



INVESTORS
IN PEOPLE

Insights

Assessment report

Duncombe Primary School

Accreditation number: 14-08465

Accreditation valid from: 17th May 2017

Assessment conducted by: Sherine Maas

Executive Summary

Duncombe Primary School is a friendly and welcoming school with excellent leadership, a collegiate supportive working culture and extensive professional development in place.

The leadership lead by example and have created an inclusive and understanding management style well respected by the staff. There is an active and involved Governing Body supporting the strategic leadership of the school. The assessment evidence demonstrates a keen commitment to the development of all people. There was evidence of robust policies and processes that were being consistently and effectively implemented and improved. The school performance data continue to demonstrate that the school achieves good results for its pupils. Tracking Data and other metrics are used extensively to monitor performance and drive up practice and standards.

The collective vision values and ethos of Duncombe Primary School is clearly evident in all aspects of the school. The values are underpinned by an active involvement in the community and families, staff and pupils are at the heart of all school life. People describe it as a nurturing school for children, families, and staff. The common factor was the focus on the children and ensuring they were thriving socially and academically. There is a recognition that support for families and the wider issues that impact on a child's achievement should be addressed as far as possible to provide the best opportunity for the child to achieve. The school is therefore particularly welcoming and supportive of families. It has high expectations for children and these are matched by the commitment and motivation of staff to provide the environment for them to succeed.

“we all have a common goal of supporting the children – it’s not lip service its real and tangible”

“the most helpful learning is the informal daily discussions – there is so much experience here and people very happy to help you”

There continues to be a very positive, encouraging and caring work environment which people appreciate. Praise, thanks and acknowledgement are offered on a formal and informal basis, as appropriate. There are high expectations of all in this school – staff and pupils, and staff are keen to emphasise the intrinsic job satisfaction they gain from working in this school. The recognition and reward practice provides people at all levels to progress and for this to be reflected in their reward. Additional gestures such as refreshments provided in staff room, buffets, and social events add to the positive working culture. People new to the school are made to feel very welcome and new roles are given the time, resources and support required.

“I get so much job satisfaction from this job – you know it’s appreciated – I’m proud of this School and what we do for this community”

The leadership of the school are involved in many local and national networks and partnerships. They have a clear focus on the future challenges and ensuring the school is best placed to continue to thrive and be successful. A culture of embracing change, for example by developing provision for two year olds, ensures a sustainable future.

“very supportive leadership and staff group”

“this is a great school – the children do so well”

“anchored in the community – a strong commitment to this area and its children”

“everyone working for the same goal, introducing new things/change not an issue”

“a wealth of experience of what works to draw on”

“strong values and family atmosphere”

- The vision and ethos of the school is at the heart of school life
- An experienced and expert leadership team
- Achieving good levels of attainment for pupils
- The humanity and warmth of the staff, led from the top provides a safe and nurturing environment for pupils, their families and staff.
- Open and accessible leadership inspiring high degree of trust
- A collective sense of purpose and drive
- Inclusive and robust planning processes. A very well managed environment with excellent operational planning, targets and deadlines
- Clarity on individual contribution to strategic aims
- Good quality, training for staff, continuously reinforced, using both internal and external experts
- A vibrant, friendly and productive working atmosphere
- A celebration of diversity which is evident in all aspects of school life
- A culture where people feel their views and ideas are welcomed and encouraged
- A good system of observations, personal development and continuous feedback.
- A staff group which feels well supported, personally and professionally