

28 March 2023

Dear Parent/Carer

In January 2023, a team of inspectors from Education Scotland visited Northfield Academy. During our visit, we talked to parents/carers and young people and worked closely with the headteacher and staff.

The inspection team found the following strengths in the school's work.

- The individual members of staff who are making a positive difference to the experiences of young people.
- The work with partners, which is supporting young people and offering valuable social, workplace and educational opportunities. This is enabling a few young people to have very positive experiences in preparing for life and work.

The following areas for improvement were identified and discussed with the headteacher and a representative from Aberdeen City Council.

- Senior and middle leaders should work to improve the strategic leadership of all areas of the school. Review and update the school's vision and values. There should be a clear and shared understanding of the expectations, direction and identity of Northfield Academy. Ensure plans for improvement are agreed with young people, teachers and parents.
- Develop a calm, safe and purposeful learning environment. Build positive relationships across the school. Young people should be central to discussions about behaviour expectations and feeling safe in school.
- Agree with staff a shared understanding of high-quality learning, teaching and assessment. Develop effective processes to plan, track and monitor young people's progress.
- Ensure the wellbeing needs of all young people are a key part of all school activities. Clarify procedures relating to pupil attendance and time keeping.
- Urgently improve attainment from S1 to S6. Review the number of young people who leave school in S4 and S5, and those who do not go to a positive destination. Make plans to support broader achievements for all young people. The school should demonstrate how young people on reduced timetables are included, educated and safe.

We gathered evidence to enable us to evaluate the school's work using four quality indicators from [How good is our school? \(4th edition\)](#). Quality indicators help schools, local authorities and inspectors to judge what is working well and what needs to be improved. Following the inspection of each school, the Scottish Government gathers details of our evaluations to keep track of how well Scottish schools are doing.

Here are Education Scotland's evaluations for Northfield Academy

Quality indicators	Evaluation
Leadership of change	unsatisfactory
Learning, teaching and assessment	unsatisfactory
Ensuring wellbeing, equality and inclusion	unsatisfactory
Raising attainment and achievement	unsatisfactory
Descriptions of the evaluations are available from: How good is our school? (4th edition), Appendix 3: The six-point scale	

A more detailed document called Summarised Inspection Findings (SIF) will be available on the Education Scotland website at: <https://education.gov.scot/education-scotland/inspection-reports/reports-page/?id=3887>

What happens next?

As a result of our inspection findings we think that the school needs additional support and more time to make necessary improvements. We will liaise with Aberdeen City Council regarding the school's capacity to improve. We will return to carry out a further inspection of the school within six months of the publication of this letter. We will discuss with Aberdeen City Council the details of this inspection. When we return to inspect the school we will write to you as parents/carers informing you of the progress the school has made.

Ann Floyd
HM Inspector