Part of Mr Archer's role is government funded.

All governors have continued to have subject responsibilities and have met with subject leaders throughout the year, to monitor progress on the school improvement plan, and visit classes. We have had two Governor Open days this year where all governors are able to come into any class at any time during the day. These are always enjoyable occasions to see first-hand the enjoyment and enthusiasm the children have for their learning, and the feedback always comments on the excellent behaviour of children in and outside of the classroom.

We have reviewed several policies this year including: Safeguarding and Child protection; E-safety and Computing; Anti-bullying; Medicine; British Values; and Behaviour. All of these policies are available on the school website.

I would like to thank the staff for the informative presentations and contributions they have delivered to the meetings, and to all members of the committee for their hard work and dedication throughout the year, especially our clerk, Jane Steadman.



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Everyone strives to achieve more and it is always a pleasure to be in school and experience the enthusiasm and pride shown by pupils, staff and parents

*Helen Ayling BEM, Chairman Teaching and Learning Committee*

#### **Premises Committee**

The Premises committee has the responsibility to ensure that the school's buildings and grounds are well maintained and provide a safe environment for the pupils and staff by ensuring compliance with Health and Safety regulations.

The building work that took place last summer to create an outside area for our Reception children has been well and truly bedded in this year. It has proved invaluable to the staff and children and is a real extension of their learning environment.

I would like to take this opportunity to thank all the staff, governors and parents who have helped during the school's volunteer days. These days are so important to the school as many of the little jobs that get put to the bottom of the list are completed – there are always many paint brushes flying around and lots of laughter. The work carried out during volunteer days makes a real impact on our school. Our summer volunteer day saw the building of a secure area, outside the Year 1 classroom, for Mr McKenna to use for storage and I am sure all of you that noticed its arrival will agree with me that it looks extremely smart.

As well as the day to day running of the school we also look at the larger jobs that need to be carried out to maintain our school. During our summer break this year, a large section of the main school roof will be replaced by Bracknell Forest Council. This is a huge undertaking and will be completed in two stages. In addition to this, the school is being fitted with energy-saving LED lights – this is in keeping with our eco-school status and will also show in a saving in our electricity usage.

Samantha McCann, Chairman of Premises Committee



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**Finance Committee**

The Finance Committee oversees the School's Financial Budgets and is responsible for monitoring income and expenditure to endeavour that the School operates within its agreed budgets and remains on a stable financial footing.

The main element of our funding derives from Bracknell Forest Council, amounting to £870,000 per annum and relates to Uplands Primary School and Nursery. However, in the past 2 years, the activities of our Teaching School and Nursery have significantly increased our cost base and income levels, and our overall annual budget is now in the region of £1.25 million. Our budget for the year to March 2016 (including Nursery and Teaching School) was for a Breakeven position, and we are pleased to report that our actual surplus at 31 March 2016 was £15,710 – this results in a surplus of £69,000 being carried forward into our 2016/17 Budget. The Nursery had a particularly good year and achieved a surplus of £25,815. This eliminated the £16,383 deficit which arose during the first 19 months since it's opening, covering the start-up costs plus the substantial costs of renovating the Nursery and providing all new furniture and equipment. Uplands Teaching School continues to build on the solid base that has been established over the past 3 years, and achieved a surplus of £8,711 for the year to 31 March 2016. Although the very restricted budgets available to Schools will have an impact upon the demand for Teaching School services, we remain focussed on continuing to develop the activities of Uplands Teaching School. However, our main focus is, as it has always been, to maintain Uplands as an outstanding Primary School.

Funding for Schools in 2016/17 will be on the basis of a Cash Flat Budget – i.e. no increase in the funding from our Local Authority. We will therefore have to focus on exercising very tight control on our spending, and achieving reductions where possible, as our costs, particularly for staffing, will increase year on year. However, our priority will always be to maintain the highest quality of teaching provision. Our Budget for 2016/17 will show a deficit of some £8,000 for the School and Nursery, and a surplus of £15,000 for Teaching School. Our existing reserves total £69,000, which are forecast to increase to £76,000 by March 2017.



The Governing Body are satisfied that the agreed Budget is prudent and provides a sound basis for maintaining our high standards at the School, and our thanks go to the Bursar and the School Management Team for their stewardship of our finances over the past year.

Bob Piggini, Chairman of Finance Committee

#### ***Teaching School Committee***

Although the Teaching School Committee was a new committee for the Governing Body this year, Uplands Primary School were designated a National Teaching School in March 2013. It is the lead school of the Forest Learning Alliance ("FLA") which is a group of schools and other educational professionals based in East Berkshire. It has continued to grow from strength to strength.

This year the governors felt that a committee should be established to oversee and support Ms Warwick in her endeavor to lead the alliance to deliver high quality training and professional development for teachers and leaders at all stages of their careers, as well as helping schools to improve in the challenging circumstances faced by the educational profession through school-to-school support.

Throughout the year our key focus has been on the 6 core areas of responsibility:

1. Schools Direct or Initial Teacher Training – we have had 11 trainee teachers on the programme this year and are looking to increase this number for 2016 entry to 18. All students are placed in schools within the Alliance. This is the starting point for recruiting high quality professionals into teaching and Uplands has held a series of successful school experience days with several attendees showing a keen interest in going into teaching.
2. Continuing Professional Development (CPD)
3. Leadership
4. School-to-School Support – Schools that we have supported have moved from Requires Improvement to Good at their recent Ofsted inspections.
5. Specialist Leaders of Education (SLEs) – we now have 7 outstanding teachers who have supported and coached other individuals and teams in schools. Throughout the year they have delivered courses in their expertise to support the needs of our schools.



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#### 6. Research & Development (R&D)

We have had a successful year, ensuring that the £40k grant given to the FLA was utilized in key areas. This success has been achieved by delivering a range of successful courses where educational theory and practice can be observed, studied and adopted, and building a strong team of specialist leaders of education.

For us at Uplands the benefits are enormous of our Teaching School status:

- Sharing of good practice by staff through the Outstanding Teacher Programme and the Improving Teacher Programme. Staff have come from other schools to the course – run out of Uplands – and invited to meet staff from our school and share practice. This helps both sets of teachers.
- Staff have also been involved with training for School Direct students, helping increase subject knowledge and be a strong practitioner in their field.
- Benefitted from tailored CPD this year for our TAs and teachers.
- As a teaching school, we have been a part of cutting-edge research trials such as Inspire Maths and are often approached to try new strategies etc. for free as we are a teaching school. This helps build our bank of resources for the children with little or no cost.
- Networks created help staff build relationships with other schools to help support our children more effectively.
- Our staff who go and support other schools do bring money into the school to help our children, mainly with additional staffing and resources.
- Sharing our fantastic ethos, strategies and experience within the borough to help all children and staff in our local area, helping raising standards in schools.

I would like to thank Ms Warwick and all the staff and schools in the alliance for an exciting year. We firmly believe that the partnership and collaboration between teachers and schools is the only way to continually develop and improve teacher training and learning and therefore providing the very best education for our children and the wider community.

Seona Beatson, Chairman of Teaching School



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| Governing Body 2015-16         |                       |   |           |
|--------------------------------|-----------------------|---|-----------|
| Name                           | Category              | Committees and Posts  | Term Ends |
| Mr John Farrell                | Local Authority       | Chair of Governors<br>Teaching and Learning (TLC)<br>Finance , Premises and Teaching School | 23/6/18   |
| Mrs Lorraine Bracegirdle-Smith | Co-opted              | TLC, Finance and Premises   | 2/2/19    |
| Mrs Helen Ayling BEM           | Co-opted              | Vice Chair of Governors<br>Chair of TLC<br>Finance  | 2/2/19    |
| Mrs Katherine Gilbert          | Co-opted              | Vice Chair of TLC<br>Teaching School<br>Safeguarding Governor                               | 2/2/19    |
| Mr Bob Piggin                  | Co-opted              | Chair of Finance<br>Teaching School   | 2/2/19    |
| Mr Philip Sherwood             | Co-opted              | Head of School<br>TLC, Finance, Premises and Teaching School                                | 2/2/19    |
| Mrs Lucy Worthington           | Co-opted              | Vice Chair of Premises, TLC<br>Pupil Premium Governor                                       | 23/2/19   |
| Mr Bob Worthington             | Co-opted              | Premises  | 7/9/19    |
| Mrs Seona Beatson              | Parent                | Chair of Teaching School<br>Finance   | 5/5/19    |
| Mrs Miranda Catlin             | Parent                | TLC, Premises, Finance  | 5/5/19    |
| Mrs Alison Livingstone         | Parent                | TLC, Finance and Premises   | 24/3/17   |
| Mr Dan Swanton                 | Parent                | TLC, Finance and Teaching School  | 14/10/17  |
| Mrs Samantha McCann            | Staff                 | Chair of Premises<br>TLC<br>Development Governor  | 30/9/17   |
| Ms Anita Warwick               | Executive Headteacher | TLC, Finance and Teaching School  | N/A       |
| Mrs Jo Passmore                | Associate Member      | TLC   | 2/2/19    |
| Mrs Jane Steadman              | Clerk                 |   | N/A       |



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