



12<sup>th</sup> December 2019

Dear Parents / Carers

I have attached a copy of our OFSTED report which relates to the inspection that took place in November.

We are very disappointed with the overall outcome and there are areas of improvement which are listed at the end of the report. However, there are many positives in the report, particularly relating to our students. I would pick out the following:

- Relationships between pupils and teachers are purposeful and relaxed. Inspectors saw mainly good behaviour in lessons and at social times.
- Most pupils say they like the school. They say bullying is very rare and always resolved. Pupils feel safe and are safe.
- There is a wide range of school clubs and activities, especially in sports and the arts. Pupils appreciate these, and most take up the opportunities on offer. This improves their self-confidence, development of skills and enjoyment of the school.
- Leaders place pupils' personal development at the centre of learning. There is a variety of extra-curricular opportunities which stretch pupils' talents and interests. Additionally, there is a range of positions of responsibility available to pupils. They can, for example, become prefects, house captains and anti-bullying ambassadors. Pupils are proud to wear a different uniform that recognises their position in the school. The provision for careers guidance at key stages 3 and 4 is strong. Pupils speak highly of the wider opportunities the school provides.

**In terms of Safeguarding: -**

- The arrangements for safeguarding are effective.
- Safeguarding is given the highest priority. Leaders are knowledgeable about pupils, the local area and agencies from whom they can draw support. There are robust employment checks on adults working at the school. Staff, including those in the school canteen, can explain the safeguarding training they receive and how to pass on concerns.

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## INVICTUS

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- Pupils learn how to keep safe, including online and outside the school. There is a structured citizenship programme. This tackles issues including the dangers of gangs and extremism. Inspectors saw the school's anti-bullying ambassadors deliver an effective assembly. This was very well received by other pupils.

**The Sixth Form: -**

- There is a broad range of courses on offer, as the school shares provision with six other schools.
- Students' learning is supported effectively, and they achieve well.
- There are enrichment and careers activities, for example work-experience opportunities, university visits and additional courses such as a public-speaking qualification. These help students prepare for the next stage of their education, employment or training.

The School in conjunction with Invictus Education Trust are already working on the Areas for Improvement and I have every confidence that the impact of these endeavours will soon become evident.

Yours sincerely



**Mr Alan Jasper**

**Headteacher**