



Headteacher's news

Ofsted

Today, along with the newsletter, we are sending home a copy of the [final report](#) from our Ofsted inspection, which took place in July. The inspection was a Section 8 inspection, with a focus on safeguarding, peer-on-peer abuse and mental health. Section 8 inspections cannot change the overall grade of a school, only a Section 5 inspection can do that.

There were only three outcomes possible from our Section 8 inspection, they were:

1. Safeguarding is effective.
2. Safeguarding is effective but there are minor concerns so the inspection team ask Ofsted HQ to move the next Section 5 inspection forward to take place sooner than it normally would.
3. Safeguarding is not effective. This would have led to an immediate conversion to a Section 5 inspection and the school's overall grade would have changed.

The outcome of our inspection was the first of the three listed above, 'Safeguarding is effective', which is the best of the three options and the best possible outcome.

The inspection was a robust experience. We were inspected for two days by four HMIs (Her Majesty's Inspectors) and a further Ofsted inspector. As a school we welcome external review, for example, only a month before Ofsted came we had invited Angela Corbett, a former Ofsted HMI, into Highlands for a safeguarding review of our own.

We are proud of the outcome of our report because behaviour and safeguarding has been a focus at Highlands over the past three years. When I visited Highlands School between my appointment as headteacher in spring 2018 and starting in September 2018, I met and spoke with governors, leaders, teachers, learning support assistants, behaviour mentors, office staff and students. There were clearly many great strengths at our school, which is a wonderful example of a community comprehensive, educating students from a wide range of backgrounds and achieving excellent outcomes and destinations. However, the strongest message that came from meeting those groups of adults and students was the need to improve behaviour. They identified this as the number one priority that I should focus on. There were too many instances of serious poor behaviour at school, including fighting and bullying and disruption to lessons, and this led to very high levels of fixed term exclusions and, sadly, in the past students had to be permanently excluded or had to go to other schools on managed moves.

I understand that parents and carers sometimes think that our approach to behavior is strict, especially when their children are being sanctioned for issues that they consider minor. However, the reason that we 'sweat the small stuff' is that, by doing this, the serious stuff very rarely happens. Our levels of fixed

term exclusions have significantly reduced, even as some people have perceived us to be more strict. This is because many fewer students are carrying out acts of serious poor behaviour. Fights are almost unheard of now at Highlands. During the inspection, students told the inspectors they know that the school will support them if they suffer from bullying, discrimination or inappropriate sexual contact. Disruption to lessons is very rare. All of these things have knock on effects: students are happy and safe but, also, it has meant staff can focus on teaching, rather than behaviour management. This has helped us recruit high quality teachers and trainees and keep them. Our relationship with the PFI contractors, Pinnacle, is strong because our students drop less litter, commit fewer acts of vandalism, tidy their plates away in the dining hall and treat their staff with more respect.

I am committed to making sure your child is safe and happy at school; I consider it my foremost responsibility. I am glad that the inspection came when it did, that it was focused on just safeguarding and student safety and that five inspectors were here. It meant that we had the most forensic examination of our school it is possible to have. We are proud that Ofsted found no concerns and that the outcome of the inspection was so positive. There is no better endorsement of our journey over the past three years. However, this doesn't mean behaviour is perfect at Highlands; we are never satisfied, we still have areas we can improve on, and we will continue to do so.

I hope you all take the time to read the report but I would like to draw your attention to the following aspects of the inspection and the report that followed the inspection. Please note that as the inspection focused solely on behaviour, safeguarding and mental health, the report does too. The report does not comment on teaching, learning and assessment. All of those areas will be inspected when we have our next full Section 5 inspection, which is due at any time.

- Behaviour in lessons:
On the first morning of the inspection all five inspectors visited lessons across the school. They reported back that they had seen no instances of low level disruption in any of the lessons they visited. As our inspection was unannounced, we did not have time to inform students that Ofsted were inspecting. This meant the inspectors were visiting lessons and seeing the real learning experience in our school, not a show we were putting on for Ofsted. To see no low level disruption is a testament to our staff and students and to the work we have put into behaviour over the past three years. I want to remind families that we have a focus on behaviour in lessons because all students at our school have a right to be able to learn in a classroom environment free from disruption. Where there is low level disruption in your child's lessons, we work to eliminate this.
- Safeguarding:
The inspection team recognised the strength of safeguarding at school and identified the executive safeguarding team, led by Ms Phillips, as being at the heart of this. Students knew who to report safeguarding concerns to and our electronic recording system, introduced in 2019, allows us to make better informed decisions than in the past. The report identifies our work with external agencies, and we know this is a strength of our school. Professionals from outside Highlands such as CAMHS workers and social services have told us in the past that we are amongst the most rigorous and thorough schools they work with in terms of reporting and follow up.
- Educating children to stay safe and challenging discrimination:

Students spoke consistently and with confidence to the Ofsted team about the way they are taught to keep safe through PSHE lessons and assemblies. Ofsted inspectors walked the playground at lunch and talked to students about discrimination and bullying and they reported back to us that students said that the school took a very strong position on these issues and those who had reported incidents to the school felt the school had taken them seriously and followed them up.

- **Mental health:**

The report highlights the increase in the number of students suffering from anxiety and depression post COVID-19. We spoke with the inspection team about the measures that we have put in place to support students' mental health and students spoke with inspectors about how the school educates them to look after their mental health. We are still part way through our mental health action plan. For example, we are launching the parent and carer survey as part of the mental health review we are carrying out with Optimus Education (further details below). We are currently redecorating, furnishing and staffing the space that will become our wellbeing room.

Thank you again to all members of the school community who work together to continue to make our school the best it can be and, in particular, thanks to the parents and carers who wrote to the school during the inspection and afterwards to offer support.

Mr McInerney
Headteacher

Open Evening - 11th October

We warmly invite prospective year 7 families to our open evening on 11th October. There will be three arrival times, 4:30pm, 6:00pm and 7:30pm. Families must book a place at one of these times. Further details can be found on our website, [here](#).

Early closure and late start for open evening

Staff and students will be working hard to ready the building for open evening and will be staying late to clear up afterwards. For these reasons please note the following arrangements:

On Monday 11th October all year groups will finish school at 12:40pm

On Tuesday 12th October all year groups should arrive at school before 9:55am. The gates will be open from 9:40am. Students arriving after 9:55am will be late. The timetable that day will start with period 2.

Students of the week

We would like to recognise the below students for being exceptional this week. They have had a brilliant start to the year!

First name	Last name	Year
James	Simon	7
Angus	Walmsley	7
Kerem	Albayrak	7
Liam	O'Connor	8
Mason	Newton	8
Aleksandros	Veneti	8
Louis	Njoku	9
Harvey	Hunte	9
Du Xiaoxia	Hardyman-Rice	9
Tyler	MacDonald	10
Maria	Socratous	10
James	Janczur	10
Eleni	Valassis	11
Andrianna	Stavrou	11
Rosina	D'Agostino	11
Natasha	Nicholas	12
Caterina	Toscani	12
Jessica	Warren	12
Anaya	Allen-Adelu	13
Syeda	Ahsan	13
Bahri	Duruel	13

Optimus wellbeing award

Highlands School is currently reviewing the wellbeing support within the school community and is working to achieve the Optimus wellbeing award in association with the National Children's Bureau.

In order to evaluate our current provision, we need your input. Your views are important in helping us understand what we are doing well and how we can do even better. We will be surveying all students and staff over the coming weeks as well to get a full picture of our current provision.

We would really appreciate it if parents and carers could please click on [this link](#) and complete the survey. It should only take a couple of minutes and the survey will be available until 6 October 2021.

Your responses and suggestions will be carefully considered by the change team and used to produce an action plan to support the school community.

Open evening helpers

We will be holding our open evening on Monday 11 October 2021. We are looking for as many students as possible to help out on the evening, so that we can show the local community what a fabulous school Highlands is and what fantastic students we have!

This is an excellent opportunity for students to develop and showcase their leadership skills. All students who volunteer to help will receive a certificate and six achievement points.

The event will run from 4:30pm to 9pm. We ask that all of our student helpers arrive in full school uniform and are ready at school at 4pm. Students will receive training before opening so they are confident in what they need to do on the night.

We have asked students who would be interested in supporting our open evening to complete a Google form to sign up. This has been added to their Google classroom and an email has been sent to students. The deadline to complete this form is Wednesday 29 September.

STEM work experience opportunities

To all year 10,11 and 12 budding medics, dentists and vets:

Free Live Virtual Work Experience Programmes for Medicine, Dentistry and Veterinary Medicine is on again! These programmes were successfully completed by many of our Highlands students so if you're interested don't delay in applying.

Applications are now open for Academic Year 2021-2022 to participate in the UK's largest national virtual work experience programmes. These are ideal for any aspiring year 10/S3 - 12/S5 student considering a career in Medicine, Dentistry or Veterinary Medicine.

You can apply online using a free application form for each programme:

Medicine: <https://medicmentor.co.uk/university-hospitals-birmingham-trust-virtual-work-experience/>

Dentistry: <https://medicmentor.co.uk/dental-live-virtual-work-experience/>

Veterinary Medicine: <https://medicmentor.co.uk/veterinary-virtual-live-work-experience/>

Each work experience day will take place online via a safe portal and live stream. These usually take place on a Saturday or Sunday each month. Students who complete the programme will be awarded with a certificate acknowledging the completion of their WEX, which they will be able to use to support their UCAS applications. More information can be obtained by clicking on the links above.

Health Education England has recently completed a discovery report on virtual work experience programmes, which have concluded that these programmes are a valuable adjunct to in-person work experience, especially in our current climate where in-person experiences are extremely limited.

The NHS Allied Healthcare Work Experience successfully invited 12,000 students to participate in the last academic year, making it the largest programme for students who are specifically interested in the following careers: Nursing, Midwifery, Paramedicine, Physiotherapy, Occupational Therapy, Dietetics, Radiography, Prosthetics and Orthotics, Speech and language therapy and Pharmacy!

Applications for this programme are now open, and they will be open throughout this academic year, with the first programme taking place on the 3rd October!

During the work experience day, students will follow 2 patients from their initial presentation to recovery. Students will observe the healthcare professionals as they interact with the patients and each other. Students will have an opportunity to ask questions and gain knowledge through teaching. This will help students to make an informed career decision as well as learn about how healthcare professionals work together as part of a multidisciplinary team.

Each work experience day is completely different and students will be able to build on their knowledge of NHS careers as they see different patient cases and healthcare professionals work in a variety of settings, such as hospital and community.

Students will also receive certificates as evidence of having participated in the work experience programme. Those that complete the entire 6-month programme will be awarded with Highly Commended References too. Students can register individually through the website link below.

Places are £10 a day to cover administrative costs and run the tech on the day. Schools can also register groups online. You can learn more and your students can register for the programme here:

<https://alliedhealthmentor.org/nhs-healthcare-careers-virtual-work-experience/>

Dr Alice Len
STEM Leader

Education Extra Timetable September 2021

Here is the timetable of extra curricular activities taking place from Tuesday 21st September - Friday 22nd October.

Monday				
Club	Year	Staff	Time	Venue
Badminton	8-11	Mr Avann	3:15 - 4:15	Sports Hall
Netball	8-11	Ms Berrill/Ms Walters/ Ms Hutchinson	3:15 - 4:15	Playground
MFL Film Club	7-9	Ms Jutila	3:15 - 4:15	L8
GCSE Art Coursework	9-11	Ms McCalmont/ Ms Chrysostomou	3:15 - 4:45	A7

Tuesday				
Club	Year	Staff	Time	Venue
Football (girls)	7-11	Ms Walters/ Ms Hutchinson	3:15- 4:15	Astroturf
Career Development	7-13	Ms Laurenzi	3:15 - 4:15	Library
Basketball (boys)	10-13	Mr Daludado/Mr Joseph	3:15 - 4:15	Sports Hall

Wednesday (Year 7 Only)				
Club	Year	Staff	Time	Venue
Football	7	First Goal Football	2:20 - 3:20	Astroturf
Boxing	7	'Team Mannion'	2:20 - 3:20	Canopy
Rugby	7	Old Grammarians RFC	2:20 - 3:20	Field
Basketball	7	First Goal Football	2:20 - 3:20	Sports Hall
Netball	7	England Netball	2:20 - 3:20	Playground
Street dance	7	Worlds End Lane Productions	2:20 - 3:20	Dance Studio
Drama	7	Worlds End Lane Productions	2:20 - 3:20	Drama Studio
Film making	7	Worlds End Lane Productions	2:20 - 3:20	M2

Technology club	7	Ms Ball	2:20 - 3:20	DT7
Cooking	7	Ms Stevens / Ms Rossi	2:20 - 3:20	T6
Textiles	7	Ms O'Connell	2:20 - 3:20	T4
Girls'2'World	7	Ms Charles	2:20 - 3:20	E6

Thursday

Club	Year	Staff	Time	Venue
Football (boys)	8-11	Mr Johnston / Mr Savvides	3:15 - 4:15	Astroturf
Trampoline	<i>(invite only)</i>	Mr Avann	3:15 - 4:45	Sports Hall

Friday

Club	Year	Staff	Time	Venue
Basketball (girls)	7-11	Ms Casimir-West	3:15 - 4:15	Sports Hall

PSHE (personal, social, health and economic) education at Highlands school

The table below outlines what each year group will study in PSHE next week.

PSHE lessons w/b 27th September 2021

Year 7	Positive relationships
Year 8	Alcohol
Year 9	The law around drugs and managing risks
Year 10	Social anxiety
Year 11	The world of work: What employers want
Year 12	Employment laws for young people
Year 13	Employability skills

Assemblies

Our weekly, themed assemblies form a key part of our stay safe curriculum.

The assembly focus for the week beginning Monday 27th September is 'Black History Month'. Throughout the month of October we will be celebrating Black History Month at Highlands school. We have a variety of events taking place, where we will be promoting this year's theme, 'Proud to be Me'.

Exciting news from the library

A group of year 8 classes have been selected to attend an online event by author Femi Fadugba, this will take place on Thursday 30th September during their English lesson, period 5. Femi has worked in solar energy and in consulting, and has written for the Financial Times and the Huffington Post.

The Upper World is his first book and is a fantastic YA thriller that defies space and time. It is soon to be a major Netflix movie starring Oscar-winning Daniel Kaluuya.

The Upper World is a book about a character called Esso. Esso is running out of time and into trouble. After he is accidentally caught up in a gang war, he is haunted by a vision of a bullet fired in an alleyway with devastating consequences. A generation later, fifteen year old football prodigy Rhia is desperately searching for answers - and a catastrophic moment from the past holds the key to understanding the parents she never got to meet.

Whether on the roads of South London or in the mysterious Upper World, Esso and Rhia's fates must collide. And when they do, a race against the clock will become a race against time itself.

Safeguarding

Safeguarding contacts:

If there is a concern about a Highlands School student, please contact the school on [020 8370 1100](tel:02083701100) or email the DSL at staysafe@highlearn.uk.

If the school cannot be contacted, please contact Enfield Children's Multi-Agency Safeguarding Hub (MASH) on 020 8379 5555.

If a student is in immediate danger, call the police on 999 straight away.

Helpful numbers and websites:

[Childline](tel:08001111): 0800 1111

[NSPCC help line](tel:08088005000): 0808 800 5000

[The police](tel:999): (if you are in danger): 999

[LGBT switchboard](tel:03003300630): 0300 330 0630

[Kooth: \(www.kooth.com\)](http://www.kooth.com) support service for students wellbeing

[Multi Agency Safeguarding Hub](tel:03005008090): 0300 500 80 90

[Barnardos](tel:08000087005): 0800 008 7005