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# THE LATYMER SCHOOL

Founded 1624

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## SCHOOL IMPROVEMENT PLAN 2018/19

### PARENTAL SUMMARY

As a school we will be working to ensure that in and out of the classroom we achieve our overarching aim of “a first class liberal education, where everyone reaches their potential and shows consideration for others”

After the upheaval of the curriculum and new examinations, this year we are aiming to consolidate the work we have started with regard to exams and demonstrating progress. These are the main areas we will look at.

- **Staff Workload**

To look at how we can ensure staff do not feel overwhelmed or overburdened and have a good work life balance

- **Sixth Form Admissions**

- A. To identify 11-16 schools where students might be interested in joining Latymer and try to maximise enrolment in subjects which are currently not full
- B. To work with governors to look at the entrance criteria and ensure that students who are capable of following an A Level programme are supported to do so.

- **Y7 Admissions**

To encourage more local Enfield children to sit the entrance test including children from socially deprived backgrounds so that we fill our Pupil Premium places in line with the wish of Edward Latymer to educate “8 poor Boys”

- **Finance**

To look at an alumni appeal to support Latymer School

- **Staff Recruitment – The shortage of teachers particularly in maths and science has been well documented by the press.**

- A. To ensure that all materials sent out are positive and make teachers want to come and work at Latymer
- B. To organise an Open Day where any teachers who might be interested in teaching at Latymer have the opportunity to come in and meet staff and students. They would then be encouraged to leave a CV if they were interested in joining us at some point in the future

- **Staff Continual Professional Development**

Ensure our staff development programme it is bespoke to staff and students at The Latymer School

- **Terminal Exams**

GCSE and A level exams test two years' work and are synoptic and no longer include coursework in the vast majority of subjects

To explore our T&L strategies to make sure we are preparing students from Y7 for the new style exams, that we are developing a growth mindset and meta – cognitive skills. Also ensure we have a good level of challenge for students in a grammar school

- **Collaboration**

To look at working with similar schools exploring whether we can develop some joint professional development which supports staff working in a grammar school.

- **Staff and Student Well Being**

To support the mental health and well-being of students. Strategies this year include Staff Welfare Ambassadors, developing the use of the quiet rooms, increased counselling time, and rather than being reactive trying to positively promote mental well being

- **Student Support team**

A. We have three new posts in each key stage and we need to make sure these staff are used effectively and in the best interest of the students

B. Work with parents to ensure that they are giving the best possible advice to their child which supports their positive mental health

- **Sixth Form Teaching Team**

To identify Sixth Formers who may be interested in a teaching career and give them the opportunity to “have a go” and then develop a “keep in touch” system

- **Advice Post Year 11 and Year 13**

Ensure that we are able to give advice on alternatives to A Level eg retakes, technical qualifications, apprenticeships. We will be making contact with colleges to ensure we have the best possible advice for all students

- **Behaviour for Learning**

To develop behaviour strategies so that we have outstanding behaviour for learning and that when students fall below the expected standard they are supported. This would include the school having an accurate picture through SIMS of issues which is shared with parents

- **Assessment, Feedback and Response**

To ensure the policy is used consistently by all staff so that students have a good and concise understanding of what they need to do to improve

- **Challenge**

That there is an appropriate level of challenge for students across all key stages

- **SISRA (our online assessment module)**

The SISRA system is currently underused and it can give staff a lot of information. We want to look at training to see if we can develop its use further

- **Curriculum Structure**

Whilst keeping the 8-period day look at ways of maximising the school day in terms of grouping and learning

- **Reporting Progress**

To look at parent, staff and student feedback on the flightpath model and arrive at a consistent and meaningful approach across all departments.

- **Eco Friendly School**

To look at ways we can become more eco-friendly.

- **IT**

Aim to be a cashless and paperless school

Ensure IT systems support teaching and learning