



CEO Review of the year 2023/24

Fidelity, consistency, integrity

This year we have continued our work driven by our extensive strategic plan. At the end of the second year of the plan, we are seeing the impact of the strategic direction we set in 2022. As a trust, all that we do should be to ensure that all our children, families and staff are getting what they need to enable them to thrive. Whether this be through educational outcomes, pastoral support, or well-being, we are committed to making improvements for all our stakeholders.

I am very proud of what we have achieved together in the last year.

Curriculum and pedagogy

Continuing our focus on strong curriculum, our schools now have curriculums in place in all subjects of the national curriculum. This year we have also further enhanced our PSHE and personal development curriculums through the addition of the 'No Outsiders' approach. This has been a trust-wide roll out. School staff have received training directly from 'No Outsiders' creator, Andrew Moffatt, who you will remember from last year's strategy day. In a very short space of time, the programme has already been recognised as making a difference, with pupils using phrases such as 'there are no outsiders at our school' and showing an age-appropriate awareness of all nine protected characteristics.

Now all schools know what they are teaching in all subjects, we are shifting our trust wide focus to developing pedagogy. Simon Blight has led on the 'Walkthrus' programme, based on Rosenshine's principals. This programme supports staff to develop their teaching practice. A great example of the development of the 'Walkthrus' programme is at Ashby Fields where staff have embraced this professional development, ably led, and supported by Sophie Hume, Deputy Headteacher.

We have also established the SEND project. The trust will fund training for INMAT staff to become experts in areas of SEND which we can use to support across the whole trust. We are very lucky to have some highly experienced and well respected SENDcos working in our schools. This year we have used these experts to support in other INMAT schools. This has included support during inspections, developing adaptive teaching approaches and support of pupils with specific needs. Particular thanks to SENDcos Alison Pullen (Wollaston) and Karen Jeffs (Hall Meadow/Little Harrowden) who have shared their extensive knowledge.

Collaboration across the trust has continued to develop in other areas this year. It has always been our vision for schools to feel part of a greater family of schools,



working together with colleagues from different settings. An example of this would be in Daventry, where we established an early year's group to support the development of provision across all three schools. Hayley Hunt (Falconers Hill) and Stephanie Cooney (St James) have worked closely to share expertise and develop provision across all three Daventry schools.

This year, three of our most experienced phonics leaders, Jenna Cox (Kingsley), Rebecca Finch (St James) and Rebecca Souter (Standens Barn), have led phonics reviews across the trust. Together they are providing support and expertise to all our schools. This has included during our Ofsted inspections, where phonics leaders supported school staff before and during the inspection. They are also providing ongoing support and advice to strengthen phonics teaching across the trust.

Ofsted Success

Since the beginning of this academic year, we have seen five inspections. In September 2021, Wollaston was the first school to be in October 2023. The work the school and the trust have accomplished was recognised, and the school is now 'good' in all areas. This is a huge achievement for the team, particularly the improvements to the early years. The school continues to go from strength to strength due to the strong leadership of Zoe Richards, and the support from Simon Blight.

The spring term has been a flurry of inspection activity, with three schools inspected back-to-back. St James Infants had their long-awaited graded inspection after their ungraded in the summer of 2022. The significant changes to the school's curriculum were recognised by the inspection team. The school was deemed to be 'good', with an 'outstanding' early years. We are very proud that inspectors recognised the high expectations and ambitions for the children in the setting.

Kettering Park Infant and Junior schools waited a long time for the follow up to their inspections of spring 2020, when they were both deemed to 'require improvement'. These were delayed due to the pandemic. Staff at Kettering Park Junior excelled at showing inspectors what they do every day to support their pupils. The significant improvements at the school were recognised. We are very proud that Kettering Park Junior school is now a 'good' school for the first time in 17 years.

This year has been turbulent for staff and leaders at Kettering Park Infant school. The impact of the murder of two pupils and their mother has been far reaching. We were very sorry to see the Headteacher, Sarah Powell, leave us at Christmas. In October 2023, Liam Cox joined the school as Executive Headteacher. Ofsted called the week after Kettering Park Junior School. Liam and the team, as well as staff from across the trust, rallied to show inspectors the school at its best.



We were very fortunate to have a knowledgeable and understanding team, who considered the circumstances the school found itself in, through no fault of its own. The school was deemed to be 'good' in all areas, in significant part, due to the leadership of Liam Cox, Melanie Eldridge, Jenna Cox and support from Renuka Popat. We are very proud of what they achieved.

In the summer term, Falconer's Hill Infant welcomed Ofsted for their graded inspection following their ungraded inspection. The school showed its excellence, showcasing the wonderful work the staff do for their community. At the end of the two days inspectors recognised what makes the school unique and the school was judged to be 'good', with personal development 'outstanding'. A fabulous result for Rachel Edkins, Phoebe Giles and her team.

While Ofsted success is only one measure of how well we are doing, it is important to recognise the positive impact a well-received Ofsted outcome can have on staff morale, a school's reputation, and the continued development of a school. However, I can say without doubt, that all the improvements in all our schools are because they are in the best interests of the pupils and families we serve. All initiatives have been implemented for the long term, to enhance the life chances of our pupils, wherever they are in the county.

Challenges

The pressure on school budgets has been a significant challenge for our schools this year. Pupil numbers continue to be an issue. We have seen some fluctuation across the trust. However, this has included a significant rise in numbers at some schools. Overall, the number of pupils attending INMAT schools has increased in the past year.

In Conclusion...

The past year has been very positive for INMAT. Our headteachers, school improvement leads, and network of experts across the trust are making a difference to the life chances of our pupils. We have a track record of improvement, working in partnership and collaboration with headteachers and staff from across the trust.

Chief Executive Officer
July 2024