

1 May 2024

Dear Parents & Carers,

I am writing to share with you the report written by His Majesty's Inspector Ian Rawstorne following Ofsted's visit on 27 and 28 February 2024.

The inspection was a full inspection carried out under Section 5 of the Education Act 2005. Ofsted report on four key areas: the quality of education; behaviour and attitudes; personal development; leadership and management. A judgement is provided for each area using one of four phrases: inadequate; requires improvement; good; outstanding. An overall judgement is also made using one of the same four phrases.

The inspection identified the significant progress that Outwood Academy Normanby has made since September 2019 and also highlights key areas for the continued improvement of our school. Ofsted has determined that due to the progress of our school it now requires improvement in three of the key areas, however the judgement for behaviour and attitudes is inadequate. This is because of the conduct of a minority of students. When a school is judged to be inadequate in any one of the four key areas it is determined to be inadequate overall, as is the case with our school. A summary and the full inspection report are enclosed with this letter.

We have demonstrated that Outwood Academy Normanby is an improving school, and is well supported by leaders within the Outwood Grange Academies Trust. Inspectors believe that our school will continue to improve and is therefore considered to have serious weaknesses and so does not require Special Measures. You may recall that before the formation of Outwood Academy Normanby, Hillsideview Academy had been placed in Special Measures, and before that both Gillbrook Academy and Eston Park Academy had been placed in Special Measures. Ofsted have stated that Outwood Academy Normanby is in a better position than each of those schools due to leaders in the school and trust having the vision and capacity to continue to improve our school.

As you know, we set high expectations of standards and behaviour for all of our students. We provide significant support and teach all students how they should conduct themselves in school and wider society. The vast majority of our students meet these expectations every day, and inspectors noted that these students benefited from a well taught curriculum.

Inspectors share our concern that the choices made by a minority of students resulted in them missing learning due to removal from lessons or suspension from school, or because they do not attend school regularly.

It is my view that our students should be able to learn in a school environment that is safe, calm and productive. I also firmly believe that students should treat each other and our staff with respect at all times. When I make a decision to remove a student from lessons or suspend a student from school it is to protect the learning and safety of all members of our school community.

This position remains unchanged and I want to reassure students, parents and carers, and my colleagues that the high expectations that we have of our students will be maintained.

The very many strengths and progress identified during the inspection are testament to the hard work of our staff, students and families. The next stage of our continued improvement journey requires those same groups to work together to ensure all students are able to benefit from our strong curriculum, teaching and support.

Inspectors identified three key areas for improving our school:

1. The school should ensure that it improves the consistency with which staff implement the school's behaviour policy. More significantly, with support from the trust, it should ensure that it sustains a rigorous and central focus on improving the behaviour of those pupils who consistently fail to behave in an appropriate manner.
2. The school should continue to reduce the time that many pupils spend out of lessons owing to their poor behaviour and/or persistent absence.
3. The school should ensure that it provides all pupils with a wide range of enrichment opportunities that are integrated meaningfully into the school curriculum.

As a trust and school we have identified the steps we will take to continue the improvement seen by Ofsted. These actions build on our existing innovative work to ensure every student has the opportunity to succeed and thrive.

I know that many parents and carers will want to learn more about this report, ask questions about our next steps, and will want to support us on this journey to becoming a truly great school. I would like to invite you to join me and leaders from the trust to one of a number of meetings that will be scheduled to enable parents and carers with a range of work and care patterns to attend. The invitation will be extended only to adults with parental responsibility for a student on our roll, and parents and carers will be asked to register to attend so that we can make practical arrangements for each meeting. I will write inviting you to register for one of the meetings shortly.

We remain committed to putting students first by raising standards and transforming lives and I look forward to meeting you to discuss our school in further detail in the coming weeks.

With my best wishes to everyone in our school community.

Yours faithfully,



Mark Robinson

Principal

Outwood Academy Normanby: inspection summary May 2024



Quality of Education: requires improvement

- The school has raised its expectations of what pupils can achieve.
- The school has established a broad and ambitious curriculum.
- Pupils who attend regularly benefit from a well-taught curriculum.
- The school identifies the needs of pupils with special educational needs and/or disabilities (SEND) well.
- Pupils at an early stage of reading get the help they need to become confident and fluent readers.

Behaviour and attitudes: inadequate

- The school is working with substantial support from the trust to establish a positive and respectful culture in which pupils can flourish.
- Pupils' behaviour in lessons has improved and many pupils behave in a calm and orderly manner.
- The school has reduced the frequency of bullying and discriminatory behaviour. It deals with such behaviour with appropriate rigour.
- The school provides individual pupils with the help they need to address their poor behaviour.
- A significant minority of pupils show a lack of respect for both adults and their peers.
- The behaviour around the school from a significant minority of pupils remains a concern.
- Many pupils do not attend school regularly enough. Persistent absence, and absence through frequent suspension from school, is high.

Personal development: requires improvement

- The school promotes pupils' personal development effectively.
- It has improved the way it prepares pupils for life in modern Britain and for their next steps in education.
- The school has developed an age-appropriate personal development programme.
- Pupils learn about relationships as well as equality and diversity. They understand the importance of physical and mental health.
- Pupils get the careers information and guidance they need to make well-informed decisions about their future.

Leadership and management: requires improvement

- School leaders, fully supported by governors, trustees and leaders from the trust, are fully aware that the school is only part of the way through its improvement journey.
- Staff, including trust leaders, are a visible presence in the school. They model the behaviours they expect from pupils. This is making a difference.
- With the support of the trust, the school has the capacity to make the urgent improvement needed.
- The school works hard to engage with parents and carers. It seeks to work with them to remove the often considerable barriers to pupils' achievement.
- Staff value the support the school gives them in managing pupils' behaviour. The school prioritises staff workload and well-being.
- Staff show a commitment to the school's work to improve pupils' behaviour and attitudes. Furthermore, they show a genuine commitment to the pupils at the school.
- The arrangements for safeguarding are effective.