

Education Inclusion Service



The Education Inclusion Service was established in 2015 and brings together the key areas of SEND, Attendance & Exclusions and Participation post 16.

What have we been doing?

- Vital work with school leaders and governors to address rising pupil exclusions in Norfolk.
- Reviewing capacity within our specialist provision.
- Developing an approach, with education providers and parents/carers, for appropriate support and challenge to help improve outcomes

Celebrating success:

- NEET and participation figures are now in line with or better than the national average
- School absence rates are improving, and Special schools are well above the national average for pupil attendance
- Schools value Access Through Technology support
- Accredited training offered by the Portage service and by the **Visually Impaired/Multi-Sensory Impaired Team**

Progress with post 16

The last year has seen a significant increase in the two areas of greatest challenge: increasing participation at 17 and reducing the number of young people who cannot be contacted (unknowns). The pace of improvement for participation at 17 has increased at such a rate that it is now in line with the national average. In addition, the participation of 16 year olds is now well above the national average. The number of unknowns has also reduced from 16.1% in May 2015 to 6.8% in December 2015 (national average is 10.6%).

The average percentage of 16-18 year olds classed as NEET (not in education, employment or training) for November 2015-January 2016 was 4.2% which is the lowest ever recorded in Norfolk and is now in line with national. In May 2015 this figure was 6.6%.

1,128 more young people in education, employment or training

Our Education Inclusion Service has also played an important role in providing specialist career guidance and tracking services. Guidance Advisers make contact with the young people when they know their results, either by phone or on their doorstep, to work through what they could do next and find the most suitable option.

Beth, 17, from North Norfolk who has benefitted from a study programme at YMCA says; *"Personally I have something now to get up for in the morning; I now have a purpose. It is rewarding to know that I am going to something that will help me in my future. I had no idea what YMCA was or what they did and without the help of my Guidance Adviser who got to know me and what support I needed I wouldn't have even known about it."*

Advice for young people on education and training options in Norfolk is available at www.helpyouchoose.org or through the helpline on 0344 800 8022.

The Virtual School for Sensory Support worked with the Princes Trust to accredit use of specialist IT learning for visually impaired children.

Helping children with special educational needs

The **Norfolk Portage Service** is part of the support system for children with additional and special educational needs. It includes a free home visiting service for pre-school children who may have developmental or learning difficulties, a physical disability or other special need. The service continues to work directly with families who value the contribution that the Service makes to the lives of their children.



One Mum says; *"Portage is a massively positive experience for Eli and us as a family. Each of Eli's achievements and successes, however small, are celebrated rather than focusing on what he is currently unable to achieve."*

A Good Education for Every Norfolk learner

the strategy continues...

We will continue to work closely with education leaders and governors, working in partnership aiming to build on the most successful elements of the strategy.

What will we do?

- Continue to profile schools and settings to target intervention, challenge and support.
- Offer **NB2B** to all schools.
- Work with governors to ensure the development of strong collaborations.
- Work with Early Years and post 16 providers to support strong provision.
- Continue to liaise with DfE, RSC and HMI.

What impact will it have?

- Norfolk Ofsted outcomes will be above the national average.
- Norfolk children will achieve above the national average at every Key Stage.
- Norfolk young people will progress into appropriate education, employment or training.

Come and join the club!

Norfolk Better to Best (**NB2B**) will continue for the 2016/17 academic year.

There will be two offers of support for school improvement – a core offer or an enhanced offer. Both are bespoke approaches tailored to meet your school's needs.

The **Core Offer** might include self-evaluation, SIDP, action planning, curriculum and assessment, performance data, a focus on teaching and learning, and leadership development at all levels.

The **Enhanced Offer** enables us to broker and commission links for your school with local and national programmes and projects.

All **NB2B** schools will be provided with free access to The School Bus and the SchoolBusPlus.

Educator Solutions offers a comprehensive range of services to help those who are responsible for educating others tailor a solution to fit their particular requirements.

- This includes;**
- Leadership and governance services for those that run establishments and organisations.
 - Improving skills and techniques for teaching.
 - Business resources such as financial management and human resources.
 - A range of inspirational opportunities directly accessible for learners of all ages.

Educator Solutions, previously known as Services 4 Schools (S4S) is a not-for-profit trading enterprise, owned by Norfolk County Council and has built on a long history of experience in the education sector. It brings together expert staff from Norfolk Integrated Education Advisory Services (NIEAS), Schools HR and Finance, academy groups and other providers focussed on services for the wider education sector.

Our Vision is to be the provider of choice to education establishments in Norfolk and beyond.



For more information about our Strategy – A Good Education for Every Norfolk Learner please go to www.schools.norfolk.gov.uk/Supportforschoolimprovement/agoodschoolforeverynorfolklearner

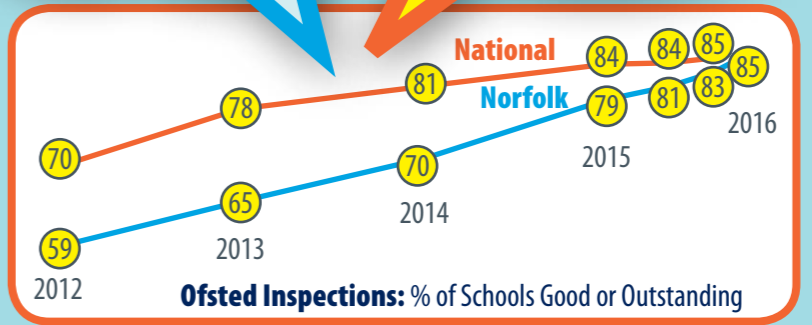
For more information about this leaflet please contact: Chris Snudden, Head of Education Achievement Service Via Michelle Smith, michelle.smith@norfolk.gov.uk

A Good Education for Every Norfolk learner

May 2016

A 26% improvement in Norfolk in three and half years – compared to 15% nationally

'A Good Education for Every Norfolk Learner' – we're on the way...



“It is extremely pleasing to see that as a result of determination by children, families and teachers, and through consistently strong leadership by Headteachers, Principals and Governing Boards, Norfolk education is in good heart. Only a few years ago, there were questions about whether Norfolk education leaders possessed the skills and determination to make the improvements necessary. With significant progress now achieved, leaders are set to ensure that Norfolk education is better than anywhere else in England. Our work as a Local Authority (LA) is to support, challenge and intervene with settings, schools and colleges so that Norfolk children and young people receive the high standard of teaching to which they are entitled. It is the partnership between teachers, Heads, Governors, Academy Trusts, Teaching Schools, our three Dioceses and the LA - in which we have clarified our roles and responsibilities – that gives every confidence for continued improvement. As I return to Headship elsewhere, I will maintain a keen interest in all things Norfolk. And I will retain a deep respect for the resilience and courage of Norfolk's education leaders, a sense of pride in what has been achieved and great optimism in all that is still to come.”



Gordon Boyd
Assistant Director, Education,
Children's Services Norfolk County Council

What have we done?

- ✓ Accurately risk assessed schools
- ✓ Collected data to monitor and intervene
- ✓ Used statutory powers judiciously
- ✓ Enabled improvement through Norfolk Better to Best (NB2B)
- ✓ Worked with governing bodies on partnerships and collaborations
- ✓ Liaised with the DfE, RSC and HMI

What impact has this had?

- More Norfolk children go to a good or outstanding school
- More schools are in a strong collaboration
- 88% of schools inspected and in NB2B are Ofsted good or outstanding

Norfolk Education Providers performing well

- Early Years settings** – 94% good or outstanding – above the national average
- Childminders** – 88% good or outstanding – above the national average
- Primary schools** – 86% good or outstanding – similar to national average
- Secondary schools** – 74% good or outstanding – similar to national average
- Special Schools** – 91% - good or outstanding similar to the national average
- Colleges** – 100% – good or outstanding above the national average



A good school place for every learner

We continue to ensure:

- ✔ There are sufficient places in the LA area to meet demand for
 - Schools
 - Special schools and alternative provision
 - Early Education

- ✔ We plan ahead to support applications for free schools
- ✔ We champion high performing providers to establish new school places
- ✔ We support parents navigating through the admissions system

Working together to create high performing education provisions

The Education Partnership Service works closely with Norfolk schools, the DfE and existing multi academy trusts. This year we have spoken to over 200 schools and as a result many more Norfolk schools are in a strong collaboration or working towards joining one. Our Small Schools Review has been a priority for us and almost all of our smallest schools have a more sustainable future, often in federations or trusts. This year has seen us continue to work with international partners, for example a group of 27 Norwegian Senior Education Leaders visited Norfolk.



To date the Norfolk landscape for collaboration looks like this –

- 7 Headteacher Partnerships including 18 schools
- 37 Federations including 86 schools
- 22 Multi-Academy Trusts, 10 Converter Academy Trusts including 119 schools
- 3 Other Trusts (e.g. Co-operative trust) including 23 schools

The power of partnership



Norfolk schools have made very good progress in the last three years and on many indicators are now at the national average and beyond. Particularly significant is that 85% of Norfolk's schools are now good or outstanding which means that many more thousands of Norfolk children now go to a good or outstanding school. This has been achieved because of a collective focus and ambition to raise standards from school leaders, teachers, governors and the LA, and the power of a range of partnerships and school improvement programmes.

**Professor David Woods –
Chair of Norfolk Education Challenge Board**



Over the last academic year Norfolk Better to Best (NB2B) has continued to work with 238 schools. The success of the approach in supporting Ofsted inspection outcomes has continued with 88% of schools inspected being judged good or outstanding.

NB2B is designed to provide school and academy leaders and governors with a framework and menu of challenge and support focused on improving leadership, provision and outcomes. The aim is to ensure that this will lead to a judgement of good or better at the next Ofsted

Brave Leadership

Litcham School was rightly judged as "Requires Improvement" in 2013. Key to rapid improvement was strengthening the quality of governance and leadership. The LA had already brokered significant support including working with Local Leaders of Education. A new Governing Body had been constituted who recruited individuals with an excellent range of skills and expertise, and Jim Adams had been appointed as Headteacher. Staff worked incredibly hard to implement these changes well, with a relentless focus on improving the quality of teaching and learning. Additional support was sought through the Local Authority with programmes including NB2B being particularly effective. This was done sensitively and in partnership with the school. Jim left the school for another headship after two years of effective leadership which really moved the school on. In September 2015, Governors appointed a highly experienced Headteacher and an experienced Head of Primary phase to identify and manage further areas for improvement. The school was re-inspected in November 2015 and was judged to be "Good" overall with care and support for pupils being outstanding. Ofsted stated that "the new Headteacher has had a significant impact on raising the expectations of both teachers and pupils. Litcham is confident that it can rapidly become outstanding. Leadership, governance and teaching are now very strong and the school is outward looking. It is a fantastic and happy place to work and study. Litcham is forging strong partnerships to secure further improvement with local schools, Teaching Schools and the UEA for example. None of this would have been possible without brave leadership."

**Rob Martlew – Headteacher
Litcham School**



Inspection. All Norfolk schools are invited to participate and are able to shape a bespoke programme to support their improvement priorities.

Norfolk Better to Best

Journey to Outstanding

The Lionwood Infant School journey began in 2007 and I knew that in order for us to achieve 'good' we must aim for 'outstanding'. Our inspection in 2011 saw much of what we were doing as outstanding but teaching and Learning was not outstanding everywhere.

By 2016 our inspection turned from one day to two. Convincing one inspector that we were outstanding was the challenge. We worked hard to encourage Ofsted to see beyond the data and to be willing to see more than is usual.

On day two, I was not really needed. (Though I wouldn't have missed it for the world) The day was led by the staff, at all levels across the school. It didn't matter who went where or what they saw, they did not need timetables or guides. They needed to absorb the strengths of the school, look, listen and live it, EVERYBODY THEY SAW BREATHED IT.

And it was outstanding..."
**Selene Sawyer – Executive
Headteacher – The Lionwood School
Federation**

Norfolk Children in Care

Working in close partnership with schools and settings, The Norfolk Virtual School strives to ensure the best possible education for children and young people. After the best ever 2015 outcomes for Norfolk children in care the implementation of a new PEP system has been an important development which should lead to even better achievement. In addition the Virtual School continues to offer a wide range of interventions including Lego Therapy sessions, Arts Awards, Numicon maths intervention, ARROW literacy intervention and bespoke packages of support to children with specific areas of need.



From RI to Good

"Bignold Primary School continues to go from strength to strength gaining a 'Good' inspection outcome thanks to NB2B. The fact that so much of



the report is outstanding in either words or grades is testament to the hard work of staff and leaders at the school. NCC has ensured that Bignold is outward facing and inwardly improving by not imposing anything that would compromise the school's ethos or way of working. It is sensitive to the needs of the school without shying away from difficult conversations. We are hugely grateful to NCC and its commitment to support the improvement of Norfolk schools."

**Clare Jones – Headteacher Bignold
Primary School**



From Ofsted inadequate to good

In February this year Old Buckenham Primary School were proud to receive a Good Ofsted judgement following its inadequate judgement in 2015. The school was assessed by NCC and an Intervention Officer then became involved with the school.

The journey to get to good was filled with the determined attitude of all school staff and a willingness to 'dig deep' when faced with a serious challenge. The school also benefited from effective support from Cluster Head teachers, the Teaching School and the Local Authority. The newly established Senior Leadership team received invaluable support and challenge from the Intervention Officers and strength from their desire to see the school succeed.