

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

School Improvement Plan 2025-2026

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 2025-2026					
Priority 2: To implement civic leadership, public benefit and community anchoring through the understanding and awareness of modern day society.		Year 2025-2026 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 and staff are given the opportunities to experience awareness of community and those that live in it through visits internally and externally.		Mrs Healey Mrs Johnston Mrs Kenny	September 2025 July 2026	Curriculum planning, visits & opportunities to	CHSA £100 per term. LCC Linking Schools Project

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

	Mr Spencer		include sex equality gender in school during our Respect for All Week. Pol Ed weaved through PSHE long term plan.	Interfaith opportunities BFC in the community Respect for All Week Online Safety Community Police to attend lessons/assemblies. Signage in staff room to include LGBT+ events.
Every child at Cliviger continues to flourish and access the full curriculum.	Mrs Healey Mrs Johnston Mrs Pickup Miss Moran	September 2025 July 2026	Challenging stereotypes in long term planning. Giving uniform choices to individuals. Monitor clubs/events for access to all. Pupil Progress to include discussion and analysis that no group is under achieving.	Accessibility – classrooms Monitoring/adapting Dependent on audit of curriculum – subject leaders to colour code units on long term plan that link to gender equality and sexual orientation.
Our children, staff and families support their local community and understand the needs of it.	Whole Staff Governors Church Parents	September 2025 July 2026	To further enhance class charities and how they connect to the needs of children within the class. Interfaith events. Choir House Captains School Council Worship Club Diversity Team Care for Cuppa	Relook at Makaton training – new staff. New support staff to take part in specific training that directly links to the children they are working with. Choice of charities need to be flexible and changing to reflect the needs of the class.

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

				Mrs Pickup to look at Care for Cuppa sessions with MHST.
Our school links with another school to ensure we understand the wider community.	Mrs Healey Mrs Johnston Class Teachers	September 2025 July 2026	Link with a diverse school. LCC Linking Schools Project with Barden Primary. Refugee Week with Yr 6 because of BP. Burnley Youth Theatre.	Subscription fee for Linking Schools Project Transport costs Lancashire Equality Meetings and Refugee links. Interfaith sporting events.
Staff at school including wrap around provision have effective CPD which helps them understand and support the needs of our school community.	Mrs Healey and Whole staff team	September 2025 July 2026	Internal – team teaching/shadowing Embedding TA training in approach to all policies in school. Burnley Inclusion Voice (BIV)	SEND training Safeguarding & KCSiE Mindsight & Lesley Burrows Use of correct terminology for gender and sexual orientation badges – Lancashire Equality Team. DSL training for abuse towards protected characteristics. Reporting of incidents around abuse and use of the low levels concerns policy.
The school community works to gain the final two badges of the Equality Mark – Sex Equality and Sexual Orientation Badges.	Mrs Healey Mrs Johnston	September 2025 July 2026	Equality Group LCC Equality meetings CPD needs/awareness of inclusion within	Attendance at meetings and SLA. Equality Network Meetings Review Equality Policy and Action Plan.

				classroom and corridor displays	Review Anti Bullying Policy.
Parents and children have access to the right support at the right time.		Mrs Healey Mrs Johnston Mrs Pickup	September 2025 July 2026	MHST School Nurse SEND External agencies Children Family Wellbeing	Bringing services into school. Care for a Cuppa Sessions Wellbeing therapist ADYSS Lego Therapy
Monitoring – to feed into the weekly timetable					
Who	What	Where	When	External Validation	
Mrs Healey	Equality Network Meetings	School	Ongoing throughout the year	Lancashire Equality Team Lisa Fenton – RE Advisor Nick Broome – School Advisor ADYSS – Clare Ashton specialist teacher Clare Woodcock – SEND Governor Clare Holgate – Equality Governor LCC SEND Department – accessibility	
Mrs Johnston	Diversity Meetings	Church	Termly meetings		
Mrs Pickup	Diocese SLA and St John's C of E Cliviger	Community			
Diversity Team	School Linking Project				
	Mindsight				
	Mental Health Support Team				
	Building Bridges				
	Burnley Inclusion Voice				
	Burnley Youth Theatre				
	Burnley Faith Centre				
	Burnley in the Community				
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 sex and gender equality in their community. • All children have full access to the curriculum and are flourishing. • Children have supported the local community and the need for why. • Our school continues to work with another diverse 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.		
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Evaluation of impact of the School Improvement Plan 2025-2026 For the Head teacher's report to Governors		Staff Member Responsible for the plan: NRH and AJ
Actions and impact		Next Steps
Autumn 2025		
Spring 2026		
Summer 2026		