



# Robert Clack School

## Talent Management & Succession Planning



# Robert Clack School

## **Background Information**

- London Borough of Barking & Dagenham;
- 1,700 pupils;
- 11-18 years old, mixed;
- Maintained;
- 20% Ethnic Population;
- Free School Meals – 36%;
- SEN Register – 41%;
- 120 Teaching Staff;
- 80 Support Staff.



# Robert Clack School

## Area Surrounding Robert Clack School

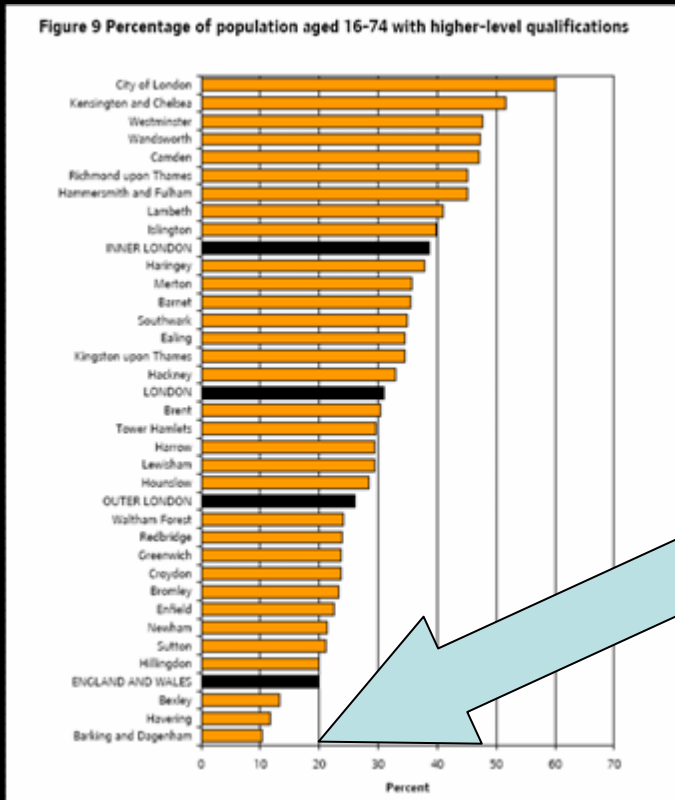
- Robert Clack School is situated in the Pre and Post-war Becontree Housing Estate;
- 24<sup>th</sup> most deprived borough;
- A growing ethnic minority population;
- Barking Reach will result in 20,000 new homes;
- Very low proportion of adults with HE experience (10% approx.);
- 32,000 adults with poor basic skills;
- Average salary of £21,980, but an average income of £13,300;
- London's largest regeneration area;
- Lower than average life expectancy;
- Highest percentage of people without qualifications in London (40%);
- In the bottom 5% nationally for people with no qualifications.





# Robert Clack School

## Percentage of population aged 16-74 with higher level qualifications



Bottom 5%



# Robert Clack School

## Area Surrounding Robert Clack School





# Robert Clack School

## Main School Buildings



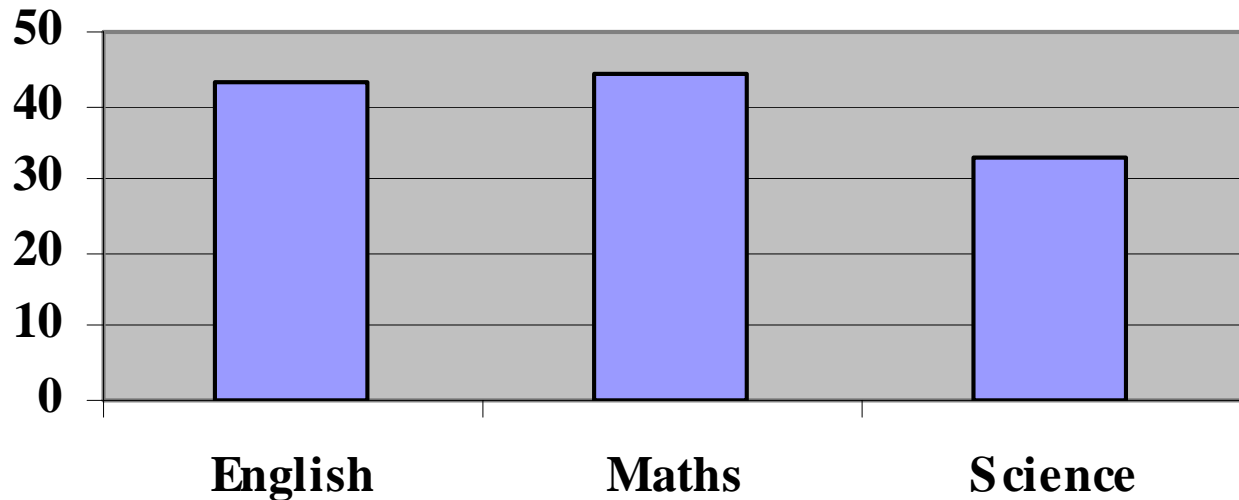
**Upper School (Gosfield Road) site &  
Lower School (Green Lane) Site**



# Robert Clack School

## Key Stage 3 Results - 1996

### Level 5+ @ KS3





# Robert Clack School

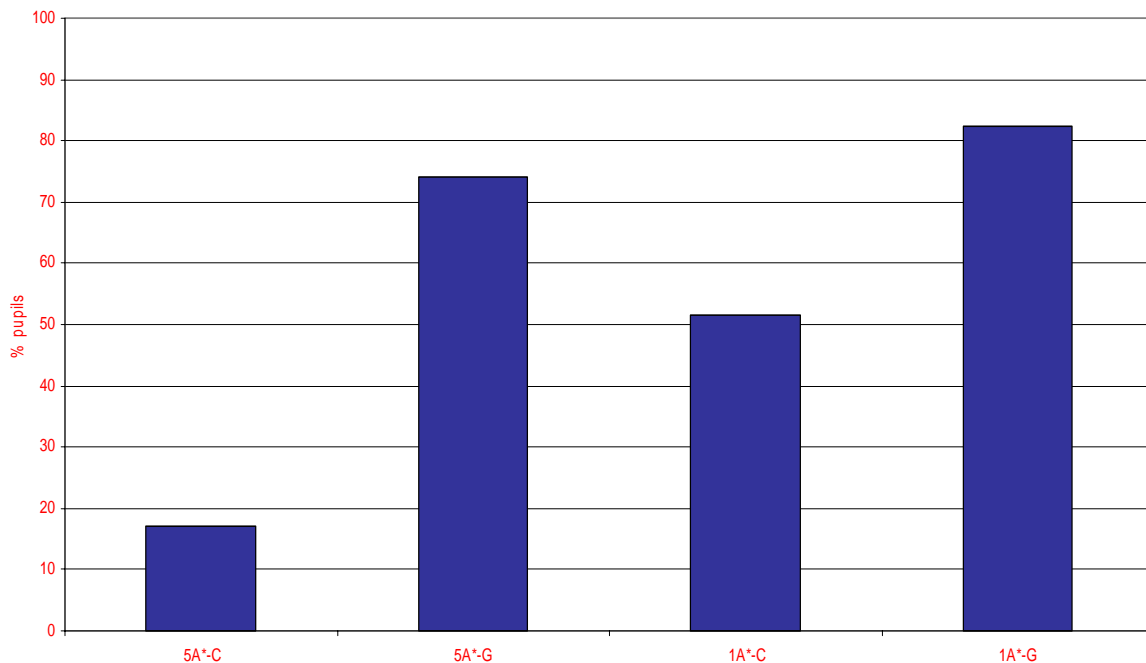
## GCSE Results - 1996

**5 A\* - C 17%**

**5 A\* - G 76%**

**1 A\* - C 47%**

**1 A\* - G 79%**







# Robert Clack School

## Issues

- Only middle management left;
- No applicants;
- Fear factor;
- London costs;
- Possible closure;
- Physical environment seen as hostile and unwelcoming.



# Robert Clack School

## Making the Most of your Inheritance

- Competency Vs Support i.e Professional Development;
- Step up to the challenge;
- Offer strategic roles;
- People can re-invent themselves.



# Robert Clack School

## New Colleagues

- Teacher Training;
- Graduate Teacher Programme;
- Employ the best supply teachers;
- Guarantee promotion to staff with talent and potential;
- Former pupils.



# Robert Clack School

## All Staff

- Investors in People;
- Everyone Matters;
- New Structures/responsibilities for support staff;
- New meeting structures for office staff;
- New facilities;
- New professionalism;
- Employ parents/local people.

We applied for Investors in People Status at the end of 1997 and we had achieved it by the end of 1998.



# HEADS OF DEPARTMENT



P. AKERMAN



S. BAKER



K. BELL



B. CHAPMAN



R. CHENNEOUR



J. COURSE



K. DEAN



R. FAIRCHILD



K. GEORGALLIDES



P. GOYETTE



S. JOHNSON



I. MacDONALD



D. MURTAGH



C. POOLE



S. RICHARDSON



L. RICHARDSON



P. SWALLOW



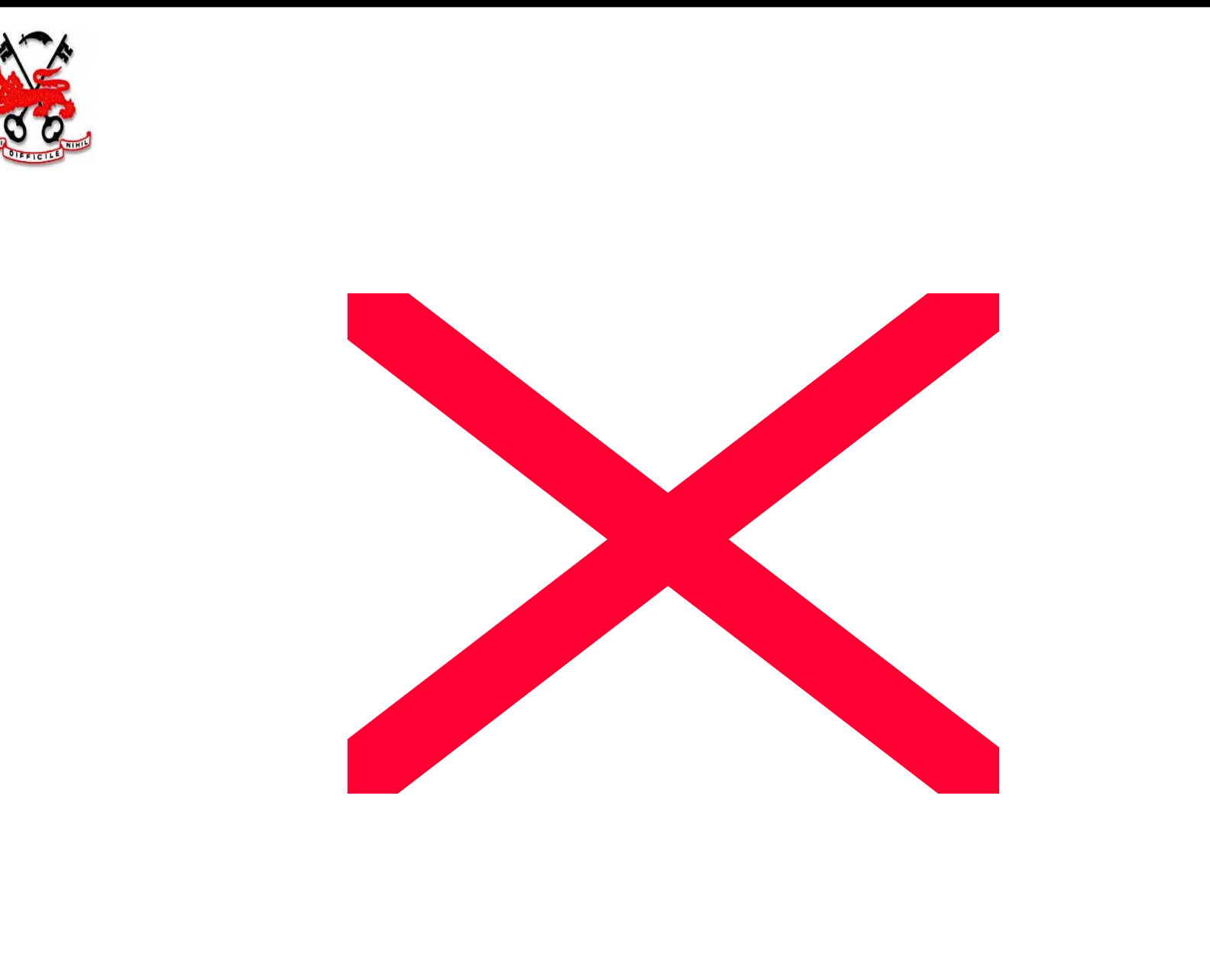
B. TAYLOR



T. WHITFIELD



P. WILLIAMSON





# LEADERS OF THE LEARNING COMMUNITY GOSFIELD ROAD



J. HAMMILL



D. MOODY



S. O'BRIEN



J. SULLIVAN



## LEADERS OF THE LEARNING COMMUNITY GREEN LANE



D. BROWN



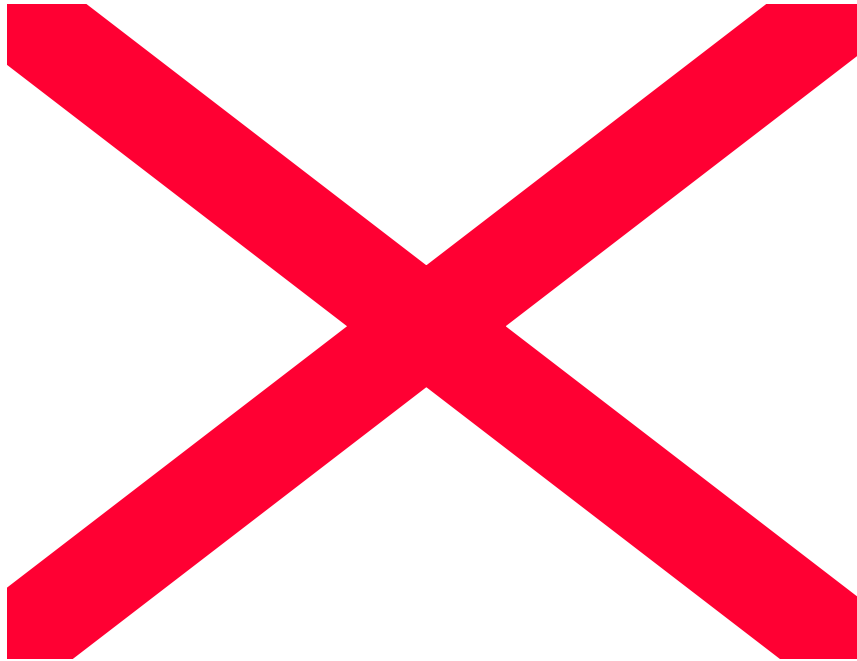
M. PICKARD



R. P.









# STAFF WHO TOOK UP POSTS AFTER BEGINNER TEACHER- TRAINING AT ROBERT CLACK



S.HENRY



T.READ



J.SALEEM



K.STURMAN



N.HAYAT



E.RIDLEY



M.PICKARD



S.RICHARDSON



M.McDARBY



J. MANN



C.LANTSBURY



L.RICHARDSON



D.TOWLER



S.STEINER



# FAST TRACK



RADOVIC



D.MOODY



P.AKERMEN



H.RISSBROOK



# STAFF WHO TOOK UP POSTS AS A RESULT OF PARTNERSHIPS



O'GORMAN



S.CLYBURN



H.RISSBROOK



D.MOODY



L.RADOV



# TEACH FIRST MEMBERS OF STAFF



G. TOMLINSON



C. ROBSON



T. DAVIS





## TEACHING STAFF WHO ARE FORMER PUPILS AT ROBERT CLACK



S.BAKER



K.BEVAN



M.KIRBY



B.JOYES



L.MEEK



V. PARKINSON



B.PLAYFORD



D.SMITH



R.TAYLOR



# STAFF WHO HAVE CHILDREN AT ROBERT CLACK SCHOOL



K. BATH



T. DIN



S. FAINT



J. JONES



K. JOY



D. LEGGETT



T. LOWE



MacQUEEN



J. MEADEN



D. PLATT



L. PETTICAN



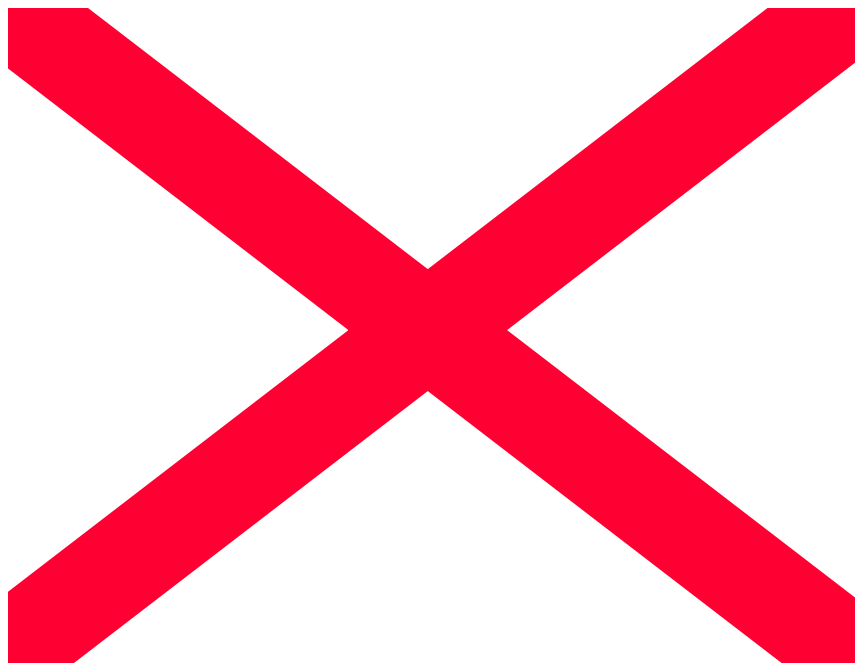
E. SMITH



T. WEBSTER



J. WILKINS

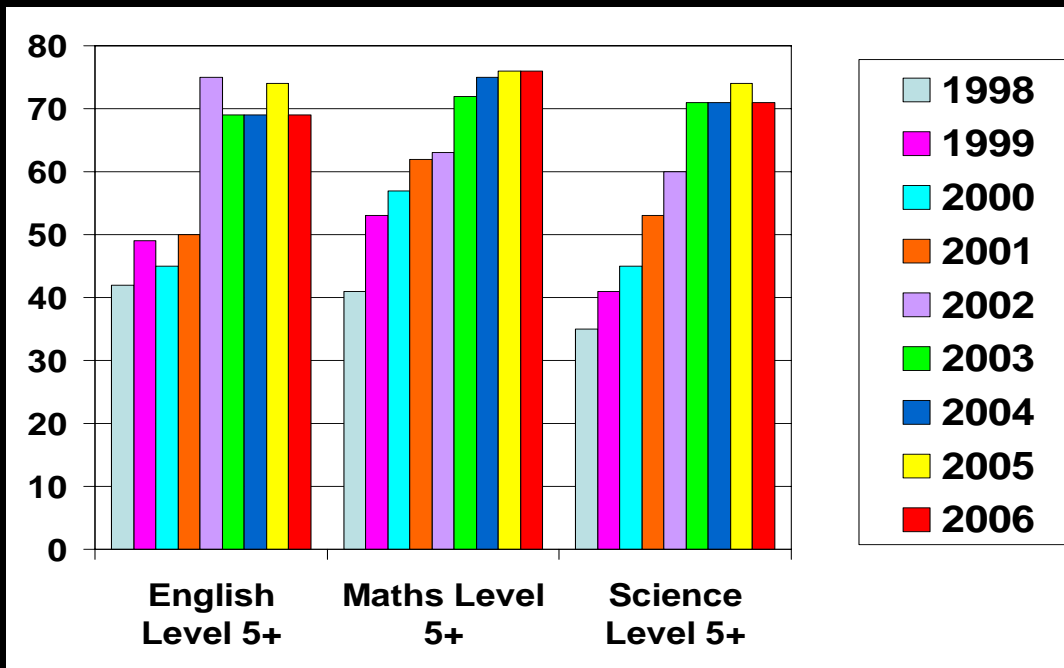






# Robert Clack School

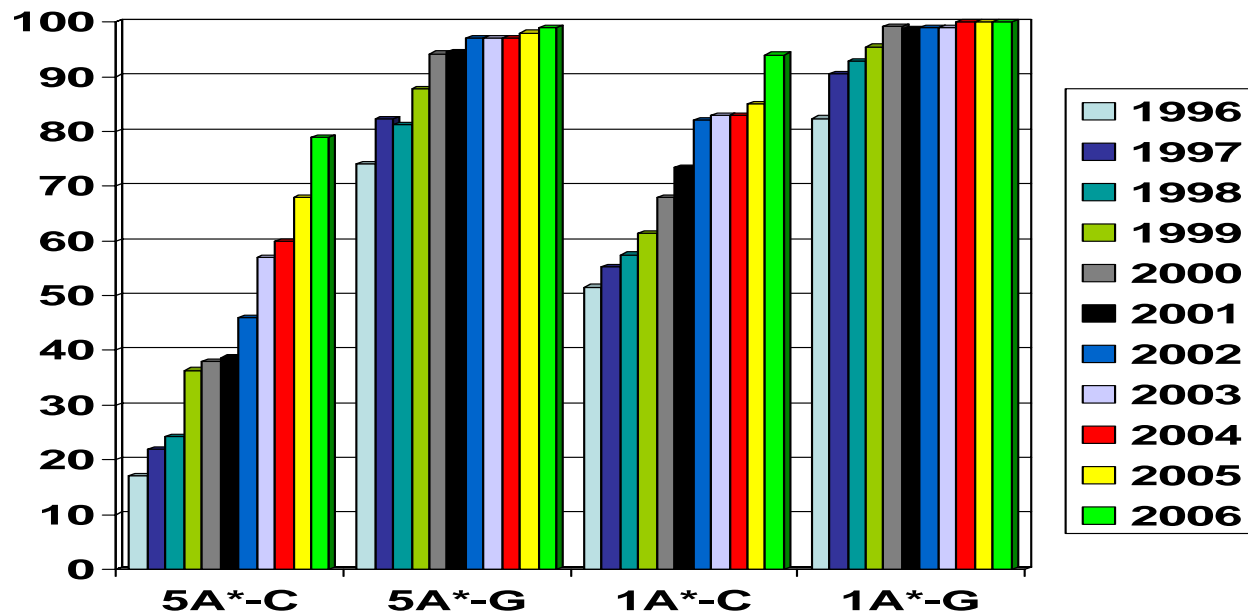
## Key Stage 3 Results 1998-2006





# Robert Clack School

## GCSE Results 1998-2006





# Robert Clack School

## Ofsted Report 2004

### **Overall effectiveness of the school** 1

“This is a very good school. It is a place where young people from very different, and often deprived, backgrounds can come together to work in an atmosphere where they feel safe and where there is mutual respect, understanding and support.”

### **Effectiveness of the Sixth Form** 1

“The quality of the Sixth Form is very good. Learners make very good progress, achieving good examination results.”

### **Improvement since last inspection** 1

“The school has very effective management and efficient systems which it uses to monitor itself well.”

### **Capacity to improve** 1

“Management is always asking questions – particularly those linked to the further raising of academic and personal standards.”



# Robert Clack School

## Ofsted Report 2004

### **Achievement and Standards**

**1**

“GCSE results are very good. The school has succeeded in closing the gender gap in attainment. In recent years these high rates have placed the school amongst the top performing schools in the country.”

### **Personal Development**

**1**

“Learners personal development is very good. Learners behave well in class and elsewhere in the school which has excellent ways of managing their behaviour.”

### **Quality of Provision**

**1**

“The school judges rightly that the quality of the education it provides is very good. The quality of teaching has been responsible for the significant raising of standards.”



# Robert Clack School

## Ofsted Report 2004

### **Leadership and Management**

**1**

“The evidence from this inspection confirms the school’s own judgement that leadership and management are very good. Management at all levels is very good. Governors are active and highly supportive. The quality of communication within the school is a strength – a considerable achievement for such a large organisation on a split site. Teamwork is a strength and morale is high.”