

St. John's C of E Primary School (VA), Cliviger

School Improvement Plan 2024-2025

Romans 12v2 'Do not be conformed....be transformed. Prove what is good and acceptable'.

'There is no trust more sacred than the one the world holds with children.' Kofi Annan, 2000.

SIP 2024-2025					
Priority 2: To implement civic leadership, public benefit and community anchoring.		Year 2024-2025 Senior Leader: Naomi Healey and Andrea Johnston Governor: Clare Woodcock, Claire Holgate, Rebecca Bolton and Tracey Canning.	Finance Plan - How much will the plan cost -		
Success criteria:	Focus on outcomes. Specific, measurable impact on pupils. • To seek opportunities in the community to ensure our children have the knowledge and experience of our society. • To implement effective parental engagement and build positive relationships. • To implement collaboration for staff’s professional development to increase best practise and motivation. • To serve our community – staff, children, governors and parents.				
Intent		Lead person accountable for the action (IMPLEMENTATION)	Time Scale Start and End dates	Training/CPD needs	Resources/Costs/Time
Our children are given the opportunities to experience the culture and community of our world through visits internally and externally.		Mrs Healey Mrs Johnston	September 2024 July 2025	Curriculum planning, visits & opportunities.	CHSA £100 per term. LCC Linking Schools Project

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[Respect-Joy-Love-Trust-Acceptance-Understanding-Forgiveness-Truthfulness](#)

'Love one another as Jesus loved us' John 13 v 34-35

				Financial support from Shooting Stars Interfaith opportunities BFC in the community Choir opportunities House Captains and Shroving. BYT project on D-Day 80 th anniversary Church events
Every child at Cliviger continues to flourish and access the full curriculum.	Mrs Healey Mrs Johnston Mrs Pickup	September 2024 July 2025	Linked to SIP 1 and SEND in school.	Accessibility – classrooms Monitoring/adapting Environmental audit of old building. Look at small group room for development as a hub for SEND children.
Our children support their local community and understand the needs of it.	Whole Staff Governors Church	September 2024 July 2025	Interfaith events Choir House Captains School Council Worship Club	As point 1
Our school links with another school to ensure we understand the wider community.	Mrs Healey Mrs Johnston	September 2024 July 2025	Link with a diverse school. LCC Linking Schools Project	Subscription fee for Linking Schools Project Transport costs Staffing
Work with charities, including class charities, are chosen to represent our school community and the local community.	Teachers	September 2024 July 2025	Staff use knowledge of current cohort and needs when selecting a class charity.	Links with charity and ambassadors to visit.

'Love one another as Jesus loved us' John 13 v 34-35

			Parents made aware on newsletter.	
Staff at school have effective CPD which helps them understand and support the needs of our school community.	Mrs Healey	September 2024 July 2025	NPQ's CPD for Support staff Internal – team teaching/shadowing STEP Outside Award Refocused TA appraisal Burnley Inc;union Voice (BIV)	NPQ costs from Sept & internal cover. SEND training Phonics whole staff Attachment, Trauma & Emotional Coaching Safeguarding & KCSiE Mindsight & Lesley Burrows
The school community works to gain the badges of the Equality Mark.	Mrs Healey Mrs Johnston	September 2024 July 2025	Equality Group LCC Equality meetings	Attendance at meetings and SLA. Equality Network Meetings
Parents have access to the right support at the right time.	Mrs Healey Mrs Johnston Mrs Pickup	September 2024 July 2025	ELCAS SEND External agencies	Breaking down barriers. Bringing services into school. Care for a Cuppa Sessions
School community to work alongside the church community to embed Christian values and to celebrate significant church events.	Mrs Healey Mrs Johnston Vicar	September 2024 – ongoing	Accessing church services. Diverse religious leaders to deliver acts of worship. Children's church – Amanda to work with Worship Club Opportunities to enhance through Lisa Fenton. PDM Oct	Church calendar Christian Value questionnaire

Monitoring – to feed into the weekly timetable				
Who	What	Where	When	External Validation
Mrs Healey Mrs Johnston Mrs Pickup Diversity Team	Equality Network Meetings Diversity Meetings Diocese SLA and St John's C of E Cliviger School Linking Project Mindsight Mental Health Support Team Building Bridges Burnley Inclusion Voice Burnley Youth Theatre Burnley Faith Centre Burnley in the Community	School Church Community	Ongoing throughout the year Termly meetings	Lancashire Equality Team Lisa Fenton – RE Advisor Nick Broome – School Advisor Clare Cherry – Phonics/early reading ADYS – Clare Ashton specialist teacher Clare Woodcock – SEND Governor Clare Holgate – Equality Governor LCC SEND Department – accessibility
Impact: <i>What will the outcomes be?</i>		Update <i>How close are you to the stated outcomes?</i>		Final Evaluation <i>Have the intended outcomes been achieved?</i>
- Children have had varied experiences and will have increased their understanding of the cultures in our community. - All children have full access to the curriculum and are flourishing. - Children have supported the local community and the need for why.		Linking Schools Project with Barden have started. Links with Multan Diocese have started. Varied faith visitors have happened or are planned.		

• Our school has forged a link with another school and are actively involved in communication. • School works with charities that have been chosen to represent class cohort and local community. • Staff have had effective CPD which can be seen having an impact on their understanding of the needs of our school community and the way they are interacting. • More progress and next steps identified with Lancashire Equality Award – these are fed into the Diversity Team meetings. • School have supported parents in accessing the right support at the right time. • The school and church community are working together.	Bulb Planting Yr5 has taken place – Friends of Towneley Project SL are monitoring delivery and coverage of curriculum in dedicated time. Class Charities have been launched and fundraising/collections started – big focus on local charities this year. Collections for food bank and Christmas presents has happened linked to Burnley Together. Attachment and Trauma training – all staff. Audit completed for 'Socioeconomic badge' WW2 80th celebration – elders afternoon tea and evening performance for families.	
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Evaluation of impact of the School Improvement Plan 2024-2025 For the Head teacher's report to Governors		Staff Member Responsible for the plan: NRH and AJ
Actions and impact		Next Steps
Autumn 2024	Linking Schools Project with Barden have started. IMPACT is that our children have started to build bonds and connections with children from different backgrounds, faiths and cultures from within their local community. Links with Multan Diocese have started. IMPACT has been increased engagement and excitement with wanting to know more about children from another country. They are very keen and motivated to learn little bits of Urdu as they really want to be able to communicate. Varied faith visitors have happened or are planned. IMPACT is that children are seeing people with different protected characteristics leading acts of worship and/or spending time talking to them so they can identify with others that are like themselves. This term we have had visits from Rev Crook. Bulb Planting Yr5 has taken place – Friends of Towneley Project. IMPACT has been that those children who are finding it difficult to focus and settle in class were engaged and willing. It also gave the opportunity to meet and talk to people of varied protected characteristics within their immediate community. SL are monitoring delivery and coverage of curriculum in dedicated time. IMPACT has been swift and constructive feedback for any issues that need addressing e.g. use of vocabulary mats, including more evaluating and fixing within DT	Continue with the project to build further understanding. Continue with this project, share more and perhaps use someone from our local community who speaks Urdu to help us develop communication whilst online. Bishop Joe, Iain Parks, Munwar Dinand David Pickin to visit and lead acts of worship. Other projects to develop understanding towards those living in our immediate community are: Women's International Day – Raising Aspirations, World Faith Day, Heritage Project. Continue.

	units. Children are also being exposed to key role models within subjects that are from different backgrounds, gender, faith, race and culture. Class Charities have been launched and fundraising/collections started – big focus on local charities this year. IMPACT has been that come classes have changed to find a more local charity to build face to face encounters. This is helping children experience courageous advocacy first hand. Collections for food bank and Christmas presents has happened linked to Burnley Together. IMPACT is that children can feel the difference they are making and feel inspired to do more. An example of this is children getting involved with fun runs, Santa dashes that are linked to their class charity but that have not necessarily been promoted by school. Attachment and Trauma training – all staff. IMPACT is increased understanding of the needs of these children and identifying those within each class that show the symptoms and behaviour linked to this. One example of this training having an impact is where it encourages a teacher to open discussions around a possible ACE with their child, visit to GP, referral and consequently input from MHST. The child is slowly showing signs of being settled and happier with dealing with emotions. Audit completed for 'Socioeconomic badge'. IMPACT from the 'Diversity Team' meeting on 18/12/24 highlighted lots of wonderful things school are doing and ideas to move forward but that the children found it difficult to articulate the meaning, therefore lacked understanding. WW2 80th celebration – elders afternoon tea and evening performance for families. IMPACT was increased historical knowledge about WW2, a real community feel for the elders in the Cliviger community who sent cards of thanks and gratitude after the event. The performances also helped build the confidence of the children.	Try to encourage a representative from the charity to visit class or take part in a kS or whole school worship. Year 3 class charity 'Christian Aid' to take the lead in the specific week/day for this charity. Continue. Complete and send off the accreditation paperwork. Children in diversity team create a quiz for each class to help support their knowledge and understanding of socioeconomic issues. Future performance activities linked to WW2 80th celebration with Burnley Youth Theatre.
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	Mrs Healey completed interview for Cathedral Chapter Dec 2024. IMPACT is that staff and children are seeing the school leader as a disciple of faith and her putting her faith into action. An inspiration for them and how they can share their faith for the greater good.	
Spring 2025	08/01/25 PDM on updates and next steps for this SIP priority. IMPACT was discussions and questions on a professional level to ascertain the best next steps in explaining the meaning for socio economic on a level children will understand. Mr Klee mentioned the use of the Burnley Football Club video 'If these streets could talk' We looked at this as staff and decided on how best this could be used in each KS. Evidence can be found in class worship journeys. 29/01/25 PDM for RE lessons, Christian Value sand SIAMS. Updated teachers on the two new values hope and kindness. Questionnaires were created by Worship Club and these were sent to all classes and adults involved with school life. IMPACT is a refreshed look and use of Christian values with children having ownership. 12/02/25 Equality meeting attended with Mrs Healey. IMPACT was up to date information to integrate into everyday practise and booking for our socioeconomic badge assessment. 06/03/25 Socio economic badge assessment. IMPACT is that we have achieved this badge and the children that are part of this Diversity Team were given a voice to share how they feel and the work they have done in their classes. It was commented on by the assessor how well they spoke of the new initiatives we have started. World Faith Day 26/03/25. IMPACT is the increased use of RE knowledge and use of values in varying contexts. The social skill of interacting with children from other classes develops awareness and understanding of others. 30/04/25 Cliviger Cares Swap Shop was held. IMPACT was that some parents who aren't involved in school initiatives came and interacting with other parents from CHSA and the Diversity Team. It felt like some parents/grandparents interacted positively when otherwise have been quite quiet. We had 10 bin bags and at the	More PDMs/SL time linked to SIP priority 2 to ascertain progress. Monitor use of new values. Start next badges – PDM already booked. Continue and progress with this. Hold again and change the focus e.g. more boys' clothes needed, adult clothes, toiletries?

	end we had 4 left so hopefully after a few more, parents will get used to it and more involved. It was apparent that more dads from separated families were housing this.	
Summer 2025	27/03/25 Rev Coordinators course. IMPACT was increasing personal subject knowledge for Islam, Hinduism and Judaism that I can now filter down to other staff members. I also feel more confident in handling any situations around these lessons or trips etc. 07/05/25 SIAMS update course. IMPACT has been to organise refresh of our Christian vision, completing self-evaluation throughout the next year, developing spirituality/fine tuning it. Cliviger Cares Swap Shop has taken place and was a success. IMPACT has been providing support to those in financial difficulty whilst keeping it quite discrete. Outdoor cross now back up on The Green. IMPACT is the increase in our distinctiveness to the wider community. Persona Doll training 14/05/25. IMPACT is staff and TAs had another refresher course on using this expensive resource and this now needs monitoring for the frequency of use. The school choir performed at Burnley Gotta Sing at The Mechanics in June and our choir is inclusive. We have also been asked to sing at the turning on of the Burnley Lights in November 2025. The diocese has asked us to take part in an evaluation of the EDJ work which has been taking place. Professor Paul Miller and Katie Morigi will be in school on Monday 7th July speaking to children, staff, governors and parents. Mrs Healey has applied for an accredited EDJ course with Professor Paul Miller in the autumn term with Blackburn Diocese.	New SIP 2025-2026 • To seek opportunities in the community to ensure our children have the knowledge and experience of our society. • To implement effective parental engagement and build positive relationships. • To implement collaboration for staff's professional development to increase best practise and motivation. • To serve our community – staff, children, governors and parents.