

Inspection Question 1:
How does the school's
theologically rooted Christian
vision enable
pupils and adults to flourish?

a) How is the Christian vision expressed? For example, is it through values that are faithful to the Anglican/Methodist foundation of the school?

You are the light of the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. In the same way, let your light shine before others, that they might see your good deeds and glorify your Father in heaven.

This is how the children interpreted the vision:

“Jesus loves you and the things you do so let all the good things come out of you.” (Year 3)

“Let your happiness shine and make others be happy and shine too.” (Year 4)

“Be proud! Don’t hide your talents. Use your light to illuminate the lives of everyone you know and even those you don’t.” (Year 5)

“Look for a chance to shine in every situation. Make sure you show your personality and one day it will help someone.” (Year 6)

This is how the staff interpreted the vision:

“As a staff, we have diverse strengths and interests. We learn from each other, accepting our vulnerabilities, but support one another by sharing our expertise. We have a positive energy that radiates to others, ensuring all members of the school community are accepted, appreciated and valued. We aim to use our strengths to have a positive impact, both at our own school and at others, allowing children of all faiths and none to shine spiritually.”

This is how the governors interpret the vision:

“As a governing body, we all have various talents and abilities – we need the courage and confidence to use them in the best possible way to challenge and support the school. We should not be afraid to pose questions for the betterment of Church Hill C of E Junior School. In this way, we can have Christian impact on the world so God can be glorified. The vision, “Let your light shine,” resonates with us as we have the belief in our own abilities to do good within the school community.”





School Deeds

subject nevertheless to the proviso hereinafter contained to permit the said Premises and all Buildings thereon erected or to be erected to be forever hereafter appropriated and used as a School for the education of Children and Adults or Children only of the Labouring Manufacturing and other poorer class in the Parish of Thurmaston aforesaid and as a Residence for the Teacher or Teachers of the said School which School shall always be in union and conducted upon the Principles and in furtherance of the ends and Designs of the Incorporated National Society for Promoting the Education of the Poor in the Principles of the Established Church Provided always and it is hereby declared that the Minister and Churchwardens and their Successors shall and may from time to time and at any time hereafter with the consent and at the request of the National Society for Promoting the Education of the Poor in the Principles of the Established Church throughout England and Wales testified by writing under there Common Seal but not otherwise grant or convey for educational purposes but not otherwise to any body

b) What other strategies do leaders employ to ensure that the theologically rooted Christian vision is a living reality that enables pupils and adults to flourish?



Star of we

For showing
contribution
welcome



Star of the week

Scotney Cassidy

Awarded for always being enthusiastic, polite, asking
how others are and remembering to show the Church
Hill Way.



18th June 2021



Shine a light on... **Koinonia**

3rd to 16th September



COMMUNITY
IS ABOUT DOING SOMETHING
TOGETHER
THAT MAKES BELONGING
MATTER.



"If you have any encouragement from being united with Christ, if any comfort from his love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose." *Philippians 2:1-2*



"THE GREATNESS
OF A COMMUNITY
IS MOST
ACCURATELY
MEASURED BY THE
COMPASSIONATE
ACTIONS OF ITS
MEMBERS."

CORETTA SCOTT KING

What the bible says
about koinonia.

Koinonia can be thought of, "fellowship, community and joint participation." Its origin is in the Greek word *koinonos*, which means partner, sharer, and companion. In short, it is a shared community that involves deep, close-knit participation among its people. It involves a group of people being united in purpose and serving alongside each other.

Therefore it is so important for us to think about our school community at this time of year. A new year provides new challenges, new opportunities to explore and opportunities to start afresh. We find ourselves in new class and year group teams where, whilst we celebrate and draw upon the unique talents of every child, we encourage support and teamwork to work towards common goals. These are successfully achieved by the koinonia we create.

There are several ways you can show koinonia. If you would like to share how you've done this, email your class teacher and you will get 5 House Points. It could even be shared in celebration assembly with Mrs Brown!

Peter wrote, "Each of you should use whatever gift you have received to serve others," (Peter 4:10).

Therefore how could you use your talents and strengths to help others?

Could you create a picture to cheer someone up? Could you bake/help cook a meal for your family? Could you read to younger or elderly relatives.

Can you show some care to others? Why not donate some clothes you no longer wear or toys you no longer use to charity (with your parent's permission).

Offer some together time. There is nothing greater than the joy of spending quality time with others. Take time to put the technology aside and play a game, go for a walk, play in the park or whatever else takes your fancy.

Share this heart-warming story about the true meaning of community.

<https://www.youtube.com/watch?v=eE7C4etCqho>



For those of us with new children to the school in our class, can you make them feel welcome in our Church Hill family? Think about how you would like someone to treat you if you were new and unsure and do this to others.



CHJS Curriculum Map for Geography



Let your light shine (Matthew 5:16)

In Geography, children are encouraged to let their light shine by taking delight in learning about the physical and human geography of God's wonderful world. By appreciating the wonder of creation, children know how to make positive changes to the global community. They are also encouraged to make positive changes within their classroom by sharing their knowledge with their peers and supporting each other with their learning.



CHJS Curriculum Map for Mathematics



Let your light shine (Matthew 5:16)

In Mathematics, children are encouraged to let their light shine by taking delight in learning knowledge which can be applied to God's wonderful world; not only while at Church Hill C of E Junior School but as pupils transition to secondary school and adult life. Pupils will acquire knowledge which can be applied across the curriculum to inquire, debate and problem solve. Through our Mathematics lesson at Church Hill C of E Junior School, we encourage pupils to learn Christian values including courage, responsibility and tolerance.



CHJS Curriculum Map for Reading



Let your light shine (Matthew 5:16)

In reading, children are encouraged to let their light shine by understanding and responding to written texts over a range of contexts. Also, by continually, sharing their ideas with others and challenging different opinions by using evidence from what they have read. They are also encouraged to make positive changes within their classroom by sharing their knowledge with their peers and supporting each other with their learning.



CHJS Curriculum Map for Religion and World Views



Let your light shine (Matthew 5:16)

In Religion and World Views, children are encouraged to let their light shine by taking delight in learning about God within various religions and none. They learn to appreciate the relevance of different people's faith, express their wonder of God, creation and the world within which we live as well as how people's thoughts and way of life can be very diverse within this. They are also encouraged to let their personal faith perspectives shine, express ideas and thoughts within the classroom openly and work co-operatively with talk partners, groups and classes to support each other with their learning. Through all this, God's light shines through discussions, comments, work and ideas that are generated.



CHJS Curriculum Map for Physical Education



Let your light shine (Matthew 5:16) *LOVE SELF OTHERS BEAUTY BEYOND*

In Physical Education, children are given many opportunities to let their light shine and excel in a broad range of practical activities both during and beyond the school day. The wide range of life-enriching sporting experiences provided through this subject empower children to push themselves to their limits in the glory of God. The children grow and develop through the teaching and learning of the 5 physical literacy multi-abilities (Cognitive, Creative, Social, Physical, Health & Safety). They learn to value their strengths and accept their limitations, appreciating their bodies capabilities; we remind them that God is a good creator and encourage all of our children to live their lives in his image.

Policies

We seek to provide Relationships Education, Relationships and Sex Education (RSE) and Personal, Social, Health Education (PSHE), which will enable all pupils to flourish and let their light shine. This light can symbolise a growing sense of self-realisation and their positive relationships. Through RSE, children have an opportunity to shape their concept of themselves as a unique human being as well as growing empathy, concern and compassion for how to treat others. Learners reflect on how their values and principles affect their relationship with others, developing spiritually. Children develop skills of listening, empathy, discussions about feelings, relationship with families and friends. This subject is essential when nurturing a positive sense of self and their connections to others as well as an appreciation for the beauty of relationships and love.

RSE

SEND

Our Christian values are deeply embedded in our curriculum, and we aspire for all children with SEND to demonstrate these.

Courage

Taking risks and learning from mistakes is important for any child's development. Children can demonstrate courage in a number of different ways. For some, it may be as simple as putting their hand up to say they don't understand a task.

Fairness

Children can apply a strong sense of fairness, not only to themselves, but they also learn to stand up for others. As a school, we set clear expectations throughout the school day and lead by example.

Kindness

Being kind is the quality of being friendly, generous and considerate, without expecting praise or reward. Children are taught to be kind to one another and identify this as an important theme in the bible. Kindness allows children to show compassion to others in the community.

Koinonia

This means being part of a community, working together with one another. Christians describe this as coming together as a family, regarded as 'children of God' and brothers and sister in Christ. Our mission statement is embedded throughout the school and children are able to demonstrate and explain its meaning.

Responsibility

We value the voice of each pupil and include them in our target setting. They are aware of their needs and are encouraged and motivated to advocate for themselves. Children with higher self-esteem and confidence show a greater level of responsibility.

Thankfulness

Gratitude is a positive emotion that involves being thankful and appreciative. At school we hope to cultivate an attitude of gratitude in our children. We show this by modelling grateful behaviour, using our manners and expressing ourselves through kindness. Being able to show gratitude is critical to building compassion and empathy.

Truthfulness

Telling the truth can take a lot of courage and is a quality of being honest. Being truthful is the foundation for a fair and just society. Children are given plenty of opportunities to be truthful as this is a powerful tool to teach honesty.

Church Hill Church of England Junior School is a warm, family-centred school with a distinctive Christian ethos although we take pride in our inclusive community that welcomes all children of many faiths and none. Through our visions, "Let your light shine," (Matthew 5:16), we aspire for all children to celebrate their strengths and be proud of their achievements. Our ethos is underpinned by seven Christian values and five British values: courage, fairness, Koinonia, kindness, truthfulness, thankfulness, responsibility, tolerance, respect, democracy, individual liberty and the rule of law. Each of these has a special focus throughout of curriculum that allows our school community to flourish.

Admissions

Intent

At Church Hill C of E Junior School every child is recognised as a unique individual and this is how we tailor our pupil premium. Through our vision, "*Let Your Light Shine*" (Matthew 5:16) we aspire for ALL children to celebrate their strengths and be proud of their achievements. Through care and commitment, we are devoted to ensure disadvantaged pupils break the cycle of deprivation. We pride ourselves on 'knowing our families' and with this child-centred approach we endeavour that on leaving our school, pupils are able to lead a life rich in knowledge, extra-curricular talents and mental stability. We recognise there is no 'quick fix' however our passion shines strong with the mantra that our school can make a difference to combat some of the inequalities within our society.

As a Church of England school, leaders within our setting **'pursue social justice and wellbeing of all, showing love for the disadvantaged, marginalized and vulnerable'**- just as Jesus did through the many references of His good work in the bible. **'The founding of the National Society saw the Church of England at the vanguard of providing mass education for the poor of the country from 1811 onwards'**. This is a legacy we are passionate about carrying forward through the principles of the established religion through our school's 12 values.

(Church of England Vision for Education,
Deeply Christian, Serving the Common Good Autumn 2016)

Pupil Premium

Behaviour

Introduction

Each year, at the beginning of the Autumn term, all children are introduced or reminded about the school rules in each classroom and as part of a whole school assembly. In this way, we encourage an individual child's light to shine as they gain the wisdom to appreciate the importance of rules and discipline. Classroom rules are set at the beginning of the academic year for each individual class. We endeavor for children to behave in a sensible and appropriate fashion in order for all pupils to let their light shine. They show a commitment to our value of koinonia as they understand how good behaviour is important for our school community and living well together.

To further enhance an appreciation of koinonia, all children will be allocated to one of four Houses: Kensington, Balmoral, Sandringham and Windsor, at the beginning of Autumn term in Year 3 or on entry if joining mid-year. House points are awarded to encourage positive behaviour.

In our Christian environment, it is important that our Christian Values of compassion, love and forgiveness are evident throughout the school. At Church Hill C of E Junior School, learning about appropriate behaviour, including understanding right and wrong, is based on Christian teaching. Pupils and staff speak of conflict and disagreement being dealt with fairly and compassionately based on Christian principles of forgiveness and a fresh start. Our ethos is centred on renewal and hope so wrongdoing does not have the last word. Through pastoral support, children experience reconciliation. Our Christian value of truthfulness is also at the heart of our approach.

Collective Worship Plan Strategically planned

Autumn Term 2021

Start every day with the Lord's Prayer in your class. (Words below)

Whole school collective worship will be at the end of the day and finish in prayer before dismissing the children for home.

Day	Date & Colour Ribbon	Leader	Bible Theme	Assembly
Theme: Welcome				
Koinonia, Democracy, Tolerance				
Mon	23 rd Aug			Teacher Day
Tue	24 th Aug			Teacher Day
Wed	25 th Aug	DB		Welcome Back Church Hill / Welcome to Church Hill
Thurs	26 th Apr	All		Write lunch time prayers for use in your class.
Fri	27 th Aug	DB/MS		Celebration Assembly of our light
Theme: Vision – Let your light shine! Koinonia				
Mon	30 th Aug			Bank Holiday
Tue	31 st Aug	MS	Kingdom of God	SPCK Assemblies - A Recipe for Success
Wed	1 st Sep	All	Kingdom of God	School Council Elections – Democracy Christian Value – Democracy Class 6AS Reflective Area
Thurs	2 nd Sep	NS		BBC Ten pieces or Singing assembly (Church Hill School Song)
Fri	3 rd Sep	DB/MS		Celebration Assembly of our light
Theme: God the Father				
Mon	6 th Sep	EH	Whole Frieze Story	SPCK Assemblies - Pause for Thought: Where is the Power?
Tue	7 th Sep	DB	Kingdom of God	Democracy powerpoint to amend in folder. Needs linking to democracy in school of class council and house captains and vice captains. Christian Value - Democracy
Wed	8 th Sep	All	Kingdom of God	Class recipe for community / Koinonia success based on SPCK Assemblies - A Recipe for Success Class 5SP Reflective Area
Thurs	9 th Sep	NS		Singing assembly (Church Hill School Song)
Fri	10 th Sep	DB/MS		Celebration Assembly of our light
Theme: God the Son				
Mon	13 th Sep	Child led (SD)	Kingdom of God	SPCK Assemblies - Noticing other people Christian Value – Koinonia
Tue	14 th Sep	RS	Incarnation	SPCK Assemblies - Jesus the Son of God

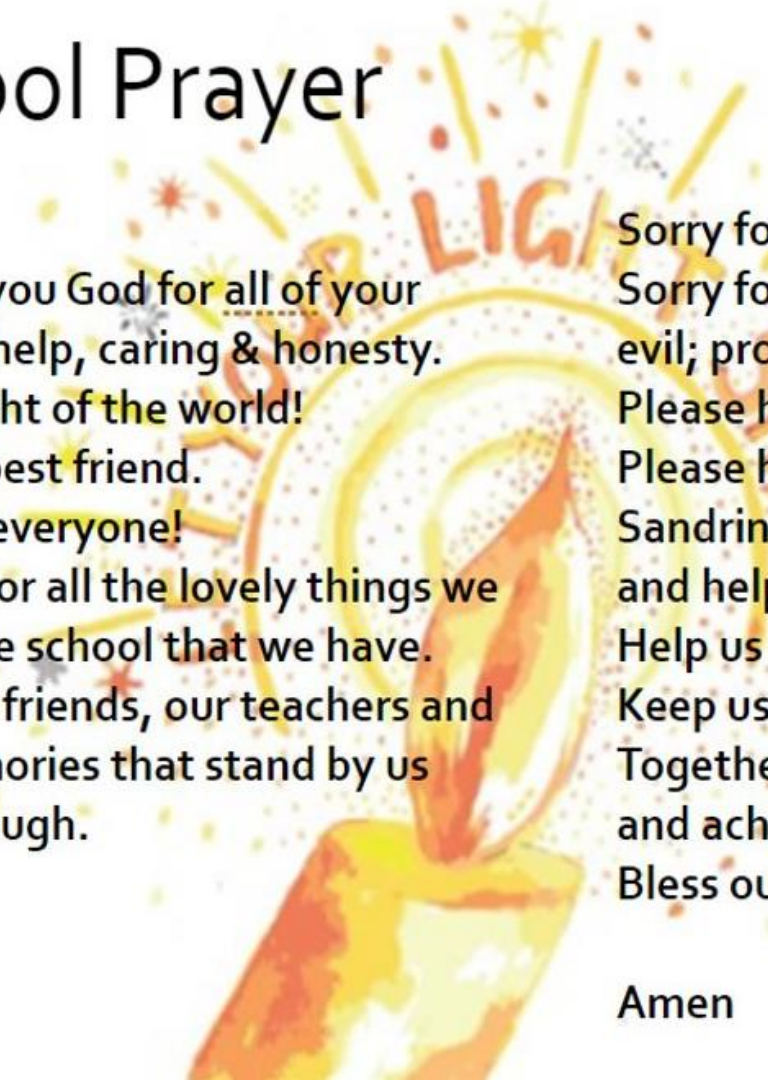
Wed	15 th Sep	All	Kingdom of God	House captains and Vice Captains elections Democracy Christian Value – Democracy Class 4RS Reflective Area
Thurs	16 th Sep	NS		Singing assembly (Harvest Songs)
Fri	17 th Sep	DB/MS		Celebration Assembly of our light
Theme: God the Holy Spirit				
Mon	20 th Sep	JS	Whole frieze	SPCK Assemblies - Bringing Life
Tue	21 st Sep	DB	Kingdom of God	SPCK Assemblies - Self-control: Fruits of the Spirit
Wed	22 nd Sep	All	Kingdom of God	Democratically decide whether to make a community class hand wreath, a hand rainbow or cross! Only allowed to make 1 for each class. Class vote to decide which. Class 3SF Reflective Area
Thurs	23 rd Sep	NS		Singing assembly (Harvest Songs)
Fri	24 th Sep	DB/MS		Celebration Assembly of our light
Theme: Harvest				
Mon	27 th Sep	KM	Kingdom of God	SPCK Assemblies - Being Grateful
Tue	28 th Sep	Rev Tim / Mandy Green		Harvest Festival at Church Hill
Wed	29 th Sep	All		Mental Health – KM resource Class 6SL Reflective Area
Thurs	30 th Sept	NS		Singing assembly
Fri	1 st Oct	DB/MS		Celebration Assembly of our light
Courageous Advocacy (letters to change environment issue). Dyslexia Awareness month Black History Month				
Theme: Creation Care				
Mon	4 th Oct	Child Led (SD)	Creation	SPCK Assemblies - Be Kind to Our Planet
Tue	5 th Oct	AS		Author Focus Assembly
Wed	6 th Oct	All		Courageous Advocacy – Writing letters re the environment. Class 5SD Reflective Area
Thurs	7 th Oct	NS	Kingdom of God	Singing assembly
Fri	8 th Oct	DB/MS		Celebration Assembly of our light
Dyslexia Awareness month Black History Month Theme: Tolerance				
Mon	11 th Oct	KK	Kingdom of God	Black History Month powerpoint – needs turning into a reflective assembly as just information at present.
Tue	12 th Oct	DB	Kingdom of God	SPCK Assemblies - Celebrating difference
Wed	13 th Oct	All		Courageous Advocacy – Writing letters re the environment. Class 4JS Reflective Area
Thurs	14 th Oct	NS		Singing assembly

Fri	15 th Oct	DB/MS		Celebration Assembly of our light Show Racism the Red Card Oct 22nd (Wear Red Today in support)
Half Term 18 th -22 nd Oct				
Thankfulness, Rule of Law and Courage				
Dyslexia Awareness month Black History Month Theme: Courage				
Mon	25 th Oct	AO	Kingdom of God	SPCK Assemblies - Pause for Thought: A Door of Opportunity
Tue	26 th Oct	DB	Kingdom of God	SPCK Assemblies - Pause for Thought: Potential
Wed	27 th Oct	All		Spelling Bee round 1 (Koinonia)
Thurs	28 th Oct	NS		BBC Ten pieces or Singing assembly
Fri	29 th Oct	DB/MS		Celebration Assembly of our light
Theme: Church Hill Family Celebration				
Mon	1 st Nov	SL		Diwali (4 th Nov 2021) Church Hill Family Celebration SPCK Assemblies - Diwali: Festival of lights
Tue	2 nd Nov	EH	Kingdom of God	Children in Need launch
Wed	3 rd Nov	All		Spelling Bee final (Koinonia)
Thurs	4 th Nov	NS		Outdoor Classroom day Singing Assembly outside (weather permitting)
Fri	5 th Nov	DB/MS		Celebration Assembly of our light
Theme: Remembrance				
Mon	8 th Nov	Class Teachers		Singing assembly
Tue	9 th Nov	DB	Kingdom of God	Remembrance SPCK Assemblies - We Will Remember
Wed	10 th Nov	All		The Colours of a Poppy – Craft, Meditation and Prayers for Remembrance Sunday – The Reflections (Use words to this) Red, green and black paper needed for poppy flowers to make (The Colours of a Poppy – Craft, Meditation and Prayers for Remembrance Sunday – The Reflections)
Thurs	11 th Nov	Child Led (SD)	Kingdom of God	Class 3AO Reflective Area SPCK Assemblies - Pause for Thought in the Classroom - A Time to Remember
Fri	12 th Nov	EH		Children in Need
Theme: Anti-Bullying Week One Kind Word				
Mon	15 th Nov	JS	Kingdom of God	School Resources Anti-Bullying Alliance (Resources available in September – should include an assembly)
Tue	16 th Nov	SP	Kingdom of God	SPCK Assemblies - Pause for Thought: The World's Most Dangerous Weapon!
Wed	17 th Nov	All		Mental Health – KM resource Class 6EH Reflective Area
Thurs	18 th Nov	NS		Singing assembly
Fri	19 th Nov	DB/MS		Celebration Assembly of our light
Theme: Courage				

School Prayer

Daily prayers Lord's prayer and Grace

Our School Prayer



Praise and thank you God for all of your
power, kindness, help, caring & honesty.
For you are the light of the world!
God, you are my best friend.
You are a hero to everyone!
Thank you, God, for all the lovely things we
have in life and the school that we have.
Thank you for our friends, our teachers and
all our lovely memories that stand by us
when times get tough.

Sorry for when we break the rules.
Sorry for our mistakes. Please protect us from
evil; protect us from dangers.
Please help us as we face new challenges in life.
Please help all our houses like
Sandringham, Balmoral, Kensington and Windsor
and help us work as a team,
Help us shine as bright as jewels!
Keep us from making wrong choices.
Together, with you, everyone believes
and achieves more.
Bless our lives and we love you!

Amen

How we let our light shine in the world....

Writing to our MP
COP27

Community events

Remembrance

Christmas

Performances

Global Neighbours

Acts of kindness
For Lent



UNICEF

Children in Need

Comic/sports relief

c) How do leaders know that the theologically rooted Christian vision is enabling people to flourish?

What do parents say about how the Christian character and values of the school have had an impact on their family?

'This is shown through the opportunities my child is given and the chances they are given which helps build their confidence. This is something that encourages them to try new things and be the best they can be'

'Xxx has really enjoyed learning about these values. When she arrived home she would sing the song and tell us all about it. She had such a wonderful glow!'

'We are a Christian family. I can see Xxx shows kindness with his church friends. He learnt to pray from Churchill. I'm very happy with my child's behaviour.'

'When raising money for UNICEF – outside of school hours – my daughter still wants to carry on raising money for different charities.'

'We pray more often.'

'Our child inspired us to sacrifice a 'something' for lent and we did for 40 days which we have never done before and we will do again.'

Staff Voice

What do you enjoy about your work?

- **The children**- building relationships and seeing them succeed academically and pastorally! Working with and encouraging children to find their talents and use them in life.
- Relationships with staff/ Supporting **colleagues**- team spirit. Great admin team. The team, leadership, approachability, support when you when you know you have made a mistake, SMT in lesson time
- Developing my own practice- Continually learning new ideas. **CPD** is very good and the staff meetings have all be useful this year. My class - a change of year group has been fantastic for my development as well!
- Love that SLT are aware of staff workload and do as much as they can to help. **Supportive environment**. Everyone wants the best for the children. Diane is very good at making people feel valued
- I like the varied **curriculum** to teach- fun lessons/ Every day is different
- **Making a difference**



Governor Monitoring Visits

Overall, I would conclude the Collective worship is enabling the pupils to engage with the themes presented and it does have an impact on their own thinking and behaviour. Often specific Bible verses which reflect the themes are not remembered but often the bible is unfamiliar to pupils today and I wasn't surprised that specific verses couldn't be recalled. A more effective way of learning where in the bible various themes are introduced might be considered. Overall pupils bible knowledge is good, more emphasis on where the stories fit into the whole biblical narrative might be helpful, although there is a very good bible timeline poster in the hall. Perhaps we could note how often we refer to it in everyday school life. Talking with Staff about Collective Worship The question of a number of Staff members was asked - What does collective worship mean to you? Answers included – through it there is a greater sense of community. It is embracing and inclusive of all faiths and none. It helps us to teach the core values of the school, Christian and British. The Collective worship lead (a practising Christian) offered that there is a real sense of the presence of the Holy Spirit. Collective worship brings people together in a way that they hadn't observed in a similar way in community schools as opposed to this Church of England School. Staff reflected that it is important that we are learning about other beliefs and faiths too, they provide many good values to live by. It was noted that collective worship introduces the idea of a spiritual world and the choice to explore this further. They noticed that pupils are engaged well with collective worship and it is a positive that people from outside of the school come in to lead collective worship quite often as well as the internal staff leading. Staff themselves are learners when it comes to Collective worship, for example learning for the first time that the festival of Pentecost is 50 days after Easter Sunday. The staff offered that the termly collective worship plans are a great resource. Staff appreciate working in a school with a strong Christian Ethos and are supported in promoting it through the work of the collective worship lead. The time of celebration in collective worship encourages everyone to find the positives in all of the school's curriculum subjects, all are valued. A number of parents visiting their children's classroom and observing their work were also asked about the School Christian ethos, all were positive about it believing it offered good choices and teaching of life's values. A number of parents, not of any particular faith said they had wanted their children to come to a school with a Christian ethos.

Staff INSET

C of E Qualification : Head and 2x SMT

Diocese webinars used for staff training

Staff collective worship training

Support Staff wellbeing course via diocese

Christian Art of Meditation – staff training



Church Hill C of E Junior School KS2 SATs Results 2021-2022

	2021- 2022 CHJS			2021- 2022 National	
Reading	Met Scaled Score 100 'Expected Standard'	86%	Average Scaled Score: 106	74%	Average Scaled Score: 105
	Scaled Score 110+ 'Higher Standard'	31%		28%	
Writing	'Working at Expected Standard'	75%	NA	69%	NA
	'Working at Greater Depth'	24%		13%	
<i>Moderated internally and externally between local schools. Moderated by the Local Authority June 2017</i>					
GPS	Met Scaled Score 100 'Expected Standard'	87%	Average Scaled Score: 108	72%	Average Scaled Score: 105
	Scaled Score 110+ 'Higher Standard'	45%		28%	
Maths	Met Scaled Score 100 'Expected Standard'	79%	Average Scaled Score: 105	71%	Average Scaled Score: 104
	Scaled Score 110+ 'Higher Standard'	25%		22%	
Combined RWM	Met Scaled Score 100 'Expected Standard'	66%	NA	59%	NA
	Met Scaled Score 110 in R, M and W 'GDS' 'Higher Standard'	12%		7%	
Science	'Working at Expected Standard' or beyond	82%	NA	79%	NA