Head Teacher's Annual Report November 2026

There is very little new information in this report, which is a consequence of the work undertaken by the Governing Body's committees. As requested, I have referred to other documents that have been shared with governors rather than repeating information. If you want an additional copy of any of these reports, they can be found on the governor drive (many are also on the website). If you cannot locate these, please e-mail myself or the clerk.

We are proud of the sustained impact of our work this year. Governors are fully aware that internal and external reviews continue to highlight the sustained impact of our work on the quality of education and pastoral care. Despite that my Senior Team and I are clear that we more work to do, to achieve the ambitions that we have for every child.

2025-2026 has been a challenging year for our school.

- We have had to absorb the reality of £350,00 worth of restructuring. This meant reducing school by a class in addition to reduction in our operational capacity. From end of 2022, we have lost: #
    - 2 S:LT posts
    - 1 teacher
    - I TA position
    - 1 0.6 admin post
    - Family, Inclusion and Support Officer post
    - SLT capacity was reduced further by the long-term absence of one of our DHT posts. Mrs Skarratts-Jackson has now resigned but we cannot restructure until April 2027.
    - This has been achieved in a challenging local and national context. Governors have received extensive reports on challenges in the school system.

External improvement challenges include:

- Implementation of **Curriculum and Assessment Review** **published in late October** . **Government's response has also been published**
- Introduction of Education White Paper reforms with proposed system and high needs funding changes.
- Introducing universal DfE breakfast club from April 2027.
- Implementation of new Inclusion Strategy

Since September, relevant committees and governors have been sent (or had shared according to their role):

- DfE IDSR and Summary Report (also on governor drive)
- LA School Improvement Review 2025-26 (next review is December 2026)
- LA SEND Review 2025-26
- October 2026 Self Evaluation Report (also on governors' drive)
- Pupil Premium Report 2026 (also on governors' drive and website)
- Attendance Report and Strategy 2026 (also on governors' drive and website)
- SEND Information report 2026 (also on governors' drive and website)
- SEND report and summary 2026 (also on governors' drive and website)
- Use of P.E funding Report 2025-26 (also on governors' drive and website)
- Updated and reviews od School Development Plan 2025-28 (also on governors' drive and website)
- 2026 SLT Implementation Plans (also on governors' drive)
- 2026 Middle Leader Priority Action grid (also on governors' drive)
- Termly Premises Reports from site manager and annual audit (also on governors' drive)
- Incident reports (also on governors' drive)
- Behaviour Reports (also on governors' drive)
- 2026 Parents' Survey (also on governors' drive)
- 2026 Staff Surveys (also on governors' drive)
- Termly CPD plan (also on governors' drive)
- 2026 Designated Safeguarding officer's report (also on governors' drive)
- 2026-27 Staffing Structure (also on governors' drive)
- 2026-27 Interim leadership Structure
- Subject action plans for every subject area.

These have been (or will be) reviewed by the relevant committees/link governors. Minutes of these committees or are sent to governors and published on the school's website and governor drive. I hope that having the following information collated into a single document is useful.

Head Teacher's Annual Report November 2026

Standards Report:

https://www.stgeorges.wirral.sch.uk/Statutory-Reports/

School has a strong attainment profile against national standards. We are above national in all indicators and well above national in most key indicators for all groups of pupils including disadvantaged pupils. **There is a need to improve:**

- Overall outcomes in KS2 (combined standards are below our ambition)
- disadvantaged outcomes at end of KS2
- Promote higher outcomes in KS1 and KS2 tests for disadvantaged pupils.

School self-evaluation evidenced that standards of learning and teaching continued to improve. We have had external reviews of all curriculum subjects in the last three years (14 in total) to benchmark our self-evaluation. Led by OFSTED, SIA, LA, Music Hub, Voice 21, read-Write-Inc, STEM centre, Evidence Based Education and other accredited bodies.

Governors received an extensive report on standards in July. We will be reporting termly to governors on our work to continue to improve attainment and progress across school.

School's sustained work, led to us being **accredited as Great Teaching Centre** by Evidence based Education in November 2026.

Standards priorities for 2025-2027 are:

I. Accelerate outcomes for all children at the end of KS2. We are aiming for a minimum of 75% combined.
II. **Strengthen outcomes for disadvantaged pupils**, especially at the end of KS2 and greater depth outcomes.
III. S**ystemic support for children with SEND needs**. Driven by 5th class teaching and return of essential interventions and support services. SENDCO and educational psychologist providing practitioner support, modelling and coaching to ensure highest level impact.
IV. **Application of pedagogy to enable working memory and assessment practice** and get children thinking hard in school. This is a long-term project driven by our research work and trailblazer status for the Great Teaching Toolkit.
V. **Use of Assessment to ensure that there are no gaps in vital learning milestones.** Children will be assessed against key milestones across the school using a number of tools including Quest, AR, Maths Whizz and moderated benchmarks in EYFS, phonics, KS1 and Y4 multiplication.

1. School Development Plan

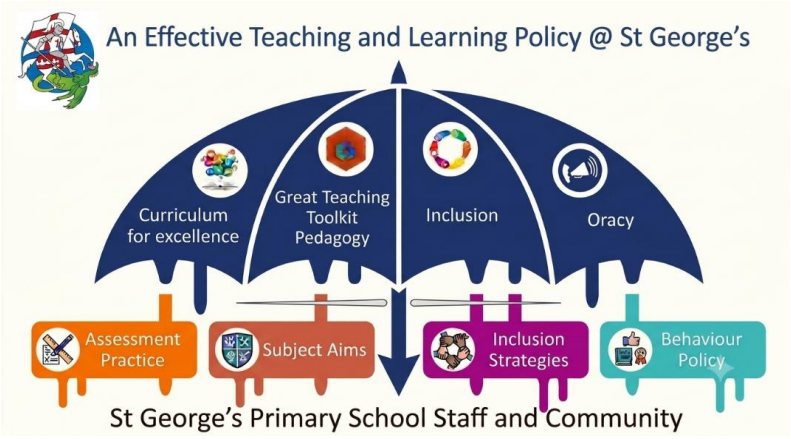
Governors reviewed in detail:

- Update and initial review of 2025-2028. Plan was written using SSE and feedback from parents, pupils and staff.

This has also had the additions of:

- **SLT implementation plans.**
- **Middle leader priority grids.**

We view the SDP as the effective implementation of the school's core aims. No new design in our work but there is a focused on rigorous implementation and professional discipline.



- **Priority One: Embed our curriculum for excellence and teaching and learning policy so all learners achieve well and thrive at St George's.**
- **Priority Two: Ensure highest quality of inclusive practice that strengthens quality of provision and outcomes for all pupils (with a specific focus on disadvantaged pupils, SEND pupils and diversity).**
- **Priority Three: Ensure that St George's develops high-quality partnerships to sustain and enhance the quality of our work (possible academisation, local and national partnerships for learning and pastoral care).**
- **Priority Four: Develop an effective and innovative long term resource plan to help us achieve our ambition for our pupils and school community.**

All teams are using the EEF implementation cycle for planning and implementation. We view the SDP as the effective implementation of the school's core aims. No new design in our work but there is a focused on rigorous implementation and professional discipline.

2. 3 Year Pupil Premium Strategy

https://www.stgeorges.wirral.sch.uk/Statutory-Reports/

School has refreshed our pupil premium strategy.

Continues to meet new DfE expectation that the school publishes their evidence base for pupil premium spending. We have published a 3-year strategy (2025-2028). This has been our approach for the last three years. This is first review and update to that strategy.

This year's strategy has also incorporated new DfE 4 key strategies.

Applying DfE recommended 4 Key Approaches (updated June 2025)

Attendance Strategies	• Have an effective attendance strategy at St George's. Key actions detailed in our Annual Attendance Report and Strategy. • Key aim is to reduce gap between disadvantaged and no disadvantaged pupils further. • Participating in Inclusive Education CPD and Charter mark evaluation.
High-Quality Teaching of English and Maths	We have good outcome consistently in all key stages. To achieve excellence, we aim to ensure these improve further with a direct and sustained improvement in outcomes for disadvantaged pupils by the end of KS2. We are working with: • Maths Hub to deliver CPD and school improvement. • EEF and Adaptive Teaching. • EEF and Maths Whizz on a blended learning tuition offer in mathematics. • Voice 21 for language development.
Tutoring	We have allocated £11,000 for targeted tuition. Priority is disadvantaged pupils at expected and higher standard. Delivered in small groups using blended learning model.
Supporting Reception Year Pupils	We have a comprehensive range of programmes to support families from Foundation 1 to Foundation 2, so their children thrive and achieve school readiness. Have discrete programmes for physical and language development to close any gaps. From 2025, developed an action plan to support children and families using DfE approved Ark readiness for school indicators.

Peter Dunning was our pupil premium governor. Pete and I have met to review the purpose, implementation and initial impact of the 3-year plan. Strategy has been reviewed by staff and governors.

3. Wirral Council Evaluation

School received two excellent quality assurance reports in 2025-26. Governors attended these evaluations and received full reports. They were:

- 1-day Wirral Council quality assurance visit with John Tomlinson.
- 1 day SEND Wirral Council quality assurance visit with Adam Bonnisoin

4. School Budget

Education sector funding continues to be very challenging.

We are full and thriving school but have had to restructure and reorganise the school to make £350,00 salary changes since 2022. We did receive some positive news last year with a significant reduction in pension contributions. This funding was used to restore our additional class in year 3.

Funding continues to be affected by a growing disparity between mainstream schools funding and rising high needs SEND costs. The DfE has published high level information about the National Funding Formula (NFF) for 2027/28. This confirms that there will be no structural changes in the NFF.

We are expecting continued volatility due to inflation pressures on salaries, services and goods. Analysts, such as the Office for Budget Responsibility and the Institute for Fiscal Studies, warn of pressures on school spending, including inflation, potential future cuts to department capital budgets.

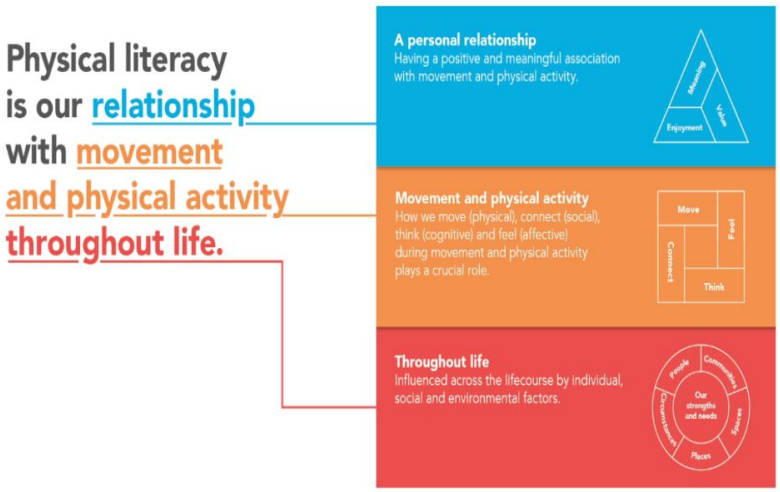
5. PE Funding Impact Report

https://www.stgeorges.wirral.sch.uk/Statutory-Reports/

I have shared a full review of the funding and intended impact for 2026-27. Governors are aware that this funding is being removed this year with a small transition grant allocated for 2026-27.

Government are replacing it with a centrally coordinated PE and School Sport Partnership

Improving well-being remains a key budget priority. Our spending in this area extends well beyond this grant. However, it will be challenging to sustain our offer without this funding.



The transition to LA based swimming pools was extremely disruptive and had a very negative impact on our children's access to swimming and attainment. We have invested in further sessions for this year, but the cost is prohibitive. Each lesson with transport is costing £10 per child. This year we will invest £18,000 in swimming.

7. Attendance:

https://www.stgeorges.wirral.sch.uk/serve_file/20341768

Attendance is a key national and local priority. Governors have had detailed school and DfE reports on this issue.

Overall Attendance Figures:

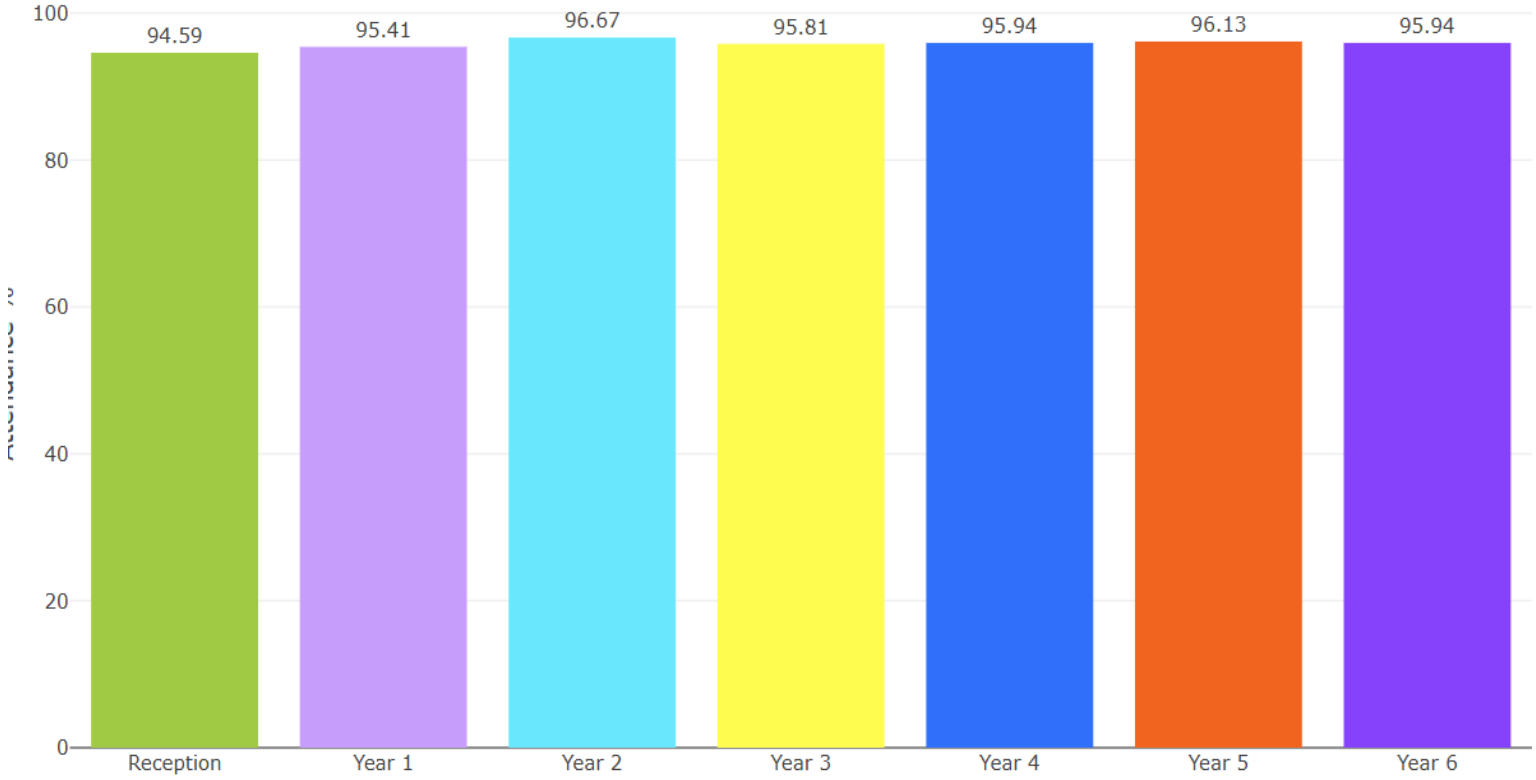
	2023-24 Data	2024-25 Data	2025-26 Data	National Figures	2026-27 Targets
All Children	95.3%	95.8%	95.9%	94.7% (primary)	96.2%
Pupil Premium	93.3%	94%	94.1%	89.4% (sector)	95%
Non-Pupil Premium	95.7%	96%	96.4%	94.6% (sector)	96%
PP GAP	2.4%	2%	2.1%	5.2% (sector)	1%
Boys	95.2%	95.6%	95.8%	93.% (sector)	96%
Girls	94.9%	95.8%	95.9%	93.1% (sector)	96%
SEND	92.8%	93.4%	93.1%	88.9% (sector)	95%

Our figures are positive when benchmarked against national data. We are proud of our overall data but really pleased with the sustained reduction in persistent absence and the absence figures for vulnerable groups.

However, we remain in a national and local crisis regarding school attendance for many children. **We need to work with our families to help improve this.**

Put simply, children are missing more school than before. The number of children missing a lot of their education (20 days a year) has increased from 8% in 2019 to 20% in 2024 (25% in 2023) according to indicative figures. Government has united children's commissioner, chief medical officers and school leaders to help drive this campaign.

Head Teacher's Annual Report November 2026
2025-26 Year Group Attendance Data



Persistent Absence Figures:

	2022-23	2023-24	2024-2025	2025-26	National Averages	2026-27 Target
All Children	10.8%%	8.7%	7.2%	7.3%	Primary 13.9%	6.5%
Pupil Premium Children	18.3%	17.8%	12%	14.1%	33.8% (sector)	8%
Non-Pupil Premium Children	8%	7.9%	6.1%	6%	12% (sector)	5%
GAP	14%	9.9%	5.9%	8.1%	21.8% (sector)	3%

Our most successful interventions are to work with families, promote and celebrate attendance.

- We have had held 28 attendance award parties.
- We have 81 children with 100% attendance this year.
- We have 543 children with good attendance (96%)
- We reduced punctuality concerns to below 0.8%.

All attendance reports are now live using Compass Pulse Dashboards. Governors can see these as part of their visits or committee work.

8. Safeguarding Information

We have ensured that new policy contains all relevant training information and is line with updated DfE safeguarding guidance to schools.
DSL has also shared a detailed annual report and Section 175 Wirral Safeguarding Audit
Governors also sent KCSIE 2026 update. Safeguarding summary figures are:

	ROC Forms	Referrals to IFD (CADT)	Referrals to Early Help (external)	Referrals to Early Help (internal)	Operation Encompass	LAC/ Adopted /SGO	TAF	CiN	CP
2022-23	211	8	15	58	34	9	4	2	1
2023-24	138	5	32	67	22	9	3	5	2 c
2024-25	142	3	15	49	21	10	3	7	0
2025-26	301	10	48	62	33	7	2	10	2

All safeguarding reports are now live (anonymised) **using Compass Pulse Dashboards. Governors can see these as part of their visits or committee work.**

9. Exclusions and Behaviour

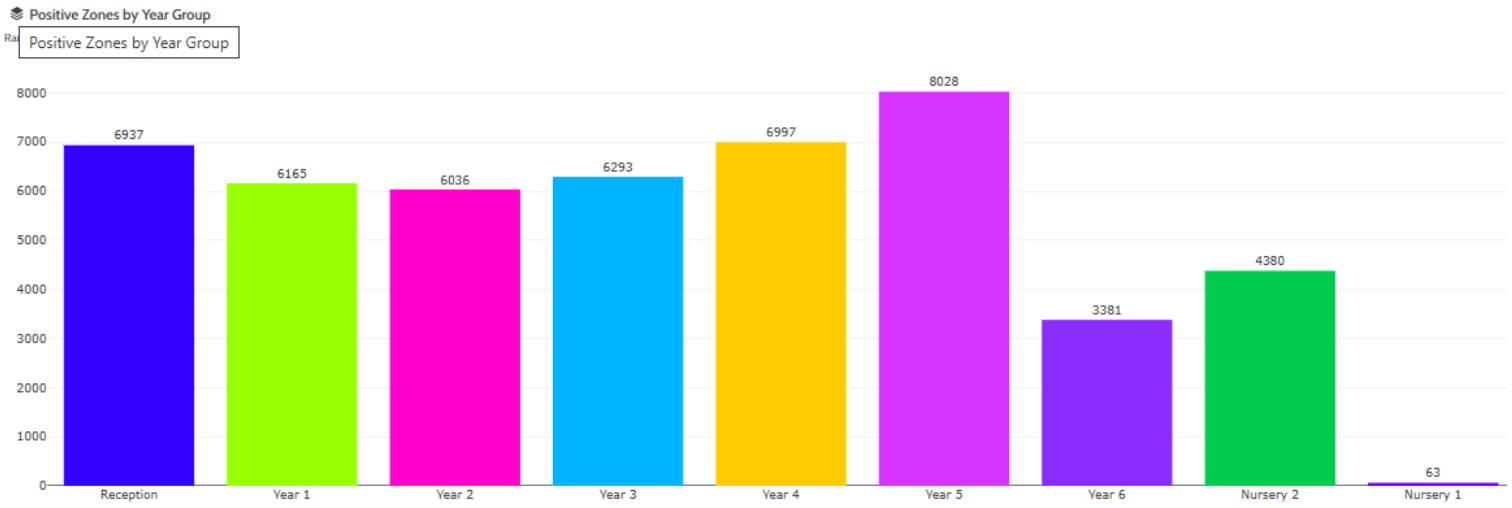
Exclusion Figures

	2021-22	2022-23	2023-24	2024-25	2025-26
All Children	0%	0%	0%	0.1%	0.1%
Pupil Premium Children	0%	0%	0%	0%	0%

Behaviour at the school is now sustained excellence based on our RESPECT framework and positive behaviour and relationships policy. That is consistently fed back to us by external visitors as a unique strength of the

In 2025-2026, our staff team issued:

- 34, 315 positive behaviour zone awards. 427 Negative Zones. Ratio was 80:1.
- 1352 RESPECT Awards



All behaviour reports are now live using Compass Pulse Dashboards. Governors can see these as part of their visits or committee work.

10. Incident and Safety Report

	2025-26						
	Autumn Term	Spring Term	Summer Term	2025-26 Total	2022-23	2023-24	2024-25
Lower Site Incident Log Children	22	18	20	**60**	94	**63**	**60**
Upper Site Incident Log Children	12	10	8	**35**	29	**35**	**35**
Staff Incident Log	1	1	2	**4**	15	**7**	**4**
Visitors Incident Log	0	0	0	**0**	0	**0**	**0**
Incidents Recorded Regarding Pupil Behaviour Outside School (New)	0	2	2	**4**	3	**3**	**4**
Online Safety/ Firewall Issues	0	0	1 (school device but outside school)	1	0	3	1
Bullying	2	2	3	8	6	8	7
Prejudicual behaviour	4	2	6	12	7	5	6

Bullying Forms	7	Both resolved. • One in Year 1 • Two in Year 4 • One in Year 5 • Three in Year 6
Racism Forms	10	• 2 explicit uses of racist terms (Year 4 and 6) • 2 out of school (perpetrators at secondary school using explicit racism) • 6 prejudicial references using inappropriate language/refences
Homophobic/ Transphobic Language	2	All incidents responded to with parental engagement and education actions with SLT. Non targeted causal use of homophobic language.

All incident forms are now live using Compass Pulse Dashboards.
Governors can see these as part of their visits or committee work.

11. Pupil Mobility

Governors can also check this termly if required. Mrs Walters records all transfers

Year	In Year Transfer In	In year Transfer Out	Notes
F2	0	0	• 1 moved to Liscard Primary. • 1 moved to private sector (parents work in school) • 1 Home Schooled (returned to us Sept 26) • 2 relocated (Newcastle, Moreton)
1	1	2	
2	1	0	
3	1	2	
4	2	0	
5	2	1	
6	1	0	
Totals	**8**	**5**	

Over Time:

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Children leaving	9	8	6	6	13	10	5
Children Arriving	11	12	21	12	17	16	8

We continue to get a lot of requests for in school movement. We are now near capacity or above in all year groups.

Mobility Impact:

	Admitted Late	Admitted Out of Year Group (in last 2 Years)
Year 1	0 pupils	
Year 2	5 pupils	2 pupils
Year 3	5 pupils	1 pupil
Year 4	9 pupils	1 pupil
Year 5	13 pupils	6 pupils
Year 6	15 pupils	6 pupils

All mobility figures are now live using Compass Pulse Dashboards.
Governors can see these as part of their visits or committee work.

12. Year Group Numbers and Demographics:

Cohort	Total Students
Reception	116
Year 1	120
Year 2	115
Year 3	122
Year 4	120
Year 5	124
Year 6	122
Nursery 2	78
Nursery 1	0

Currently have 918 children on roll (48.3% girls v 51.7% boys). spaces in EYFS were caused by problems with admissions. We were over-subscribed, but families allocated special schools or moved postcode/area were not removed.

Head Teacher's Annual Report November 2026

Contextual Information:

	Pupil Premium	Spotlight Children (post adoption SGO etc)	Eligible for Targeted FSM	Eligible for Expanded FSM	SEN - Education Health and Care Plan	SEN Support (Tier 2 and above)	Taught out of Year	Late Admission (In year)	Service Child	In Care	EAL
Nursery	6	3	N/A	4	0	1	0	0	0	0	1
Reception	14	3	10	9	0	2	0	0	2	0	3
Year 1	13	3	9	15	3	4	1	0	0	0	3
Year 2	15	2	5	13	1	6	1	5	0	0	1
Year 3	25	8	14	19	0	10	0	5	0	0	2
Year 4	26	6	8	18	1	9	1	9	1	0	1
Year 5	25	8	13	18	6	8	1	12	1	1	5
Year 6	25	13	10	24	2	15	0	14	1	1	4
Totals	**17%**	**5.2%**	**10.5%**	**15%**	**1.6%**	**6.5%**	**0.5%**	**5.4%**	**0.6**	**0.2%**	**2.3%**

Ethnicity details are below:

	Total Students	Total Percentage
Any Other Asian Background	4	0.44%
Any Other Ethnic Group	1	0.11%
Any Other Mixed Background	5	0.54%
Any Other White Background	3	0.33%
Bangladeshi	2	0.22%
Black - African	1	0.11%
Information Not Yet Obtained	2	0.22%
Other Mixed Background	2	0.22%
Other White British	2	0.22%
Refused	1	0.11%
Sri Lankan Tamil	5	0.54%
Turkish	1	0.11%
Vietnamese	2	0.22%
White and Asian	6	0.65%
White and Black African	9	0.98%
White and Black Caribbean	3	0.33%
White and Chinese	1	0.11%
White - British	794	86.49%
White Eastern European	1	0.11%
White - English	71	7.73%
White - Irish	2	0.22%
Any Other Asian Background	4	0.44%

13. Policies and Documents

Governors have the link to access a live policy/document renewal spreadsheet. This details 140 key policies and documents manged by SLT and Governing Body. Shows that all statutory documents have been rewed.

New policies introduced are:

- Martyn's Law Public Safety and Anti-Terrorism (previously had an Emergency Plan and lockdown policy)
- Benedicts Law Updates (previously had allergen policy and risk assessment)
- Wirral Sacre and Collective Worship

14. Local Authority Support and Partnerships

We continue to support the Local Authority's School Improvement work by working as a system leader. This involved:

- Successful funding bid for Wirral Adapt Maths project. Mr Cassidy and Mrs Chambers have key leadership roles in this project.
- Deployment of SLEs in maths and EYFS

HT also the School Improvement Associate for two schools. In view of our responsibilities at St George's, HT involvement with be limited in these roles. Any funding from these roles is being used for our 'living well fund'.

Last year we worked collaboratively with other 70 schools this included:

- 36 schools as part of our maths lead work. Included secondary and special schools.
- 10 regional schools as part of our Great Teaching Centre work.
- 14 schools as part of our ECT training support role with Inspire.
- 12 schools as part of our 'Oracy Centre of Excellence'. Included 3 secondary schools and 2 special schools.
- 14 schools as part of our LA school improvement work (STEM, new heads, coaching, behaviour etc)
- 4 Wallasey Alliance schools for Oracy, EYFS
- 8 school as part of ITT Wirral Kingsbridge lead school.
- 5schools seeking support on MiS management and system leadership.

This year:

- Mrs Chambers is working 1 day a week as a seconded Maths Hub lead with multiple schools.

- We are lead school for Wirral Kingsbridge teacher training.
- Miss Birch and Miss Mulheirn lead on our status as a Greate Teaching Centre with Evidence based Education.

15. NPQ (National Professional Qualifications) and Higher-Level Training

We will have 17 staff working at NPQ level accreditation. Governors have been informed that the funding arrangements for NPQs were revised in May 2025.

Completed NPQs or completing early in 2026.

- Miss Noakes - NPQ Senior Leadership (NPQSL – funded)
- Miss Birch- NPQ Senior Leadership (NPQSL – funded)
- Mr Thomas NPQ Senior Leadership (NPQSL – funded by school)
- Miss Bennett – NPQ SENDCO (funded)
- Miss Noakes – NPQ SENDCO (funded)
- Mrs Stewart – NPQ SENDCO (funded)
- Mrs Bowden Pickstock - NPQ SENDCO (funded)
- Mrs Rachael Wall –SENDCO Post Graduate Qualification (self-funded)
- Miss Williams - NPQ Early Years Leadership (NPQEYL. funded)
- Mr Knowles - NPQ Leading Teaching (NPQLT. Funded)
- Mr Cassidy NPQEL Executive Leadership (Funded)
- Miss Murphy - NPQ Leading Teacher Development (NPQLTD. Funded)
- Miss Lewis - NPQ Leading Teacher Development (NPQLTD. Funded)
- Miss Hughes is starting her NPQ Leading Teaching (NPQLT. Funded)
- Mrs Sarah Jones Masters in Education, Senior Leadership - Level 7 & Chartered Management Institute Level 7 Senior Management. (Apprenticeship Funding)
- Mrs Chamber NPQ in Headship (NPQH - funded)
- Mrs Palmi NPQ in leading primary mathematics (NPQLPM - funded)
- Mr Nathan NPQ Senior Leadership (NPQSL – funded)
- Mrs Elniff NPQ Senior Leadership (NPQSL – funded)
- Mrs Birch NPQ Senior Leadership (NPQSL – funded)
- Miss Hughes NPQ Senior Leadership (NPQSL – funded)
- Ms Coleman NPQ Senior Leadership (NPQSL – funded)

Also had following staff complete Leadership coaching accreditation:

Foundation Level	• Nadine Rycroft • Charlotte Berry • Bernard Cassidy • Maria Chambers • Lynsey Binks • Olivia Fisher • Caitlin Birch • Caroline Willacy • Kirsteen Bennett • Gaj Nathan
Practitioner Level	• Mr Cassidy • Mrs Davies

St George's Primary School
St George's Primary School

16. Enrichment and Residentials:

	Trips (all Pupils)	Author Visits	Musical Enrichment	Sporting Enrichment	Careers	Other visitors	Pupil Premium Trips
F1	• Local Walks (library, shops etc) • Top-site Forest school	• Mystery readers	• Nativity performance • End of year celebration • Weekly class sessions (specialist provision).	• Sports day • Balance ability.	• Headteacher • hedgehog lady • beekeeper • marine biologist	• Mermaid Elves • Mini first aid	• The Story Barn and book
F2	• Imagine That, • Tam O'Shanter farm, • Local Walks (library, shops, St Hilary's etc) • Top-site Forest school	• Rachel Morrisoe • Steve Antony • Mystery readers	• Nativity singing performance, • End of year celebration singing performance. • Weekly class sessions (specialist provision).	• Tennis Roadshow, • Rugby tots. • 2 class competitions including Sports Day. • Santa Dash • Wheelie breakfast	• Headteacher, • Chef, • Police, • Nurse, • Dog handler, • Farmer, • RNLI, • Science week • STEM Talk	• RE visit from Mr Nathan - Diwali focus, • Mini First Aid Sessions, • The Pantomime,	• The Story Barn and book, • Chester Zoo • Garden centre to choose plants for Garden
Y1	• Local Wallasey Walk (dentist, library, churches, local geography) • Thurstaston Country Park	• Rachel Morrisroe, • James Warwood, • Steve Antony	• Nativity Performance at Claremount Church • Pantomime visit	• Tennis Roadshow, • 2 class competitions including Sports Day. • Santa Dash, • 6 intra school events/ Tournaments • Scooting workshops • Wheelie breakfast	• Animals take over live animal workshop. • NFU live lesson the BIG farming question. • Chester zoo live lesson careers in the zoo. • Natter-hub live lesson AI is NOT a human. • Construction, • Illustrator • Engineer, STEM - Structural engineer- Mr Okutu	• Julie Marshall - The Victorians • RE visitor • Toys from the past	• Port Sunlight Museum, workshop and village • Activity for All

Y2	• Liverpool Museum (History) • Birkenhead Park (Science/Geog) • St Hilary's Church (RE - Yr2 Experience)	• Rachel Morrisroe, • James Warwood, • Steve Antony	• Nativity Performance at Claremount Church • Pantomime visit • Christingle Choir	• Tennis Roadshow • 2 class competitions including Sports Day. • Santa Dash, • 7 intra school events/ Tournaments • Wheelie breakfast	• Stepnell construction • Author • Illustrator • Surveyor • Train driver • Artist • Airport traffic control (STEM - Science week) • Orthodontists	• Iain Henderson and The Social Supermarket (RE) • Julie Marshall (History- GFoL) • Barry Canning-Eaton (Art-Sculptor) • Matt Rycroft (History- Transport) • Jamie Cumming (PSHE - Footballer) • NSPCC charity – Buddy • Minister's Assemblies	• Port Sunlight Museum Workshop and Village Activity for All
Y3	• Liverpool Museum Trip • Philharmonic Trip, • Liverpool Central Library	• James Warwood assembly, • Martin Harvey assembly and workshop • Peet Ellison assembly and workshops	• Simon Harper - 1-hour lessons from Spring 2 • Summer. KS2 Schools concert @ Liverpool Philharmonic • Christmas performance @ St Hillary's. • Djembe performance @ Y3 showcase. • Virtual opera lesson. • Pantomime visit	• Y3/4 Football Tournament • Activity for All), Y3/4 Team building (4B). • LFC Tournament, • 2 class competitions including Sports Day. • Santa Dash, • 4 intra school events/ Tournaments • Tennis Tournament @ Thorndale • Wheelie breakfast	• Stepnell Construction Careers, • Science week Visitor- Claire Wainwright. • Jennie - Catering and Healthy Plate. • Jay Ellis - computing support assembly. • Victoria Vass - PSHE. • Shaun Corkhill - PSHE paramedic lesson. • Julie Marshall for rocks in science.	• Julie Marshall (Ancient Civilisations and Ancient Egyptians) assembly and workshop. • Merseyside Police (PSHE), • Mr Singh (RE-Sikhism) • Junior First Aid • Minister's Assemblies	• Mary Poppins at the theatre, Eureka

Head Teacher's Annual Report November 2026

St George's Primary School

St George's Primary School

Y4	• Residential to Conway Centre, Anglesey. • St Hillary's Church, Experience Easter, • Deva Centre Roman History Chester	• James Warwood assembly and workshop, • Martin Harvey assembly and workshop, • Liz Pichon (virtual assembly) • Peet Ellison workshop	• Simon Harper - 1-hour lessons from Autumn 1 - Spring 1. • Ukelele Performance @ Y4 showcase. • Pantomime visit • Festive Family fun performance	• Y3/4 Football Tournament • Y3/4 Teambuilding (4B). • LFC Tournament, • 2 class competitions including Sports Day. • Santa Dash, • 7 intra school events/ Tournaments • Tennis Tournament @ Thorndale • Wheelie breakfast	• Pete Johnson - head of carnivores at Knowsley Safari Park. • G. Warren careers talk. Worked at Shell and retired chemistry teacher. • Animals Take Over • Mrs Ramsay - D.T. talk and demonstration about her job as a seamstress	• Julie Marshall (Ancient Greeks), • Julie Marshall (Ancient Romans) • Visitors from the Kailash Buddhist Centre • Deva Centre visit • Frank Berry - Wreck diving talk • Minister's Assemblies	• Mary Poppins at the theatre, Eureka
Y5	• Liverpool Museum trip, • Philharmonic music trip, • Ethos and culture day at St Mary's College • York residential (Jorvik, York Minister Cliffords tower, Museum gardens, River cruise etc).	• Lauren St John, • James Warwood, • Rob Keeley (selected pupils) • Richard Coles	• Peripatetic teacher - Jo Pue-Richards – violin lessons x 20 • Philharmonic trip • Pantomime visit • Y5 Dance • Wallasey Alliance Oracy Showcase	• Teambuilding event (Activity for all) (Spotlight Children), • Santa Dash • 2 class competitions including Sports Day. • 7 intra school events/ Tournaments • Create Dance @ Floral Pavilion • Year 5/6 Dodgeball (Activity for All) • Wheelie breakfast	1. Array of career assemblies including 2. AI 3. Gaming Industry 4. Lifeguard 5. Police 6. ADECCO 7. Google 8. Pilot 9. Space Tech 10. Stepnell Construction • STEM careers roadshow • Ready, Set, Career! MyPath launch	• Anglo-Saxon Experience Day • Chris Malburn - Road Safety • Islam visitors share culture, belief and practice. • Minister's Assemblies	• Matilda theatre trip

Y6	• Remembrance and WWII Air raid Shelter @ Claremount Church [rotation of activities], • London residential (theatre trip, London Eye, Pineapple studios, 3 museums, St Paul's cathedral etc). • Thurstaston Marine Eco Day	• Lauren St John, • James Warwood, • Rob Keeley (selected pupils) • Richard Coles	• Peripatetic teacher - Jo Pue-Richards - violin & choral arrangements x 14 • Y6 End of year Play (Shakespeare Rocks) • Pantomime visit	• Year 6 Interclass Dodgeball Competition, • Teambuilding event (Activity for All) (Spotlight Children), • Year 6 boys and Girls Football (Activity for All), • Year 5/6 Dodgeball (Activity for All), Santa Dash/Dance • Wheelie breakfast	• Array of career assemblies including 1. AI 2. Gaming Industry 3. Lifeguard 4. Police 5. ADECCO 6. Google 7. Pilot 8. Space tech 9. Daresbury Lab 10. Stepnell construction • STEM careers roadshow • Ready, Set, Career! MyPath launch	• Evacuation WW2 • Evacuation Day and Visit to Church (Remembrance) • Chris Malburn - Road Safety and transition (safe routes to secondary school)	• Matilda theatre trip

Disadvantaged pupils' enrichment programme had 12 additional trips last year (evening and weekends). Our intention is to have a minimum of 8 this year. Includes theatre trips, concerts, outdoor education etc.

All trips and events are well publicised and reported on the school's website.

Ran 61 clubs last year. Range of sports, music, drama, STEM, home-learning, oracy and other clubs.

17. Pupil Voice

We continue to have a proactive pupil voice platform the school.

	KS1	Y3-4	Y5-6
School Council	✓	✓	✓
Play Leaders	✓	✓	✓
Digital Leaders		✓	✓
Reading Ambassadors	✓	✓	✓
ECO Committee	✓	✓	✓
Mini Police			✓

Complaints

Formal complaints made to head teacher:

Reason for Complaint	Number	Resolved
Staff Conduct/Management	2	Yes (note that one was multiple complaints for a single incident)
Bullying Concerns	1	Yes

Formal complaints made to governing body:

Reason for Complaint	Number	Resolved
	0	

15. Staffing:

- **We have 162 Employee contracts** (with 146 employees)
- Staff recruitment is very challenging. **There is a national shortage of teachers**. We address this through our SCITT and the reputation that we have we for evidence-based practice and investment in staff development.
- **Leadership roles are increasingly hard to recruit for**.
- **Non-teaching staff recruitment** is increasingly difficult. This is caused by three factors:

a) Salary and working benefits in public sector.
b) Implications for living wage with part-time hours and term time payment conditions.
c) Impact of DWP changes affecting people who need to work at least 16 hours per week over an annual calendar. This has a significant impact on lunchtime supervision, cleaners, playworkers and catering staff.
d) Staff shortages have created inflationary pressures for key roles including Tas, catering, admin staff across the sector. This is driving up advertised pay bands.

Head Teacher's Annual Report November 2026

Staff Mobility September 2025-26

Leavers		
Midday Assistant	01 Oct 2025	Resigned (New job)
Midday Assistant	07 Oct 2025	Resigned (Health)
Midday Assistant	02 Dec 2025	Retired
Classroom Teacher	31 Dec 2025	Resigned. Promotion with our ITT partner.
Catering Assistant, Dragon Club	13 Feb 2026	Resigned (New job)
Midday Assistant	06 Mar 2026	Resigned (New job)
Midday Assistant	27 Mar 2026	Retired
Deputy Extended Services	15 Apr 2026	Resigned (Set up own business)
Catering Assistant, Playworker	17 Apr 2026	Resigned (New Job)
Receptionist	31 May 2026	Resigned (New Job)
Cleaner	31 May 2026	Resigned ill health
Catering Assistant	02 Jun 2026	Resigned (New Job)
Teaching Assistant	31 Jul 2026	Resigned
Classroom Teacher	31 Aug 2026	Resigned (family care needs)
Deputy Head	31 Aug 2026	Resigned
Teaching Assistant	31 Aug 2026	Retired
Teaching Assistant	31 Aug 2026	Resigned (New Job)
Midday Assistant	31 Aug 2026	Resigned (Health)
Midday Assistant	11 Sep 2026	Resigned
Midday Assistant	23 Oct 2026	Resigned (family care needs)
Midday Assistant	10 Nov 2026	Dismissed (did not pass probation)

We also have 7 staff on maternity leave.

8 members of staff secured internal progression or new posts.

New Starters		
Playworker and Midday Ass	03 Nov 2026	
Classroom Teacher	02 Nov 2026	Temp Secondment Cover
Teaching Assistant	24 Sep 2026	
Qualified Playworker	21 Sep 2026	
Midday Assistant	02 Sep 2026	
Midday Assistant	02 Sep 2026	
Teaching Assistant	01 Sep 2026	
Classroom Teacher	01 Sep 2026	Temp 1 Year (maternity)
Classroom Teacher	01 Sep 2026	
Catering Assistant	01 Sep 2026	
Qualified Playworker and Midday Ass	01 Sep 2026	
Classroom Teacher	01 Sep 2026	Temp (maternity)
Teaching Assistant 2 and 3	01 Sep 2026	
Teaching Assistant Level 2	01 Sep 2026	
Cleaner (All Year Round)	10 Aug 2026	
Cleaner (All Year Round)	27 Jul 2026	
Playworker	01 Jun 2026	
Midday Assistant	01 Jun 2026	
Catering Assistant	01 Jun 2026	
Midday Assistant	01 Jun 2026	
Unqualified Playworker	01 Jun 2026	
Receptionist	01 Jun 2026	

Catering Assistant	18 May 2026	
Midday Assistant	16 Mar 2026	
Midday Assistant	05 Jan 2026	
Class Teacher	01 Jan 2026	
Teacher	03 Nov 2025	Temp (maternity)
Cleaner (Term Time Only)	25 Sep 2025	
Midday Assistant	08 Sep 2025	
Teaching Assistant Level 2	01 Sep 2025	
Teaching Assistant Level 2	01 Sep 2025	
Classroom Teacher	01 Sep 2025	

16. Staffing Absences:

2025-26	4.1%
2024-25	3.9%
2023-24	3.7%

We are we are almost identical to the national absence rates for school workforce as reported by .gov.uk statistic service. The increase was affected by 3 long term absences. All postholders have now left.

Short term absences remain very low at St George's. Short term absences (below 3 days) are below 1 days per contract.

Our biggest challenge has been long term absences due to:

- Serious illness or mental health

Note that an absence day is attributed a member of staff as a working day whether that is 1.25 hours or 7.2 hours per day.

	Number of Staff	Instances	Number of Days
Overall Sickness/Illness 2025-26	72	118	**817.33**
Overall Sickness/Illness 2024-25	74	194	**523 days**

General Absence Explained

Month	Sickness Cases (new active)	Short Term Days (3 or less)	Long Term Days (4 or more)	Family Leave Cases
Aug-26	0 (2 active)	0	2 staff - 40.86 days	1
Jul-26	3 (5 active)	1 staff - 0.62 days	4 staff - 40.28 days	3
Jun-26	7 (8 active)	5 staff - 8.00 days	3 staff - 38.58 days	6
May-26	6 (9 active)	5 staff - 8.00 days	4 staff - 46.36 days	5
Apr-26	8 (9 active)	5 staff - 7.00 days	4 staff - 32.81 days	9
Mar-26	13 (16 active)	13 staff - 22 days	3 staff - 44.78 days	12
Feb-26	10 (12 active)	7 staff - 6.62 days	5 staff - 52.99 days	7
Jan-26	18 (19 active)	11 staff - 21.33 days	8 staff - 76.23 days	9
Dec-25	10 (16 active)	10 staff - 16.00 days	6 staff - 48.68 days	5

Nov-25	15 (22 active)	6 staff - 13.36 days	14 staff - 117.70 days	10
Oct-25	16 (20 active)	9 staff - 13.64 days	10 staff - 112.22 days	7
Sep-25	11 (12 active)	6 staff - 10.39 days	6 staff - 38.92 days	4
Totals	**117 new (118 active)**	**135 days**	**690 days**	

17. Capital Projects Summary

- Completely new CCTV installed across both sites.
- New bins tore at lower site.
- Restored all black iron railings at lower site.
- Replaced fencing for Saxon Camp refurbishment.
- New play sinks installed in F1 classrooms.
- Refurbished two classrooms.
- Refurbished two toilet blocks.
- Refurbished three sensory rooms.
- Renewed all outdoor lighting and electrics to Snack Shack at Upper Site
- Complete d two My hammy Mind Areas (one at each site)
- Extensive roofing and structural repairs (as advised in termly site manager reports)
- Completed refurbishment for upper site office and administration areas by Jan 2027.