A Review of the Academic Year 2018/19

Introduction

This summer marked the third anniversary of the Ryedale Federation, and 2018/19 was another busy and successful year for our schools.

The Ryedale Federation was established because the Governors at the four constituent schools believed that by bringing the schools together under a single management structure the future of the schools, and the quality of the education they provide, would be more secure. The Governors felt that the Federation model offered the opportunity to take advantage of both shared resource and economies of scale, while continuing to have access to the support and resources provided by North Yorkshire County Council (NYCC). We also believed that by integrating primary and secondary education across the Federation, our schools could better develop a comprehensive curriculum from EYFS to Key Stage 4.

Establishing the Federation has been a journey, and that journey continues. All four of our schools have experienced some structural change and this has, almost inevitably, resulted in periods of uncertainty for staff. The Executive Leadership Team and the Board of Governors recognise this, and both commend and thank our staff for their commitment and contribution.

Since the Federation was established all three primary schools have been inspected and rated as ‘Good’ by Ofsted, and we are delighted that at Sinnington the local Pre-School has chosen to join us.

At Ryedale School an investment of over one and a half million pounds has allowed the construction of a new building extension, and the refurbishment of several class rooms. The additional capacity provided has already been filled and the school is over-subscribed for the 19/20 academic year.

In bringing the four schools together we are beginning to realise many of the educational and financial benefits that were originally envisaged when the Federation was established, and some examples are included in this report. We were very pleased that the Ofsted Inspector who inspected Sinnington School this...
year concluded that ‘the close working partnership (with the Ryedale Federation) has been pivotal in securing improvements at all levels’.

Our Responsibilities

The Board of Governors and the Executive Leadership Team work together to ensure that the Federation has clear direction and the resources needed to achieve our objectives.

The Governing Board has a number of key responsibilities, aligned with the aims of the Executive Head Teacher and the wider leadership team. These can be summarised as:

- Providing vision and strategic direction
- Overseeing and ensuring the highest standards of education across all four schools, today and in the future
- Securing the financial sustainability of the schools and ensuring value for money

These principles guide every decision made by the Board of Governors.

Our Vision

We have four strategic goals that form our vision statement:

- To be a federation of schools with a passion for learning at its core, where every student in every school is inspired to realise their potential.
- To be a federation of schools which promotes healthy, happy and confident learners that are equipped to succeed in a changing world.
- To be a federation of schools that seeks best practice, locally and nationally, and shares expertise through true collaborative practice so that collectively we are stronger together.
- To be the schools of choice for parents, carers and students, and to be schools of which all stakeholders are proud.

These four goals translate into six priorities for the period 2018-2021:

1. Support all schools to ensure that student progress is outstanding.
2. Ensure all students receive outstanding care and education across Early Years Foundation Stage and Key stages 1 to 4.
3. Attract, retain and develop great staff, sharing expertise and providing high quality continued professional development (CPD).
4. Ensure students are supported to be happy, confident, mannerly young people with the skills and resilience needed to make a successful transition to the next stage of their learning.

5. Fully realise the anticipated benefits of the Federation, growing our current schools to meet demand for places and potentially attracting future partner schools.

6. Ensure the long term financial sustainability of our schools.

Review of the 2018/19 Academic Year

Reflecting on the key responsibilities of the Governing Board, we are pleased to report that all four schools are making good progress.

GCSE results at Ryedale are among some of the best in the country, and Key Stage 2 SATS results are in line with, or above, the national average at our three primary schools.

All four schools have budgets and financial plans that will either maintain or achieve positive balances within five years. Strong pupil numbers underpin long-term financial sustainability and we feel that confidence in the Federation remains high with North Yorkshire County Council (NYCC), given the recent capital loan for the extension at Ryedale School. Furthermore, we have successfully secured funding from NYCC to improve facilities at both Helmsley and Sinnington schools, and growing pupil numbers at Sinnington has allowed us to present a robust case to NYCC for a further loan to procure a modular classroom for the pre-school.

Although we are pleased with the progress made over the past three years, aspirations remain high. We wish to see all four schools financially secure and out-performing national averages for academic achievement now, and in the future. We will continue to invest in all of our schools and have plans for an all-weather football pitch at Ryedale School, something that would be a fantastic asset for the local community.

We believe our schools offer a broad and balanced education and we are committed to maintaining the range of extra-curricular activities that our schools provide, including performing arts, sports and outdoor pursuits, and many cultural exchange opportunities. Consequently, we welcome the new Ofsted framework that places increasing emphasis on the quality of the curriculum.

Outstanding teaching delivers outstanding education. We are proud of our staff and committed to investing in their continued professional development. By way of example, our termly ‘Federation Focus Fortnights’ provide staff from across the Federation with high quality professional learning, dedicated time to consider current best practice in education, and the opportunity to share their knowledge and experience with colleagues who teach similar subjects and year groups. We are proud of the fact that six members of staff have achieved the status of Specialist Leader in Education. These roles provide excellent Continued Professional Development (CPD) opportunities for colleagues, as well as generating additional income for our schools.
We recognise that our schools are at the heart of our local communities. We have very active ‘friends’
groups at all four schools, and the Executive Leadership Team and Governors appreciate their support and
efforts to raise funds for the schools. Furthermore, we are always pleased to welcome visitors into our
schools and delighted that many local people join us for community events.

Thank you all for your support of our schools.

David Dangerfield
Chair of Governors

Mark McCandless
Executive Head Teacher
Case Studies

Here we present three case studies that illustrate how the Federation is working in practice.

Case Study: Utilising the Federation to Deliver Better Value for Money

The four schools in the Federation used to make separate arrangements for premises maintenance at a cost of over £100,000 per annum. It was agreed with effect from April 2018 to pool each school’s maintenance budget and manage premises maintenance centrally. These new arrangements have had an immediate impact:

- A financial saving of £32,000 in the first year
- An additional member of staff employed in the Ryedale Premises Team to enable regular maintenance visits to each of the primary schools, helping to ensure maintenance work is kept on top of and each school site is cared for to a high standard.
- Local contractors used for maintenance work
- The site manager based at Ryedale School provides support and expertise to all the schools in the federation, on issues such as health and safety.

Case Study: Working Collaboratively to Support Pupil Progress

This year staff across the Federation, supported by Phase Leads*, collectively developed and agreed cross-federation end-of-year ‘expectation documents’ for reading, writing and maths. These documents have been well received by staff and readily adopted across all of the schools. The end-of-year expectation documents identify clearly what is required for the children to achieve both the expected standard, and greater depth standard, in each key stage area. They provide a consistent framework both for learning and assessment across all of our schools. The accurate assessment of learning ensures that lessons are being planned in response to the children’s needs and during a recent Ofsted inspection at Sinnington School the end-of-year expectation documents were identified by the Inspector as an example of good practice which was having a real impact in supporting pupil progress.

*Phase Leads are responsible for co-ordinating teaching and learning across the key stages.

Case Study: Growing the Federation with Sinnington Pre-School

Sinnington Pre-School, run by Kerry Rudd and her team, joined the Ryedale Federation in September 2018. Sinnington Pre-School has a strong reputation in the community for providing excellent Early Years provision, recognised by its ‘Outstanding’ Ofsted judgement in 2016. We had been working with Sinnington Pre-School since Easter 2018 to provide before and after school provision for pupils and families at both Sinnington CP School and the Pre-School. However, this formal relationship between the two establishments, in place from September 2018, has served to further enhance EYFS provision both within the Pre-School and Sinnington School, and is helping pupils make a more successful transition between Pre-school and reception classes. The Federation has given the Pre-School greater stability in terms of its governance structure, and staff have benefited from improved terms and conditions. We have recently received planning permission for a modular building at Sinnington CP School, enabling the Pre School to move onto the school site.
Appendix 1 - The Executive Leadership Team

The Executive Leadership Team consists of:

Mark McCandless - Executive Headteacher
Domenica Wilkinson - Secondary Director
Gill Hardacre - Primary Director
Helen Coulthard - Finance Director
Appendix II - The Board of Governors

The Board of Governors consist of the following Governors:

Mark McCandless – Executive Head Teacher

Gill Hardacre - Primary Director

David Ball – Parent Governor & Vice Chair of Governors

Katie Atkinson – Parent Governor (resigned)

John Goodyear – Local Authority Appointed Governor

Anna Asprey – Staff Governor

David Dangerfield – Co-opted Governor & Chair of Governors

Heather White – Co-opted Governor

Ruth Smith – Co-opted Governor

Jody Lam – Co-opted Governor (resigned)

Domenica Wilkinson (Secondary Director) and Helen Coulthard (Finance Director) also attend the Governing Board Meetings.

This year the Clerk role has been shared between Joanne Humpleby and Stephanie French.

Appointments to and Resignations from the Governing Board

There were no Governors appointed within this academic year.

The following Governors resigned within this academic year:

Jody Lam – October 2018

Katie Atkinson – July 2019

The Board of Governors would like to thank both Jody and Katie for their service.

Governor Responsibilities

The following Governors have specific responsibilities:

David Dangerfield – Chair, Safeguarding lead, Finance lead.

David Ball – Vice Chair, Ryedale Link Governor, Secondary academic performance lead, H&S lead.

John Goodyear – Kirkbymoorside Link Governor.

Katie Atkinson – Helmsley Link Governor (resigned).

Heather White – Sinnington Link Governor.
Jody Lam – Sinnington Pre-School Link Governor (resigned).

Anna Aspery – Staff Governor.

Ruth Smith – Primary academic performance lead.

Governors’ Attendance

Governor attendance at Federation Governing Board meetings can be found on schools’ websites.