



Self-Evaluation Executive Summary

(April 2025)

Leadership and Management

Manor School self-assesses as 'Outstanding' in the area of Leadership and Management, exemplified by a strong commitment to high-quality education, professional development, staff engagement, and safeguarding.

The school's leadership team prioritises continuous professional development (CPD), offering bespoke training sessions designed to equip staff with the skills necessary to meet the diverse needs of pupils. A robust induction programme and a tiered approach to training ensure that all colleagues, including new staff, receive tailored support. The emphasis on professional growth underpins the school's dynamic and forward-thinking educational environment.

Engagement with staff is a key strength, as evidenced by the establishment of working parties and proactive measures to address workload concerns. The introduction of AI as a strategic tool further supports workload management and enhances teaching and learning. Feedback from staff surveys highlights year-on-year improvements in wellbeing, workload management, and clarity of expectations.

Leaders demonstrate a clear and ambitious vision for pupil success, regardless of starting points. This vision is realised through collaborative efforts with staff, external agencies, and parents. The school's inclusive ethos, combined with a strong Quality of Education monitoring cycle, ensures the delivery of a high-quality curriculum tailored to each pupil's needs.

Governors and trustees play a crucial role in maintaining the school's strategic direction, providing support and challenge to school leaders. They engage actively in learning walks, meetings, and reviews, demonstrating a deep understanding of the school's strengths and areas for development.

Safeguarding is a cornerstone of Manor School's culture, with robust systems in place to ensure pupil and staff safety. Specialist training equips staff to address the complex needs of pupils, and parents overwhelmingly affirm the school's nurturing environment.

Manor School's leadership is characterised by a culture of respect, inclusivity, and a commitment to excellence. The school's motto, "Love, Learn, Laugh," is evident in its ethos and day-to-day practice, making it a supportive and thriving place for pupils and staff alike.