

Langley Fitzurse CE Primary School School Improvement Plan 2020-2021



Amaze, Excite, Inspire

Jesus offers life in all its goodness

Vision:

At Langley Fitzurse Church of England Primary School we are committed in our aims to 'Amaze, Excite and Inspire' within the context of Christian belief and practice. We strive to be an outstanding Church school, making a contribution to society at the heart of the community.

Whole Priorities 2020-2021

- To develop a curriculum that reflects the needs of the Langley Fitzurse School Community. Providing enrichment, challenge, support, continuity and progression.
- To develop an effective Federation between Langley and Stanton where Governance and Leadership fulfils the Federation aims and meets the needs of both schools.
- To continue to develop and enhance the Christian Distinctiveness of the school and be able to evidence this in readiness for a SIAMs inspection

The SIP is split into 5 areas:

Area 1: Highly Effective Safeguarding and Child Protection

Area 2: The Quality of Education

Area 3: To Further Develop the Wider school programme

Area 4: Christian Distinctiveness of the School

Area 5: Leadership and Management, including Governance.

Area for Improvement 1 – Highly Effective Safeguarding and Child Protection					
School Priority Target: (Intent) Ensure all children are kept safe at all times. Ensure children understand how to keep themselves safe.					
Success Criteria					
Monitoring			Evaluation		
Who	HT and Link governor		Who	Governors evaluate effectiveness at S and P meetings each term	
How	Safeguarding audit		How		
When	Termly meetings		When		
People Involved	All staff Nominated safeguarding governor		LA Monitoring	School Improvement Advisor (SIA) visits	
Pupil Voice	Pupils involved in anti-bullying policy through school council and class discussions.				
Action (Implementation)		Lead Person	Start/end date	How measured	Resources / Cost to school
1.1	Plan and implement safeguarding training/update sessions, to meet legislation and requirements, for all staff members are planned to ensure that changes to both legislation and school policies are discussed and explained. (This may be carried out on a cross-school, team or individual/ad hoc basis, as required.) KCSiE September 20 – Annex A and Part 1 AND updated Safeguarding and Child Protection Policy to be shared with staff Safeguarding training for Governors, Volunteers and Staff for both schools	KW	Start:Early Sept 2020 September 20 November 20	Checked by Nominated Safeguarding governor	DSL to deliver session/s to staff
	Install Edaware software –electronic safeguarding recording across both schools. Inset delivered for staff in both schools.	KW	By November 20	Checked by Nominated Safeguarding governor	Oakford and CTF Transfer.

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					Scan of Concern sheets and attached to individual children
1.2	Safeguarding procedures and monitoring across both schools are consistent.	KW	By November 20	Progress reported at S&P meetings	
1.3	Identify where safeguarding can be integrated into school life/lessons on a regular timetabled basis. Ref PSHE statutory requirement	BD	termly	Progress reported at S&P meetings	Subject leader time and staff meeting time
1.4	Identify opportunities for active experiences / visit schedule to support PSHE development – Life Bus visit October 20	BD	Terms 1 – 3	Reported at S and P meeting	Subject leader time and staff meeting time
1.5	Develop and implement new PSHE / RSE scheme of work in preparation for new DfE requirements. (New formal title will be Relationships and Health Education – RHE)	BD	Implementation before Summer 21	Reported at S and P meeting	Renew SCARF licence
1.7	Explore if Anti-Bully and Behaviour Policies for both school can be aligned.	KW	November 2020 – during anti bullying week	S and P to approve revised policy	Staff Meetings during T1
1.8	Update Behaviour Policy to reflect COVID-19 guidance. Write and share Code of Conduct with parents and children in readiness for new school year	KW	September 2020	S and P to approve revised policy	Staff Meetings during T1

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Area for Improvement 2: The Outcomes for Children	
School Priority Target: High quality teaching reflects the schools context and meets the needs of all children.	
Progress: All children make at least expected progress from their starting points.	
Success Criteria: Teaching is judged good or better by HT and LA advisor – triangulation of source. Targetted intervention is actioned for children identified off track and vulnerable to under achievement.	
Monitoring	Evaluation

Who	HT and Link governors	Who	Governors evaluate effectiveness at S and P		
How	Termly meetings	How	meetings each term		
When	S and P meetings	When			
People Involved	All staff Link governors	LA Monitoring	SIA visits		
Pupil Voice	Pupils asked what they are learning, what their targets are, what they need to do next and how to make that improvement.				
Action		Lead Person	End date	How measured	Resources/ Cost to school
2.1	Implement a recovery curriculum that meets children's needs – well-being and academic progress and attainment in response to COVID-19 Whole School Collaborative Project – the Koala who can. Virtual Art showcase with SSQ	KW	Sept 20	Virtual Art Showcase	Teams
2.2	Baseline assess children's attainment in reading, spelling, maths and writing.	JO/JN/CC	October 20	Standardised scores and ARE	Progress in Reading White Rose Spelling Writing Assessment
2.3	Maths focus 1: Use White Rose Assessment and planning to support and recovery maths concepts due to COVID-19 Assessment	CC			Maths LA Network meetings Staff Meeting
2.4	Maths Focus 2: Embed use of concrete resources / pictorial representations moving to understanding of abstract concepts.	CC	Dec 20		Staff Meetings Class visits leading to coaching – SL release
2.5	English Focus 1: Audit spelling and phonics across the school Assessment baseline for children using GL Assessment Identify cohorts, groups and individuals off track Train and Implement Sounds Write for EYFS and KS1. Y3 Phonics awareness training 2 nd September – JO and LM	JN/KW	By end of Term 1 By July 20	Analysis of baseline assessment and class intervention catch up.	

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2.6	English focus 2: Further develop writing across the school to ensure all children make all possible progress. Linked with high quality text and LA Oracy project.	JN with VA (SSQ)			Release/Visit X1 per half term
2.7	Agree Assessment system to align in both schools. Roll out training for staff.	KW/JO Teaching Staff	Oct 20 Nov 20	Reported at S and P meeting	Cost £600 PA – itrack?
2.8	SEND protocols, procedures and practice reflect policy. Expectation of class teachers and SENCo responsibilities are clear and transparent SEND Passports Class Provision Maps 1 Page Profiles Etc Policy and SEND Information Statements are published and current	SENCo/KW	Oct 20	PPMs and SENCo monitoring	Staff Meetings PPA release

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Area for Improvement 3: Quality of Education					
School Priority Target: A sustainable and progressive, and broad and balanced curriculum and learning environment					
Success Criteria:					
High quality teaching and learning is consistent across the school					
The learning environment including displays and outdoor areas are of high quality – organised, welcoming and supports learning across the school.					
Implementation wider curriculum activities such as “11 by 11 ” into embedded in curriculum planning programme					
Learning environment is organised and supports learning across the school.					
Monitoring					
Who	HT / S&P / FGB				
How	HT reporting				
When	Termly meetings				
People Involved	All staff				
Pupil Voice	Children’s views to feed into each point below through discussion of school council				
	Action	Lead Person	Start/end date	How measured	Resources / Cost to school
3.1	Review of current curriculum Identify drivers (Intent) and write a two year rolling programme that supports continuity and progression across year groups (Implementation) SLs to write 3is for their subjects Explore alignment with SSQ to support collaborative development across upcoming federation.	KW SLs	End of April 20	Two/Three year rolling programme 3i’s docs.	Staff Meetings and SL release Staff Meetings and SL release
3.2	Plan and role out monitoring schedule to include pupil conferencing, lesson obs, book looks, subject leader release	KW/JO	By end of term 1	S&P	Nil

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3.3	Continue playground refurbishment – play pod Installation and staff Training	KW/LM/HS	January 21	L&R	As agreed at L and R / FGB
3.4	Trips, experiences and “11 by 11” are planned into long and medium term learning.	JO	First S&P mtg	S&P	Staff meeting
3.5	Termly School Council meetings	JO		Reported to S and P committee	
3.6	Class adoption of raised beds within school grounds	KW			
3.7	Refurbishment of New Hercules Classroom – to make EYFS welcoming. Repair damp in classroom and quiet room, removal of old wiring throughout, removal of old projector casing and excess display boards, repaint, acoustic clouds and felt boards, replacement of role play and some classroom furniture.	KW/LM	Completion for Sept 20		Capital funding

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Area for Improvement 4: Christian Distinctiveness of the School						
School Priority Target: All statutory requirements are met. Christian distinctiveness is clear to school community						
Success Criteria						
Monitoring				Evaluation		
Who	HT and foundation governors			Who	Governors evaluate effectiveness at S and P meetings.	
How	Termly meetings			How		
When				When		
People Involved	All staff Church link – Katherine Bloomer			LA Monitoring	SIA visits	
Pupil Voice	Worship council represent their classes Children’s evaluations and feedback on Collective Worship					
Action		Lead Person	Start/end date	How measured	Resources/ Cost to school	
4.1	Prepare for SIAMS 20/21: New HT new to post – attendance at no current SIAMs update and network meeting, training so need to access SIAMs update meetings, School Bus docs and notes from last training. Whole School SIAMs training? – Ali Driver?	HT, CD group	September 20	SIAMs documentation and evidence are update.		
4.2	Whole School SIAMs Preparation – staff and new GB post (hard federation) (EG Whole School Monitoring doc)	HT, CD Group	Nov 20	Staff Meetings minutes and GB minutes		
4.34-2	Develop Courageous Advocacy as part of the schools ongoing programme	Class Teachers	Sept 20	Monitoring visits/activities		
4.44-3	Implement new collective worship format to reflect COVID-19 restrictions	Class Teachers	Sept 20	Monitoring visits/activities		

4.5.4.4	Ensure classrooms are appropriately set up and equipped for collective worship	Class Teachers	Sept 20	Monitoring visits/activities	
4.6	Audit and update of school website to ensure information is clearly accessible (Website checklist doc)	CD Group	Nov 20	Audit completed and actions addressed	
4.7	Regular and effective Christian Distinctiveness meetings are re-established post COVID return	CD Group	Sept 20	Minutes of CD meetings shared with GB and Staff	
4.8	School community including Worship Council are confident in talking about the school values and the Christian Distinctiveness at Langley Fitzurse Primary School.	HT,KB	Nov 20	Worship Council Meetings Minutes Pupil Conferencing	
4.9	Regular monitoring of RE across the school ensures the teaching and learning of RE reflects school policy.		Nov 20	Monitoring visits/activities	

Area for Improvement 5: Leadership and Management, including governance.

School Priority Target:

All leaders (HT, AHT, SENCo, subject leaders) are clear in their role
 All staff understand the roles and responsibilities of leaders
 Leaders have clear and positive effect on pupil outcomes

Success Criteria

Monitoring		Evaluation	
Who	HT and Chair	Who	Governors evaluate effectiveness at S and P, L and R and FGB meetings.
How	Termly meetings	How	
When		When	
People Involved	All staff	LA Monitoring	SIA visits
Action	Lead Person	Start/end date	How measured
			Resources/ Cost to school

5.1	Working towards Hard Federation with SSQ to ensure that all stakeholder groups are involved, informed and supported. Joint Governor planning meetings leading to 2 nd November, shared Staff Meetings and CPD; collaborative school projects – The Koala who can etc.	GB/KW	July 20		
5.2	Post Federation identify local and federation priorities.	GB	Dec 20	Updated SDP	
5.3	Develop Roles and Responsibilities of SLT moving forwards – Job descriptions to be written and agreed including pay range Internal recruitment completed by Hard Federation Complete RACI with School Effectiveness Team to support transition	KW/JO/SM/SW	Sept 20	RACI exercise	
5.4	Individual School GBs are dissolved and new GB for Hard Federation formed. ToF R and Scheme of delegation to be written prior to 2 nd November	GB	October 20		
5.6	Explore and identify processes that can be streamlined and harmonises – policies, monitoring (School Aspects) reporting and reporting templates, purchasing, grounds maintenance.	GB /KW LM/JO	Ongoing		
5.7	Develop the role of subject leaders in for RE, Computing, Humanities, English, Maths and Science subjects. Complete Subject Audit and SL Self evaluation Identify strengths, areas of development. Write action plan to address areas of development Review of action plans and outcomes	Subject leaders	Dec 20 July 21		Attendance at SL network meetings Cross collaborative staff meetings with SSQ
5.8	Maths Focus 3: Subject leader collaborative working with SSQ to move towards MNP implementation September 21 Professional discussions Lesson visits Planned CPD for teachers and support staff.	CC/SM	March 21		Release/visit X1 per half term?
5.9	English Focus 3: Subject leader collaborative working with SSQ to move towards Sounds Write September 21, including review of reading books.	JN with VA (SSQ)	March 21		Release/Visit X1 per half term

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	Professional discussions Lesson visits Planned CPD for teachers and support staff for appropriate year groups.				
5.10	Consideration for succession planning for Senco – possible March 21 due to retirement. Possible shared SENCo across Federation or cluster?	KW	Jan 21		
5.113-8	Promotion of Wellbeing in school responding to COVID-19 Well Being lead???	KW/JO	Sept 20		

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