

Leadership and Management at Uphall Primary School (The Thinking School Federation).

Introduction

We believe that every person at our school is a leader and is given opportunities to inform practice at a whole school level. Our leadership model is distributed and every member of staff is given agency to adapt their practices to meet the needs of the children. Adults and children are encouraged to think for themselves and we work within a culture of mutual respect.



Workload

We deliberately focus on the empowerment and professional learning of our staff, as this is the best way in which leaders can impact on pupil outcomes. Senior and Middle leaders meet weekly to discuss workload and wellbeing within their individual year group teams.



External Partnerships

Uphall works collaboratively with Highlands (a local double Outstanding school Nov 24) as a partnership within The Thinking School Federation. We also work with a trust of two outstanding schools in Newham under the guidance of a NLE. In addition Uphall is part of a number of networks and leads a Maths hub across North East London.



Equitable Leadership

Every member of staff is a leader and has the responsibilities that go with leadership – they are confident in being able to take leadership responsibility and inform practice at a whole school



Governance

The Governing Body is highly experienced and effective and work across The Thinking School Federation. They undertake regular learning walks and have undertaken reviews of Early Reading, Maths, PE, Geography and Safeguarding already this academic year.



Recruitment and Retention

Despite being graded RI, staff retention is extremely high, with one new ECT joining in 2024 and two in the previous year. Staff are extremely proud to work at Uphall and wear their Uphall jackets with pride. There is currently a waiting list of teachers who want to join the school.



A Culture of Safeguarding

Every member of staff is responsible, as a Duty Bearer, for Safeguarding and this is promoted as a culture throughout the school. In addition, the Safeguarding team meet weekly to discuss key children and members of staff use CPOMS to log any concerns or incidents.

