



MINUTES

Meeting:	Parent's Briefing	Date:	26 March 2026
School:	Well Green Primary School	Time:	6.30 p.m.
Venue:	School		

GOVERNORS PRESENT:

Cllr D Butt (new Chair of Governors)
Mrs R Foulkes (Parent Governor)
Mrs A Madden (new Co-opted Governor)
Mrs R Smith (new Co-opted Governor)
Mrs R Shaw (Staff Governor)
Mr T Tien-Rhimes (Head)

IN ATTENDANCE:

Mrs E Newton – Trafford Council (Education) - LA Rep
Dr J Bryan (Associate Member & LA Rep)
Mrs K Spark (LA School Improvement Support Advisor)
Ms J A Lawson (Clerk to Governors, Trust GS)
Members of Staff
Parents

1. **Headteacher's Address**

The Head welcomed all in attendance and thanked Parents for joining the meeting (at short notice).

The Head introduced the newly appointed members of the Governing Board: Cllr Dylan Butt (new Chair of Governors), Mrs Rebecca Smith (new Co-opted Governor and Head at Sale Grammar School), Mrs Anne Madden (new Co-opted Governor and Chair of Governors at Brooklands Primary School).

The Head introduced representatives and Advisors from Trafford LA:

Mrs Emma Newton, Dr Jane Bryan and Mrs Kylie Spark.

The Head introduced the Clerk to Governors:

Ms Julie Lawson, who would take minutes.

The Head explained the meeting was called following the Ofsted Inspection in January and the report issued this week.

The Head acknowledged that Parents may feel frustrated and surprised by the outcome of the inspection and some elements of the report.

The Head assured Parents he understood the sentiment but wanted to ensure Parents that he, Governors and Staff are doing all they can to move forward on areas identified for improvement.

The Head assured Parents the reasons they chose Well Green Primary School have not changed. However the need for improvement has been acknowledged and will be addressed. The areas identified for urgent improvement were: Safeguarding, Leadership and Governance and Curriculum.

WHAT WERE OFSTED CONCERNS?

Safeguarding

The Head acknowledged processes and procedures were not good enough and had been a big area of focus since he joined the School in September.

The Head acknowledged comments in the report regarding 'culture' and 'risk of harm' sounded alarming. Since the Inspection (January) work has been done at pace to ensure that children continue to be happy and safe at the School.

Leadership and Governance

Ofsted found Governance was not strong enough. They were not satisfied that Governors understood their responsibilities and duty regarding safeguarding. Since the Inspection there has been considerable change and rapid progress in this area.

Writing

Whilst outcomes are significantly above local and national averaged they still need to improve as part of a review and improvement of curriculum.

Ofsted had acknowledged that the new leaders had recognised the need for improvement.

WHAT HAS BEEN DONE SINCE THE INSPECTION ON THESE AREAS?

Safeguarding

The Head explained changes have been made to recording of incidents and accidents, recording, logging and Actions.

Supervision has been improved with an increase in staff on duty in early years and at playtime. New processes had started in autumn and will continue, with regular review and refining of practice.

An external audit of safeguarding has taken place this week, A thorough review of policy and procedure by a safeguarding expert. This has resulted in a number of useful recommendations.

There has already been additional training for staff including face to face training and more is planned. Improvements have been practical and measurable. Children say they are enjoying the changes made to playtimes and there has been a significant reduction in accidents. There is no complacency and this work will continue.

Leadership, Management & Governance

Practice at the School was not strong enough. Trust GS (Clerk) has sourced new experienced Governors to join the Board and there have been a number of resignations. Additional support and training will be provided on roles and responsibilities particularly regarding safeguarding and holding leaders to account.

The new Board met recently for the first time and it was a very productive and challenging meeting. The Head thanked Governors and advised Parents he now feels more confident there will be significant improvements in this area.

Curriculum

The Head explained concerns were specifically regarding writing and transcription. The Head explained he knew improvement was needed in September and the process of reviewing the curriculum is underway. Changes have already been introduced including new Forest School, Class texts in English and changes to Writing, Parents can expect to see ongoing developments.

The Head acknowledged that Parents had the opportunity to contribute comments during the inspection and he thanked Parent for over 100 glowing reports and messages of support which were received. The Head asked Parents for their continued support now the School faces challenging times.

The Head assured Parents that committed Staff are working very hard to strive for the best for children. The Head commended the Staff and asked Parents to support them.

The Head assured Parents he understood concerns arising from the Report but hoped Parents would be assured that he will continue to move the School forward.

Special Measures

The Head explained the Category of Special Measures (arising from Ofsted Inspection) means the School will receive an Academy Order and therefore be directed to join a Multi-Academy Trust.

The Head explained a Multi-Academy Trust is a group of Schools under one Governance structure, working together with a framework of support and oversight.

The Head assured Parents he would do all within his power to ensure the School joins a Trust which aligns to the ethos of the School. The Head recognized the importance of retaining the identity and autonomy of the community school. The Head explained as an Academy the School will still be state funded, follow national curriculum and free to attend.

The Head advised that joining a Trust is a big opportunity to collaborate and help improve the School at pace with opportunities for staff development and more stability for the future.

The Head explained that, whilst Ofsted will now insist the School joins a Trust, he had already identified this was a path to follow and had been considering options for the school in advance of the inspection.

The Head offered to answer any questions but asked Parents with any questions regarding specific incidents (or children) to speak to him after the meeting.

Parent Question

I know Ofsted inspect Schools every 4 years so will this judgement remain until then?

The Head advised that, due to the Special Measures judgement Ofsted would return in 3 months and do monitoring visit regularly depending on their assessment of need. It is hoped that they will be impressed by changes that have been made when they visit in 3 months.

Parent Question

What is an Academy Order and what does joining an Academy Trust mean?

The Head explained a Multi-Academy Trust is a group of schools working together. Some Trusts have a small number of Schools, others have a lot more.

Joining a family of schools can strengthen the practice of school and access to expertise and shared resources.

The Government has suggested all Schools should be joining Multi-Academy Trusts.

Parent Question**How will that affect the children?**

The Head advised there are lots of benefits to collaboration for pupils and staff. It depends on the Academy Trust we join but more information will be provided when it is available.

Parent Question**Are the new Governors from a Multi-Academy Trust?**

No, which Trust the School joins has not yet been decided. New Governors are from a mix of LA School and Trusts and have been selected due to their expertise.

Parent Question**Will the Trust be local schools or national?**

The Head advised this depends on the Trust chosen however the preference is for a local Trust.

Parent Question**What could be the negative aspect of joining a Trust, is there any loss of autonomy?**

The Head advised it is important for Well Green Primary School to retain its ethos and autonomy as a small community school. The aim will be to protect this.

A Parent shared they have been a Parent at the School for 13 years and found the School to be wonderful. All her children have had good experience and support at the School.

Parent Question**I have been a Parent at the School for 10 years, my children have had good experiences and this year it has been even better than any other period. Yet Ofsted have decided the School requires Special Measure – so how good does a School have to be?**

The Head commended the question. The Head advised he could not talk about what happened before his time at the School but since arriving he had identified some processes and procedures which were not as strong as they should have been. He acknowledged there were some continued strengths particularly in outcomes (results) but some other operational elements need improvement.

Teacher

There is no difference in terms of children's safety but new processes are in place for logging and recording. We have always worked hard to look after children's safety but goal posts have changed.

Parent

It is understandable if there has been a change of standards and these have not been adopted.

Cllr D Butt

In terms of academic standards there are no significant concerns. Children are doing well and the School has a good record of achievement. Some processes and Governance need strengthening so that's what we are now doing. We have a good Headteacher and a strong team of new Governors along with support from Trafford Council, we look forward to getting back on track.

Headteacher

It's important to stress, this is not a case of staff missing things, the issues are paperwork, record management and procedures.

Parent Question

So what weren't you doing, because I know my child is safe here?

The Headteacher acknowledged that was reassuring but the school needs to have procedures in place and record details appropriately. It is hard to say what was not happening before but things are now much more robust.

Medical tracker is now used by Staff and information is available to Parent. Records can be analysed more effectively so there can be identification of issues and improvements.

Parent Governor

A Parent Governor commended the way the Headteacher has proactively looked at improvements and the amount of things put in place and changes made since September (and since the Inspection). There is new equipment and the Tracker, new zoning arrangements, Yr3 on a different playground and more supervision. I am also a Teacher (in another School) and Well Green Primary has always kept children safe, I have been impressed and feel this is a safe school.

The Headteacher acknowledged the importance of logging issues and taking appropriate action which is then reported to Governors. Training has been put in place for staff on new processes.

Parent Question

The Ofsted Report said that Staff and Governors were not aware of their legal duties, is this due to a lack of training and assurance processes?

The Headteacher confirmed that Ofsted deemed Governance was not strong enough and there had not been enough training for Governors or Staff. It is difficult to say what happened before September but there were gaps which needed to be addressed.

Parent Question

Does the School have enough staff?

The Headteacher advised that there has been an increase in the number of staff on duty for supervision. There are enough staff in school to meet quotas.

Parent Question

Q: Do you feel you have resources to ensure Staff and Governors have training to deal with legal duties and do Governors have assurance process to show improvements when Ofsted return?

The Headteacher explained lots of lessons have been learned from the Inspection and the Report so that changes can be made.

Clerk to Governors

The Clerk advised that Governors are volunteers (representatives of the community) and it can be challenging for them to have the time and capacity to engage in training, but it is essential. The priority was to strengthen the Board with experienced Governors who can provide intensive support in the short term and act as role models for new Governors who join the Board. In time the Headteacher will be looking for volunteers from the School Community to serve as Governors. Meanwhile, the new Governors added to the Board have skills and expertise necessary to support and challenge the School Leaders. A programme of support is being provided.

Headteacher

The Headteacher explained that training has already taken place for staff and more has been planned.

Parent Question

What happens next, will you keep us informed on the process of academisation?

The Headteacher advised he will be issuing fortnightly Newsletters and will update Parents on changes and developments.

Parent Question

Who will have the final say on academization and which Trust the School joins?

The Headteacher advised that ultimately it is the decision of the Department for Education (via Regional Directors), however the Headteacher, Governors and LA will work together to request the School joins a Trust which is a good fit for the School. Autonomy is important to maintain Well Green Primary as a community school.

Parent Question

Were there any other aspects of safeguarding concerns?

The Headteacher advised that the concerns were related to records and reporting of issues and how leaders were held to account by the Governors.

Parent Question

I understand there is a focus on safeguarding but I do not understand the issue regarding Writing when results are above national average and when the School has recently been rated as one of the top Schools in Trafford. It does not make sense, is there another agenda here?

The Headteacher acknowledged the apparent contradictions and that this can seem strange. The School has strengths in many areas but the focus of the new inspection framework is inclusion and for some children (disadvantaged) we need to do more. We need to be able to evidence (to Governors) that all pupils are making good progress. Our inclusive practice has changed so disadvantaged and SEND pupils are now receiving a lot more opportunities.

Teacher

Staff have done a lot, but children also need support at home too. When children do not have support at home there is an impact.

Parent Question

So the inspection framework is clever as it forces you to look at children who need help?

The Headteacher confirmed we have a duty to support our most vulnerable pupils. The reason our school was not graded as strong standard is due to inclusion, there is more to do and we are doing more.

Parent Question

How can the main reason for the grading be inclusion when the % of disadvantaged pupils is so small?

The Headteacher acknowledged that the % numbers are low however each child is important and has a high impact on the % data. Each child needs to have an appropriate provision so it is in line with children who don't have barriers to learning.

The Headteacher explained Writing and Transcription skills. This area had already been identified as a focus for improvement before the Ofsted inspection.

Parent Question

Interesting, that this is identified as a weakness when there is less focus on writing in society, everything is online (even homework) and in general more past-times do not involve writing skills. So schools have to encourage the skills?

The Headteacher advised there are some quick wins as work has already been done on the curriculum we now just need to fine tune the writing.

Parent Question

It seems the Ofsted Inspection Framework puts a lot of pressure on Teachers and attendance, I feel sorry for Teachers.

The Headteacher advised there were areas of the Report he challenged due to the small number of children decisions were made on.

Parent Governor

It is commendable that the Headteacher and Deputy Headteacher went straight to 'What can we do for the children' rather than getting angry or frustrated with the Ofsted Report. Staff have rallied and the focus is on improvements for children – as a Parent that is what I want from a School.

Parent Question

You have referenced disadvantaged children but what about the others, I have been a Parent here for 10 years and my eldest daughter felt held back at times (which became apparent when she went to AGGS). She was partnered with someone who did not have a similar learning ethos, she wanted to progress more, what are you doing for those children who may also be neglected?

The Headteacher acknowledged that is an important point and staff will listen to children's voice and aim to meet all needs. As part of an Academy Trust, Staff will be exposed to best practice and ways to improve practice which will help all children.

Parent Question

So will this be looked at?

The Headteacher advised he will always look at ways to help all children.

Parent Question

If Academy Trusts give access to benefits, why do we not have access to that now?

The Headteacher explained how Multi-Academy Trusts have more capacity to share resources and facilitate collaboration. In a small school this can be restricted when working alone.

Parent Question

Aware of the move to an Academy system but do not know what that means or looks like?

The Headteacher explained this will be considered and more details provided in time.

Parent Question

Will you be able to choose the Trust as that is a concern, we would hope that the School Community has a chance to discuss and input?

The Headteacher advised that some decisions may be taken away from the School due to the Ofsted judgement. He advised he will do all he can to ensure we join the right Trust. The aim is to find a Trust that works best for the school. The head understands the apprehension as there is a period of uncertainty but he will share with you as best he can. The Headteacher advised he will add details to the Newsletter and another meeting will be called further down the line.

Parent Question

How long will it take to join a Trust?

It was not possible to provide an answer, it could be as soon as the new academic year however it would be subject to the DfE decision and the Trust.

Parent Question

How long until the next Ofsted inspection?

They will return in 3 months which is likely to be July 2026 after that they will do monitoring inspections for as long as is deemed necessary. It is hoped the Special Measures judgement will be reversed as soon as possible. The School needs to demonstrate that there have been changes and that improvement will be sustained.

Parent Question

Do you feel that Parents of disadvantaged children have the right support? Is there guidance which can be given to Parents on ways to support their children's learning.

The Head confirmed the School provides support by tracking children who are eligible for free school meals and/or SEND. Outcomes are monitored and support provided such as free music tuition, an 11+ Club and trips. The offer in classrooms is the same as for other children.

Teacher

The Reading Rewards system is targeted to encourage parents to read with children. We want to do all we can to support families.

Headteacher

There is outreach for all Parents but I will reach out too when necessary. We have a small school and can reach out to certain Parents we know are part of the community and may need extra support.

Parent Question

Are these Parents aware of the importance of spending time with their children outside of school? Reminder or advice might help.

The Headteacher acknowledged the suggestion and this will be given consideration.

Parent Question

When a School joins an Academy Trust does this mean the School gets more funds?

The Headteacher advised the funding the School receives is the same but there may be access to additional resources such as specialist staff who are shared (and co-funded) by Schools across the Trust.

Parent Question

What about the physical building – would a Trust merge Well Green Primary with another School to save costs?

The Headteacher advised this is not something which is on the horizon at present.

Parent Question

When this becomes public knowledge there will be local press coverage and possible impact on numbers coming to the School (which happened elsewhere locally) how will you manage that?

The Headteacher assured Parents this is his next focus. At present the Reception Class is due to be full for September 2026. Parent perceptions are important. The School will need to demonstrate it is moving in the right direction. We will be open and transparent and will invite new Parents in to hear the same messages we are giving Parents tonight. The Headteacher acknowledged the reputational damage and advised it will be important to show this is not a school in crisis, improvements are being made and the school has many strengths.

Parent Question

There is a massive disconnect between Special Measures grading and our experience as Parents at this School.

The Headteacher thanked Parents, such comments were greatly appreciated.

The Headteacher thanked Parents for coming to the meeting and for the messages of support received which mean a lot. Although the situation is very unfortunate the approach of Staff, Governors and Parents is overwhelmingly positive. The Headteacher thanked everyone for their support of the School.