



School Improvement Plan - October 2021 Review

Version 1. A 2020 - 2021

- One page improvement plan: three year overview (2019-2022)
- 2020 - 2021 improvement plan objectives
- Five year strategic vision (2019-2024)

One page improvement plan

Three year aim	Objectives 2019-2022	2021-22
1. Effective school governance and leadership Ofsted: LM	<ul style="list-style-type: none"> To strategically manage the increased demand for places and build capacity in line with a five-year strategic vision To review staff structure to meet expansion plans. This includes a two-year HT succession plan. An effective Leadership Development plan for teachers To agree and implement a governor training programme designed to meet the DfE competency framework To increase governor engagement with parents, staff and pupils 	OFSTED KEY JUDGEMENT AREAS: LM: Leadership and management. QE: Quality of Education. BA: Behaviour and attitudes. PD: Personal development. 6th: The effectiveness of sixth form provision. Priorities for 2021-2022 - RAG rating <ul style="list-style-type: none"> Teacher and TA performance development - PD cycle 2020-21 under review; 2021-22 commencing; HT and DHT assessing PD software RSE – implementation - implemented and embedded in PSHE curriculum Moving and Handling – risk assessments - AHT now M&H trained; PSMD Subject Leader training in November – INSET Spring Term ARR development – tracking and evaluation of progress - small-steps in progress tracking in place – MAPP grid; Learning Chronology in development. Safeguarding and behavior tracking – CPOMS (safeguarding software) in place with training of DSLs; Iris-Adapt (behavior/incident software) in place updated for 2021-22 Expansion – see page 2 – boundary issues resolved; amendments to plans; works staging Fund raising – scope and details to be explored Tower Rewards – implications and implementation – details of implementaion tbc Enteral feeds pilot (CCNT/CEG/BTS/SHS) – on hold
2. Effective strategic financial management Ofsted: LM	<ul style="list-style-type: none"> To ensure that the school is well placed to continue to provide the outstanding resources and experiences that enable us to meet the needs of all our pupils To plan the school's strategic response to the shifting economic landscape and increasing demand for places To investigate and pursue alternative funding streams 	
3. Families, school staff and multi-agency teams work together to enable all pupils to achieve personalised learning outcomes in relation to: <ul style="list-style-type: none"> Education Health & Wellbeing Community engagement Independence Ofsted: QE, BA, PD, 6th	<ul style="list-style-type: none"> To further develop collaborative working relationships with the multi-agency team to improve outcomes for pupils To extend collaborative working relationships with Stephen Hawking School Outreach team, primary and secondary school SENCo's and post-school provision To continue to provide a high standard of parental engagement and outreach support To further develop the use and understanding of SoSafe! with all stakeholders To attain Mental Health and Wellbeing Kitemark status To establish a school-based system for moving and handling assessment, monitoring and training 	
4. An innovative and relevant curriculum that enables all pupils to achieve personalised learning outcomes in relation to: <ul style="list-style-type: none"> Education Health & Wellbeing Community engagement Independence Ofsted: QE, BA, PD, 6th	<ul style="list-style-type: none"> To review the curriculum offer to ensure that it maximises opportunities for individuals to achieve their agreed learning outcomes To review curriculum statements and maps in relation to the Subject Leadership re-structure (2020) To further develop timely and personalised interventions for pupils to make at least expected progress (multi- agency support, home support, parent workshops). This includes effective implementation, tracking and evaluation of all behaviour support programmes 	

Three phases of expansion 2019-2024...

- **Phase 1:** x4 temporary classrooms (20 pupils) sited on adjoining Workhouse green space for 2019-2020 **Completed May 2021**
- **Phase 2:** x6 classroom (40-60 pupils) on-site extension to be built over southern service area by 2021 **Delayed until Sept 2022**

Start on site is envisaged at the end of the year 2021 with completion in September 2022.

However, it is hoped that this can be brought forward.

- **Phase 3:** 2000m² new build annex over four floors on Veolia site, x13 classrooms and supporting spaces. Ground floor will double as drop off area and playground. **2024/2025 (tbc)**

We will continue to pursue a vision to assist the local authority in planning the delivery of education for young adults with severe to profound learning difficulties up to the age of 25. The school currently provides education for pupils with education, health and care plans up to the age of 19. The SEND code of practice requires local authorities to provide education up to the age of 25.

See: '16-25 Shaping the Young Adult Agenda' doc. [LINK](#)>.

Evidence of success will be demonstrated by increased capacity at Southern Grove by September 2019-20 **(Phase 1 achieved May 2021)** and appropriate medium to long term developments fully agreed and in progress.