

Friday 17th November 2023

Dear Parents and Carers,

**Publication of Performance Monitoring Inspection report
November 2023**

We are delighted to be sharing with you a copy of our latest inspection report, following a no notice PMI visit to the school on Tuesday October 3rd, 2023.

The purpose of this visit was to evaluate any evidence that we could provide that supports the progress made since our last inspection in November 2022. The Ofsted outcome, currently judged as 'Requires Improvement' could not be altered during this inspection, but it was possible that we might have started to meet either one or both of the two Independent School Standards that had been previously unmet.

You will see from the report that we have not yet made enough progress to meet either standard. While this makes for disappointing reading at first glance, it is as we predicted in our own self-evaluation this term and we feel that it reflects perfectly our own thinking about where we are and what we still need to do in order to continue on our journey of improvement.

The report acknowledges a number of areas in which our practice is strong. Our transition between Kindergarten and Class 1 is noted as being far more effective now, along with the opening of our Saplings provision for two-year olds. Safeguarding continues to be a particular strength of the school, overseen by a highly competent and experienced team of leaders. Our handling of complaints and our recent revision of all related processes and procedures is commended. The work of our Board of Trustees continues to be effective, and the approach taken by senior school leaders to address some longstanding areas of underperformance is seen as proportionate and appropriately paced.

It is worth noting the final point made in the main body of the report (bottom of page 3), where it explains that, due to some unmet aspects of Part 1 of the Independent School Standards not having been met, it is not possible for the school currently to meet the Standards in Part 8. This feels like a double sanction, but it does reflect the recognised poor leadership in SEND, which has led to unacceptably low outcomes for some of our pupils with additional learning differences over a number of years.

The most substantial change made to our provision this term, therefore, has been the restructure of our Learning Support department. Following the departure of our previous SENCo, we are delighted to announce that we have recruited a new Inclusion Co-ordinator (INCo) who will join our community to lead the department forward from January. Chloe Martin comes to us with a wealth of SEND leadership experience. We are looking forward to welcoming Chloe to Michael Hall in the New Year, when we will also arrange for her to meet with all of our SEND families. During the intervening weeks between now and the end of term, Charlie Parker, the school's Designated Safeguarding Lead, will take on the role of Interim SEND Consultant. We are grateful to you for your continued patience and understanding during this period of transition for the team.

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Michael Hall

WALDORF SCHOOL

There is still much work to do, and our latest School Improvement Plan has clearly identified priorities for the continuation of our programme of improvement for our educational provision. We are also working on a hugely exciting and innovative plan for developing our school site, which we look forward to sharing with you in the near future.

The inspection team were extremely professional, thorough, reflective and open to discussion about all aspects of our practice. In addition to the written report, they commented verbally on the tenacity of school leaders to improve standards, because this is what our school community deserves. They acknowledged the deep beauty in many of the learning experiences for the children and young people in our care, as well as the varied and profound ways in which the Waldorf curriculum enhances and deepens the students' understanding of the world around them.

Finally, they expressed their confidence that the school is currently focusing on the correct priorities to ensure a positive outcome at our next inspection.

With our continued gratitude to you for all your support for our colleagues and children in our Michael Hall community,

Sarah Stokes
Principal

Tali Michaels
Chair of the Board of Trustees

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