



Debden Church of England Primary Academy

School Development Plan 2022-23



Debden Church of England Primary Academy

Mission Statement, Vision and Values

As a member of the Great Oak Multi Academy Trust, Debden Primary Academy is committed to core principles of progress, inclusion, aspiration, excellence and enjoyment, in order to ensure that every child has the best possible educational experiences.

Our school vision, mission statement and values have been collectively formulated through consultation with staff, governors, children and parents, and are as follows:

OUR VISION: To cultivate a highly-purposeful, caring Christian community, in which our children:

- Progress exceptionally well academically, across a broad and knowledge-rich curriculum;
- Develop into confident, compassionate, well-rounded individuals;
- Become equipped with the learning skills needed to deal with future challenges;
- Create happy, positive memories of their childhood.

MISSION STATEMENT: In order to achieve our vision, we pledge to:

- Ceaselessly drive to improve the strength and consistency of teaching and learning across the school;
- Provide a stimulating, creative and engaging curriculum which develops the skills, abilities and talents of all pupils;
- Ensure that children are happily challenged in their learning and nurtured as individuals;
- Hold high expectations of behaviour, which are driven by Christian Values.
- Provide children with opportunities to develop their innovation, problem-solving, resilience and reflectiveness skills;
- Embed mutually-supportive and trusting partnerships between children, staff, parents, governors and the wider community.
- Ensure that children feel valued, safe, and confident to learn and excel.
- Continually and collaboratively reflect, challenge ourselves, and drive to improve.
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VALUES: Our school values are to **NURTURE**, **PROGRESS**, and **EXCEL**, which we feel encapsulates all of the above. Each value links to two of our Christian values, which are continuously reinforced through collective worship and other mechanisms throughout the year.



'That you may have life in all its fullness' (John 10:10)



Contextual Information

-Our school roll has rapidly increased over the past two academic years. From a low of 82 children on roll at the school shortly after the last Ofsted inspection in Autumn 2019, the school roll has risen to 131 children in September 2022.

-As a result of this rise (particularly in certain 'bulk' year groups in years 1-4) we opened a new class in the 2021-22 academic year, teaching the year 2-3 children. There are now 5 classes at the school: Ducklings (Reception class, 20 children in September 2022), Minnows (Year 1-2 class, 23 children), Dragonflies (Year 2-3 class, 27 children), Frogs (Year 3-4 class with 30 children) and Kingfishers (Year 5-6 class, 31 children).

-Around 50% of our children are from military families – many based on the nearby Carver Barracks. There has been a recent increase in the proportion of children attending the school who are from military families (in September 2019, around 35% of children were from military families).

-As of September 2022, there are 12 FSM children on roll, constituting 9% of the school population. This is a rise from 8 children at the end of the 2021-22 academic year and 3 at the end of the 2020-21 academic year.

-Throughout 2020-21 and 2021-22, there were a number of children who transferred into the school who were working significantly below the age-related expectations for their own year group. They had several gaps in their basic skills related to oracy, literacy and numeracy, which hindered their ability to achieve well across all areas of the curriculum. Around three quarters (75%) of these children were from military families, and for many of these children Debden Primary Academy is their 3rd or 4th primary school. Thanks to a systematic, school-wide, tiered approach to catch-up and interventions, the majority of these students have made accelerated progress and are catching up with their peers. Hence, the further development of these approaches forms one of our key development areas this academic year.

-The school has worked hard to develop all areas of the curriculum, so that it is well-sequenced and based on evidence-based practices and pedagogies. At the heart of the curriculum is reading. As a result of a complete overhaul of the school's English curriculum 2 and a half years ago, the reading progress and attainment of remaining at the school from end of key stage checkpoints (the '**homegrown**' cohort) has been consistently high. Writing attainment has also exceeded national averages, whilst progress between KS1 and KS2 is exceptionally strong.

-Maths attainment and progress is not quite as strong as in reading and writing, although this disparity is not as profound as it would seem at first glance of the headline figures (see our assessment results and breakdown on the school website for more information). Despite this, we do determine that it is now maths that is the core subject that requires the most attention in this year's school development plan.

-The curriculum intent, implementation and impact in a number of many non-core subjects (e.g. DT, art, music) was notably improved over the last academic year. This year, we have chosen to focus more intently on some of the other non-core subject areas – particularly those in which the children's progress and attainment (as measured using our foundation assessment system) is not as strong as other areas.

-There is one ECT teacher at the school (2nd year). There is one new teacher to the school starting in September 2022. Therefore, maintaining and further developing the quality of teaching and learning will remain a key priority area for this academic year.

Attainment 2021-22

End of KS2

ATTAINMENT Year 6: End of KS2 SATs 2022 Cohort 17 children	Reading		Writing		Maths		SPAG		Reading, Writing and Maths Combined	
	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth
All Children (17)	76%	35%	76%	24%	47%	29%	76%	24%	47%	12%
Homegrown Children (11)	82%	27%	82%	27%	64%	36%	82%	27%	64%	9%
AVERAGE SCORE	105		n/a		103		104		n/a	
HOMEGROWN AV. SCORE	106		n/a		105		104		n/a	
Non-Service Children (10)	70%	30%	80%	30%	50%	40%	70%	30%	60%	10%
Service Children (7)	86%	29%	71%	14%	43%	14%	86%	14%	29%	14%
FSM Children (0)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

PROGRESS IN READING End of KS1 to End of KS2	End of KS2 SATs Assessment			
	Working below age-related standard	Working towards age-related standard	Working at expected age-related standard	Working at the greater depth standard
End of KS1 SATs Assessment				
Working below age-related standard				
Working towards age-related standard		4 children (3 children)	1 child (1 child)	
Working at expected age-related standard			4 children* (3 children)	4 children (2 children)
Working at the greater depth standard			2 children (1 child)	2 children (1 child)

One child had no prior KS1 data. They achieved the expected standard in KS2.

PROGRESS IN WRITING End of KS1 to End of KS2	End of KS2 SATs Assessment			
	Working below age-related standard	Working towards age-related standard	Working at expected age-related standard	Working at the greater depth standard
End of KS1 SATs Assessment				
Working below age-related standard				
Working towards age-related standard		3 children (2 children)	3 children (3 children)	
Working at expected age-related standard		1 child (1 child)	5 children (2 children)	1 child (1 child)
Working at the greater depth standard				3 children (2 children)

One child had no prior KS1 data. They achieved the expected standard in KS2.

PROGRESS IN MATHS End of KS1 to End of KS2	End of KS2 SATs Assessment			
	Working below age-related standard	Working towards age-related standard	Working at expected age-related standard	Working at the greater depth standard
End of KS1 SATs Assessment				
Working below age-related standard				
Working towards age-related standard		4 children (3 children)		
Working at expected age-related standard		4 children (2 children)	2 children (1 child)	3 children (3 children)
Working at the greater depth standard				3 children (2 children)

One child had no prior KS1 data. They were working towards the standard at KS2.

End of KS1

ATTAINMENT Year 2: End of KS1 SATs 2021 Cohort 19 children	Reading		Writing		Maths		Reading, Writing and Maths Combined	
	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth
All Children (19)	68%	26%	63%	16%	63%	16%	63%	11%
Homegrown Children (13)	71%	43%	71%	43%	71%	29%	71%	29%
Non-Service Children (7)	100%	57%	86%	43%	86%	43%	86%	43%
Service Children (12)	50%	8%	50%	0%	50%	0%	50%	0%
FSM Children (0)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

PROGRESS IN READING EYF5 to end of KS1 (of 7 homegrown children)	End of KS1 SATs Assessment			
	Working below age-related standard	Working towards age-related standard	Working at expected age-related standard	Working at the greater depth standard
Below				
Emerging		2 children		
Expected			2 children	1 child
Exceeding				2 children

PROGRESS IN WRITING End of KS1 to End of KS2	End of KS1 SATs Assessment			
	Working below age-related standard	Working towards age-related standard	Working at expected age-related standard	Working at the greater depth standard
Below				
Emerging		2 children		
Expected			2 children	2 children
Exceeding				1 child

PROGRESS IN MATHS End of KS1 to End of KS2	End of KS1 SATs Assessment			
	Working below age-related standard	Working towards age-related standard	Working at expected age-related standard	Working at the greater depth standard
Below				
Emerging		2 children		
Expected			3 children	
Exceeding				2 children

Year 4 Multiplication Check
80% (20 out of 25 children) scored 17/25 or above. 60% (15 out of 25 children) scored 23/25 or above.
The average score was 20.68 (National Average: 18.5)

Year 1 Phonics Check
-15 out of 19 Year 1 children (79%) passed the phonics check in the summer term 2020-21. **17 out of 19 Year 2 children (89%)** had passed the phonics check by the summer term.

Early Years Foundation Stage Profile
14/16 of Reception children (88%) achieved a GLD (good level of development).

Homegrown children outperformed the rest of the school cohort in all areas.

Attainment and Progress 2020-21

End of KS2

End of KS1

ATTAINMENT Year 6: End of KS2 SATs 2021 Cohort 13 children	Reading		Writing		Maths		Reading, Writing and Maths Combined	
	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth
All Children (13)	84%	54%	69%	15%	77%	23%	69%	15%
Non-Service Children (8)	75%	50%	64%	13%	75%	25%	64%	13%
Service Children (5)	100%	60%	80%	20%	80%	20%	80%	20%
FSM Children (1)	0%	0%	0%	0%	0%	0%	0%	0%
Homegrown Children (8)*	87%	63%	75%	25%	75%	25%	75%	25%
National Average (2019 – last available data)*	73%	27%	78%	20%	79%	27%	65%	11%

ATTAINMENT Year 2: End of KS1 SATs 2021 Cohort 15 children	Reading		Writing		Maths		Reading, Writing and Maths Combined	
	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth	% Achieving exp. standard	% working greater depth
All Children (15)	80%	40%	60%	20%	80%	7%	60%	7%
Non-Service Children (7)	84%	57%	71%	29%	86%	0%	71%	0%
Service Children (8)	75%	25%	50%	13%	75%	13%	50%	13%
FSM Children (1)	0%	0%	0%	0%	0%	0%	0%	0%
Homegrown Children (12)*	83%	50%	67%	25%	83%	8%	67%	8%
National Average (2019 – last available data)*	75%	25%	69%	15%	76%	22%	65%	11%

End of KS2 SATs Assessment					
PROGRESS IN READING End of KS1 to End of KS2		Working below age-related standard	Working towards age-related standard	Working at expected age-related standard	Working at the greater depth standard
End of KS2 SATs Assessment	Working below age-related standard	1 child (8%)			
	Working towards age-related standard		1 child (8%) 1 child (13%)	1 child (8%) 1 child (13%)	
	Working at expected age-related standard			2 children (15%) 2 children (25%)	3 children (23%) 1 child (13%)
	Working at the greater depth standard			1 child (8%)	4 children (31%) 3 children (38%)

End of KS2 SATs Assessment					
PROGRESS IN WRITING End of KS1 to End of KS2		Working below age-related standard	Working towards age-related standard	Working at expected age-related standard	Working at the greater depth standard
End of KS2 SATs Assessment	Working below age-related standard	1 child (8%)			
	Working towards age-related standard		2 children (15%) 1 child (13%)	1 child (8%) 1 child (13%)	
	Working at expected age-related standard		1 child (8%) 1 child (13%)	6 children (46%) 3 children (38%)	1 child (8%) 1 child (13%)
	Working at the greater depth standard				1 child (8%) 1 child (13%)

End of KS2 SATs Assessment					
PROGRESS IN MATHS End of KS1 to End of KS2		Working below age-related standard	Working towards age-related standard	Working at expected age-related standard	Working at the greater depth standard
End of KS2 SATs Assessment	Working below age-related standard	1 child (8%)			
	Working towards age-related standard		2 children (15%) 2 children (25%)		
	Working at expected age-related standard			6 children (46%) 3 children (38%)	1 child (8%) 1 child (13%)
	Working at the greater depth standard			1 child (8%)	2 children (15%) 2 children (25%)

End of KS1 SATs Assessment					
PROGRESS IN READING EYFS to end of KS1		Working below age-related standard	Working towards age-related standard	Working at expected age-related standard	Working at the greater depth standard
EYFS Profile	Below				
	Emerging		2 children (13%) 2 children (17%)	1 child (7%) 1 child (8%)	1 child (7%) 1 child (8%)
	Expected		1 child (7%)	4 children (27%) 4 children (33%)	3 children (9%) 2 children (17%)
	Exceeding			1 child (7%)	2 children (13%) 2 children (17%)

End of KS1 SATs Assessment					
PROGRESS IN WRITING End of KS1 to End of KS2		Working below age-related standard	Working towards age-related standard	Working at expected age-related standard	Working at the greater depth standard
EYFS Profile	Below				
	Emerging		3 children (20%) 3 children (25%)	1 child (7%) 1 child (8%)	
	Expected		3 children (20%) 1 child (8%)	5 children (33%) 4 children (33%)	1 child (7%) 1 child (8%)
	Exceeding				2 children (13%) 2 children (17%)

End of KS1 SATs Assessment					
PROGRESS IN MATHS End of KS1 to End of KS2		Working below age-related standard	Working towards age-related standard	Working at expected age-related standard	Working at the greater depth standard
EYFS Profile	Below				
	Emerging		2 children (13%) 2 children (17%)	2 children (13%) 1 child (8%)	
	Expected		1 child (7%)	8 children (53%) 7 children (58%)	
	Exceeding			1 child (7%) 1 child (8%)	1 child (7%) 1 child (17%)

Year 4 Multiplication Check

78% (7 out of 9 children) scored 17/25 or above.

56% (5 out of 9 children) scored 23/25 or above.

The average score was 20.2 (National Average: 18.5)

Year 1 Phonics Check

All children in Year 2 (100%) passed the phonics check in the autumn term 2020-21. **11 out of 15 Year 1 children (73%)** passed the phonics check in the summer term 2020-21.

Early Years Foundation Stage

11/19 of Reception children (58%) achieved a GLD (good level of development). Of the 'homegrown' children (at Debden from September), **11/17 children (65%)** achieved a GLD.

Attainment 2018-2019

Early Learning Foundation Stage

Average Score	38.6
Number of children achieving GLD	10
Percentage achieving GLD	77%

Year 1 Phonics Check

Of the pupils at DPA since September 2018, 100% achieved the expected level.

Of all pupils, 88% achieved the expected level.

End of Key Stage 1

Teacher Assessments

	Reading	Writing	Maths	Reading, Writing and Maths Combined
% achieving expected standard	85%	85%	77%	77%
% working at a greater depth	38%	8%	23%	8%

End of Key Stage 2

	Reading Test Results	Writing Teacher Assessment	Maths Test Results	Reading, Writing and Maths Combined	SPAG Test Results
% achieving expected standard	73% (National 73%)	73% (National 78%)	86% (National 79%)	66% (National 65%)	66% (National 78%)
% working at a greater depth	20%	26%	27%	13%	33%
Average Scaled Score	105 (National 104)	-	104 (National 105)	-	105 (National 106)

The scaled score range runs from 80 to 120. A threshold of 110 has been used to identify greater depth (as was used in prior years)

DfE Progress Scores – KS1 to KS2 2019

Reading

Average

-2.2

Writing

Average

-2.9

Maths

Well below average

-3.4

Key School Priorities 2022-23

1. Teaching, Learning and Assessment: To monitor and consolidate approaches to pedagogy and feedback, to ensure that teaching and learning across the school is consistently good:

- Continuing to reinforce and develop the consistent use of research-informed teaching strategies across the school;
- Further developing the use of precise assessment and feedback strategies to gauge students' understanding and inform planning;
- Providing all staff with the knowledge and understanding that they need to enhance children's basic literacy, numeracy, and speech and language skills across the school, including ensuring that all staff have the tools and skills needed to develop children's phonics and reading skills.

2. Interventions and Support: To consolidate and further develop the programme of school-wide interventions, to boost the progress of identified children at the school, through:

- Continuously and efficiently identifying areas of need through both formative and summative assessment mechanisms;
- Continuing to implementing a series of timely, researched-approved interventions, including in numeracy/ mathematics;
- Using pinpoint assessment mechanisms to monitor their impact, and amend approaches where needed.

3. Maths: To review and further develop the school's approach to mathematics, enhancing clear and measurable progress across all areas of the school:

- Reviewing current programmes in the subject, and monitoring and developing the implementation of our curriculum plans;
- Rigorously measuring the impact of curriculum plans on students' outcomes, and making timely adaptations where necessary;
- Remaining abreast of the latest developments within the subject area.

4. Foundation Curriculum: To further develop the school's approach to the following foundation subject areas: MfL, PSHE, PE and Computing and through:

- Monitoring and developing the implementation of our curriculum plans;
- Rigorously measuring the impact of curriculum plans on students' outcomes, and making timely adaptations where necessary;
- Remaining abreast of the latest developments within the subject areas.

5. Religious Character: To ensure that the school's religious ethos continues to contribute to the positive attitudes, behaviours and personal development of children at the school, through:

- Further embedding the school's vision and values, to ensure that they are fully entwined with our religious character, goals and values;
- Developing the school's physical environment and collective worship programme, to ensure that religious messages are purposefully communicated;
- Revisiting the school's religious education curriculum, including all areas of curriculum intent, implementation and impact.

- **Ofsted Criteria – Context of School Priorities**

The numbers in blue below indicate the SDP key priorities. The graphic is designed to demonstrate the main areas of the Ofsted framework that the key priorities relate to.

1. QUALITY OF EDUCATION	2. BEHAVIOUR & ATTITUDES	3. PERSONAL DEVELOPMENT	4. LEADERSHIP & MANAGEMENT
<ul style="list-style-type: none"> A. Teaching, Learning and Assessment 1, 2, 3, 4 B. Curriculum 2, 3, 4 C. SEND 1, 2 D. Environment 1, 5 E. English 1, 2 F. Maths 1, 2, 3 G. Science 1, 2 H. EYFS 1, 2 	<ul style="list-style-type: none"> A. Behaviour 1, 5 B. Attitudes 1, 5 C. Attendance & Punctuality D. Anti-bullying 5 	<ul style="list-style-type: none"> A. Learning Skills 1, 2 B. Character Development 5 C. Extra-Curricular & Healthy Lifestyles 5 D. Preparation for Life in Britain 5 	<ul style="list-style-type: none"> A. Vision and Values 1, 2, 3, 4, 5 B. Leaders at All Levels 1, 2, 4, 5 C. CPD 1, 2, 3, 4, 5 D. Self-Evaluation/Improvement Planning 1, 2, 3, 4, 5 E. Staff and Resources F. Staff Workload G. Parents & Community H. Governance 1, 2, 3, 4, 5 I. Safeguarding

School Development Plan 2022-2023

1. TEACHING, LEARNING AND ASSESSMENT:

To monitor and consolidate approaches to pedagogy and feedback, to ensure that teaching and learning across the school is consistently good:

- Continuing to reinforce and develop the consistent use of research-informed teaching strategies across the school;
- Further developing the use of precise assessment and feedback strategies to gauge students' understanding and inform planning;
- Providing all staff with the knowledge and understanding that they need to enhance children's basic literacy, numeracy, and speech and language skills across the school, including ensuring that all staff have the tools and skills needed to develop children's phonics and reading skills.

Owner/s: Matt Hawley (Head of School), Sarah Bailey (Senior Teacher/ SENCO), Holly Caparelli (Senior Teacher, EYFS Lead) Teachers

Success Criteria:

- School meets targets for % reaching the expected standard, and the greater depth standard in end of KS2 and KS1 SATs assessments (English, maths) - as well as attainment targets for other classes agreed with teacher (shown through PUMA, PIRA).
- At least 90% of children across the school making at least expected progress respective to their prior external benchmarks (Insight data), as measured through PUMA, PIRA, GAPS, and SATs assessments – see PMRs.
- Above 75% of children reaching at least the expected standard in DT, MfL and Music and above 85% making at least expected progress (foundation assessments);
- Strong performance gauged by T+L advisors/ Trust Leaders/ Governance

Evidence Sources:

- Provision map
- Internal pupil progress and attainment data (Insight);
- Phonics Check scores, High Frequency word spelling, Communication Trust Ladders.
- Teaching and learning/ curriculum monitoring documents;
- Subject folders and children's learning in books;
- Student interviews/ recall tests.
- Teaching and Learning advisor reports
- Ofsted reports

Tasks	Intended Impact	Timeline	Participants	On-going evaluation Autumn, Spring, Summer
Ensure that all new and existing staff are familiar with all agreed school practices and procedures, including agreed teaching, learning and assessment strategies.	Teachers use research-approved teaching strategies to facilitate rapid student progress. All teachers feel supported and knowledgeable about school's teaching, learning and assessment procedures.	September	MH, SB, HC	
Induction processes for new teachers.	All teachers feel supported and knowledgeable about school's teaching, learning and assessment procedures.	September	MH, SB, HC	
Further consolidate and develop effective, research-approved pedagogies.	Teachers use research-approved teaching strategies to facilitate rapid student progress.	Ongoing	MH, teachers	

Continue to implement continuous, frequent, informal system of teaching and learning monitoring.			Teachers receive continuous feedback to aid their professional development in their teaching and learning across the curriculum spectrum.			Ongoing	MH, SB, HC				
Ensure the consistency and quality of reading teaching, learning and assessment: e.g. Bug Club Phonics, Banded Reading Scheme, Whole Class Reading, etc.			Children’s reading fluency and comprehension is enhanced, enabling them to make strong progress across all areas of the curriculum.			Ongoing	MH, HC				
Ensure the consistency and quality of writing teaching, learning and assessment: e.g. Debden writing cycle, spelling, handwriting, SPAG etc.			Children’s writing is enhanced, enabling them to make strong progress across all areas of the curriculum.			Ongoing	MH, HC				
Monitoring of EYFS, to ensure that the quality of provision continues to be at least ‘Good.’			Children receive a solid foundation to their education, providing them with a springboard to achieve well in all areas of their later education.			Ongoing	MH, HC				
Monitoring of quality of learning support.			Ensure that the impact of LSAs across the school is maximised.			Ongoing	MH, SB				
Continue to research and implement retrieval practice methods.			Teachers are able to ascertain and strengthen children’s knowledge and skills – children remember and are able to recall key information.			Ongoing	MH, teachers				
Consolidate core assessment processes, including approaches to assessment for learning and data analysis. Continuously monitor and analyse internal and external data to identify gaps in learning.			Assessment provides teachers and children with clear information that allows them to pinpoint further learning opportunities and boost progress.			Ongoing (termly at least)	MH, teachers				
Schedule termly progress meetings with each teacher, to discuss the progress and attainment of each child in their class.			Teachers become experts in assessing and gauging children’s learning, and make timely interventions where children are not making the required progress.			End of each term	MH, teachers				
Provide timely reports to governors on latest progress and assessment data, through T+L committee reports.			Governors are better able to understand the schools achievements and development areas, and contribute to planning for improvement.			End of each term	MH				
Provide timely reports to parents on latest progress and assessment data, through parent reports (October and February consultation, July written).			Parents are better equipped to understand their child’s strengths and development areas, and support learning from home.			October, February, July	MH, teachers				
Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	

2. INTERVENTIONS AND SUPPORT

To consolidate and further develop the programme of school-wide interventions, to boost the progress of identified children at the school, through:

- Continuously and efficiently identifying areas of need through both formative and summative assessment mechanisms;
- Continuing to implementing a series of timely, researched-approved interventions, including in numeracy/ mathematics;
- Using pinpoint assessment mechanisms to monitor their impact, and amend approaches where needed.

Owner/s: Sarah Bailey (Senior Teacher/ SENCO), Matt Hawley (Head of School), Teachers

<p>Success Criteria:</p> <ul style="list-style-type: none"> - School meets targets for % reaching the expected standard, and the greater depth standard in end of KS2 and KS1 SATs assessments (English, maths) - as well as attainment targets for other classes agreed with teacher (shown through PUMA, PIRA). - 100% of identified children across the school making at least expected progress respective to their prior external benchmarks (Insight data), as measured through PUMA, PIRA, GAPS, and SATs assessments. - Individual measures relative to children’s need: (phonics check score for phonics need, high frequency words spelt for spelling, Communication Trust ladders for S+L) - Strong performance gauged by T+L advisors/ Trust Leaders/ Governance/ Ofsted reports. 	<p>Evidence Sources:</p> <ul style="list-style-type: none"> - Provision map - Internal pupil progress and attainment data (Insight); - Phonics Check scores, High Frequency word spelling, Communication Trust Ladders. - Teaching and learning/ curriculum monitoring documents; - Subject folders and children’s learning in books; - Student interviews/ recall tests. - Teaching and Learning advisor reports - Ofsted reports
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Tasks	Intended Impact	Timeline	Participants	On-going evaluation Autumn, Spring, Summer
Review impact of interventions programme from the prior academic year.	Approach for the current academic year is highly-tailored to the individual needs of the children.	September	MH, SB	
Use prior assessment data and new baselines (particularly for new children) to identify children who require waved support.	Approach for the current academic year is highly-tailored to the individual needs of the children.	September onwards	MH, SB, teachers	
Ensure that all stakeholders are prepared to begin interventions programme from 1 week into the new academic year, including letters to parents etc.	Children’s learning opportunities are maximised across the curriculum.	September	MH, SB	
Ensure that the following interventions are swiftly applied across all phases in the following areas: reading recovery, precision monitoring spelling, speech, language & communication, arithmetic/ numeracy catch-up.	All staff have the knowledge and skills required to facilitate rapid progress in interventions.	September	MH, SB	

Monitor the use of the '5 A Day' strategies to ensure that HQT practices are being utilised across all phases.			Teachers are using the most effective, research-proven strategies to enable SEN children to make the most accelerated rates of progress.			First half term Ongoing	MH, SB			
Timetable appropriate intervention pathways for children, to ensure that there is minimal disruption to other learning areas.			Staff feel fully prepared and equipped to begin interventions. Parents given the information that they need to support learning from home.			September ongoing	MH, SB			
Ensure that all teachers and LSAs are well-trained experts in the interventions that they are delivering and have an in-depth understanding of our identification and interventions structure. Also ensure that they are equipped with all resources/ schemes that they need.			Interventions are highly-effective and cost-efficient, enabling children to make accelerated progress for the least possible time/ resources.			Ongoing	MH, SB			
Ensure that the provision map is monitored bi-weekly and data is produced half-termly, in order track and gauge the effectiveness of interventions across the school.			Leaders have a clear understanding of the effectiveness of interventions, and can adapt their future approach accordingly.			Bi-weekly from September	MH, SB			
Interventions meeting each half term between SENCO and Head of School, to review data and adapt approaches.			Leaders have a clear understanding of the effectiveness of interventions, and can adapt their future approach accordingly.			End of each half term	MH, SB			
Teachers assess the progress of the children within their own class using our broader assessment measures (PUMA, PIRA, SATs etc). Gauge impact of interventions.			Leaders have a clear understanding of the effectiveness of interventions, and can adapt their future approach accordingly.			End of each term	MH, SB			
Plot progress and plan additional tutorial sessions (after-school/ lunch) for children falling behind expected rates of progress.			Teachers and learners are given small group tuition time to ensure that children receive targeted teaching and feedback.			End of each term	MH, SB			
Cycle of One Plans completed each term. Class SEN folders remain up to date			Teachers and parents work in partnership with the child to ensure that children receive enhanced levels of classroom support, providing them with the best possible chance of academic success.			End of each term	MH, SB			
SENCO to remain abreast of latest best practice, research, recommendations. Disseminate key information to academic team.			All staff have the knowledge and skills required to facilitate rapid progress in interventions.			Ongoing	MH, SB			
SENCO provides CPD training as and when needed.			All staff have the knowledge and skills required to facilitate rapid progress in interventions.			As needed	MH, SB			
Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul

3. MATHS

To review and further develop the school's approach to mathematics, enhancing clear and measurable progress across all areas of the school:

- Reviewing current programmes in the subject, and monitoring and developing the implementation of our curriculum plans;
- Rigorously measuring the impact of curriculum plans on students' outcomes, and making timely adaptations where necessary;
- Remaining abreast of the latest developments within the subject area.

Owner/s:

Matt Hawley (Head of School) Kimberley McPherson (Maths Subject Leader) Teachers

Success Criteria:

- 'Good' performance in Ofsted inspection
- School meets targets for % reaching the expected standard, and the greater depth standard in end of KS2 and KS1 SATs assessments (English, maths) - as well as attainment targets for other classes agreed with teacher (shown through PUMA, PIRA).
- Over 90% of children across the school making at least expected progress respective to their prior external benchmarks.
- School meets targets for children reaching ELGs in maths in Reception year (as agreed with class teacher).
- Strong performance gauged by T+L advisors/ Trust Leaders/ Governance

Evidence Sources:

- SATs performance data
- PUMA assessments results.
- Internal pupil progress and attainment data (Insight);
- Teaching and learning/ curriculum monitoring documents;
- Subject folders and children's learning in books;
- Student interviews/ recall tests.
- Teaching and Learning advisor reports
- Ofsted reports

Tasks	Intended Impact	Timeline	Participants	On-going evaluation Autumn, Spring, Summer
New maths subject leader to review and monitor existing maths practice and processes. Action plan created with key perceived priorities.	Teachers remain up to date with the latest in best practice in the subject and subject knowledge is enhanced, leading to more purposeful experiences and learning for the children.	September	KM, MH	
Analyse KS2 2022 SATs papers to determine strengths and weaknesses.	Learning pathways are targeted to the specific needs of the cohort/ individuals. Focus areas for the subject are identified and acted upon.	September/ October	KM, HR, MH	
Review of data/ books/ outcomes from prior academic year.	Learning pathways are targeted to the specific needs of the cohort/ individuals. Focus areas for the subject are identified and acted upon.	September/ October	KM, MH	
Review and develop curriculum maps/ knowledge organisers/ calculation policy etc.	Curriculum overview and long-term plans demonstrate that children learn the full range of the learning prescribed in the National Curriculum and is befitting of our individual context and needs.	September/ October	KM, MH	
Subject leader delivers CPD as needed.	Teachers remain up to date with the latest in best practice in the subject and subject knowledge is	As needed	KM	

			enhanced, leading to more purposeful experiences and learning for the children.							
			Teachers remain up to date with the latest in best practice in the subject and subject knowledge is enhanced, leading to more purposeful experiences and learning for the children.	Ongoing			KM			
			Children develop a 'mastery' level understanding of concepts in mathematics.	Ongoing			KM, MH			
			Children's ability to recall, distill and apply knowledge and processes is strengthened through repeated practice.	September/ October			KM, MH			
			Children's arithmetic skills are strengthened through repeated practice.	October/ November			KM, MH			
			Learning pathways are targeted to the specific needs of the cohort/ individuals. Focus areas for the subject are identified and acted upon.	September/ October			KM, MH			
			Profile of maths across the school is raised, prompting enthusiasm for and development in the subject.	October			KM, MH			
			Learning pathways are targeted to the specific needs of the cohort/ individuals. Focus areas for the subject are identified and acted upon.	Termly			KM, MH			
			Evidence is created for the purpose of showcasing and celebrating successes.	Ongoing			KM			
Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul

4. FOUNDATION CURRICULUM

To further develop the school's approach to the following foundation subject areas: MfL, PSHE, PE and Computing and through:

- Monitoring and developing the implementation of our curriculum plans;
- Rigorously measuring the impact of curriculum plans on students' outcomes, and making timely adaptations where necessary;

- Remaining abreast of the latest developments within the subject areas.

Owner/s:

Matt Hawley (Head of School), Sarah Bailey/ Holly Matthews (Senior Teachers), Teachers

Success Criteria:

- 'Good' performance in Ofsted inspection
- Above 75% of children reaching at least the expected standard in DT, PSHE, PE and Computing and above 85% making at least expected progress (as shown in analysis of foundation assessments);
- Strong performance gauged by T+L advisors/ Trust Leaders/ Governance

Evidence Sources:

- Internal pupil progress and attainment data (Insight);
- Teaching and learning/ curriculum monitoring documents;
- Subject folders and children's learning in books;
- Student interviews/ recall tests.
- Teaching and Learning advisor reports
- Ofsted reports

Tasks	Intended Impact	Timeline	Participants	On-going evaluation Autumn, Spring, Summer
Review the current curriculum offer, and ensure that there is adequate coverage of the National Curriculum, and rational progression throughout each subject area.	Curriculum overview and long-term plans demonstrate that children learn the full range of the learning prescribed in the National Curriculum and is befitting of our individual context and needs.	First half term	Subject Leads, MH	
Review knowledge organisers for all units of learning in the four subjects.	Knowledge accumulated within subjects is logically structured and sequenced throughout children's time at the school.	First half term	Subject Leads, MH	
Review skills maps for learning across the school in the four subjects.	Skill development within subjects is logically structured and sequenced throughout children's time at the school.	First half term	Subject Leads, MH	
Ensure that knowledge organisers and skills maps are utilised throughout planning, teaching and assessment, to ensure that the teaching of knowledge and skills is systematic across the school.	Children develop a deep and embedded knowledge of subject disciplines. Children's skills develop clearly and logically throughout their time at the school	First half term	Subject Leads, MH	
Subject leader remains abreast of latest developments & best practice in the subject areas, and disperses this information as needed.	Teachers remain up to date with the latest in best practice in the subject and subject knowledge is enhanced, leading to more purposeful experiences and learning for the children.	Ongoing	Subject Leads, MH	
Subject leader delivers CPD as needed to teachers.	Teachers remain up to date with the latest in best practice in the subject and subject knowledge is enhanced, leading to more purposeful experiences and learning for the children.	As needed	Subject Leads	

Showcase week throughout each term (aligned with blocking) in which subject monitoring/ achievement assemblies etc. all focused on the subject.	Children develop a broad and deep understanding of all areas of the curriculum. Teachers and subject leaders are better equipped to gauge progress and attainment of knowledge and skills in the subject areas.	Termly	Subject Leads, MH	
Regular subject coordinator monitoring in the four subjects, to focus on curriculum design and review.	To ensure that subject co-ordinators are confident that the curriculum is being covered in each group and that there is clear evidence of progression as identified in the curriculum map.	Termly	Subject Leads, MH	
Subject folders remain up-to-date by subject leaders.	Clear evidence of children's progression and attainment in the subject.	Ongoing	Subject Leads, MH	
Ensure that we have engaging, appropriate resources (material and digital) to enhance the teaching of these subjects.	To ensure that children are appropriately engaged and informed in the subject – thus boosting progress.	Ongoing	Subject Leads, MH	
Student audit – Head of School selects number students per class to share their knowledge of subject from learning over the term.	Children develop a broad and deep understanding of knowledge from the curriculum.	End of each term	MH	

Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
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5. RELIGIOUS CHARACTER

To ensure that the school's religious ethos continues to contribute to the positive attitudes, behaviours and personal development of children at the school, through:

- Further embedding the school's vision and values, to ensure that they are fully entwined with our religious character, goals and values;
- Developing the school's physical environment and collective worship programme, to ensure that religious messages are purposefully communicated;
- Revisiting the school's religious education curriculum, including all areas of curriculum intent, implementation and impact.

Owner/s:

Matt Hawley (Head of School), Sarah Bailey (Senior Teacher), John Saxon (Church Link/ Governor) Teachers

Success Criteria:

- 'Good' SIAMS inspection

Evidence Sources:

- Internal pupil progress and attainment data (Insight);

- Above 75% of children reaching at least the expected standard in RE and above 85% making at least expected progress (foundation assessments);
- Fewer incidents in behaviour log. Minimal incidents of bullying.

- Teaching and learning/ curriculum monitoring documents;
- Subject folders/ recall tests/ children's books
- Collective worship schedule.
- Diocese Advisor/ SIAMs reports.

Tasks		Intended Impact			Timeline	Participants		On-going evaluation Autumn, Spring, Summer		
Review school vision and values, ensuring religious ethos is distinctive. Make clear links between school values and Christian values.		The school has a distinctive Christian vision, which is established and promoted by leaders at all levels.			September	MH, JS				
Review and develop the school's programme of collective worship.		-Collective worship is clearly sequenced, and there are purposeful links with calendar/ subject learning;			September	MH, SB, JS				
Provide clear training and feedback to staff to further improve the quality of collective worship.		-Collective worship sessions are well-structured and are of a high quality. -Collective worship is inclusive, invitational, and inspiring.			Ongoing	MH				
Review and develop the RE curriculum, looking at all areas of intent, implementation, impact.		-Quality of curriculum, teaching and learning in Religious Education is maintained or improved.			September	MH, teachers				
Termly subject coordinator monitoring to focus on learning in RE lessons, data and marking and feedback.		To ensure that standards and expectations are met and maintained throughout the RE curriculum.			Termly	MH, JS				
Monitor the school's behaviour log, and survey staff regarding children's behaviour. Use this information in order to tailor the term 3 collective worship programme to school need.		All children are given opportunities to learn and grow spiritually, socially, emotionally and behaviourally.			Ongoing	MH				
Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul