

School Improvement Plan Objectives 2020 – 2022 – updated January 2022

The objectives have been RAG rated. Green – completed or moved forward significantly; Amber – in progress; Red – yet to begin. It would be expected that all steps would be amber at this stage

A great education, including excellent examination results	Brilliant teaching and learning	Exceptional support for one another	Consistent hard work	Intelligent governance and leadership	Supportive administration and systems	Well-managed facilities	Commitment to the wider community
To improve pupils' outcomes, especially for disadvantaged pupils and those who have SEN and/or disabilities	To remove variations in the quality of teaching, especially in mathematics, science and in pupils' spiritual, moral, social and cultural development (Opening Minds)	To remove instances of poor behaviour in lessons	To further develop an ASPIRE mindset within the school community	To ensure that senior leaders consistently hold middle leaders to account in the areas for which they have responsibility	Ensure online systems (CPOMS, Classcharts...) are used effectively and that the flow of information is effectively accessed and used.	Outside environment for students at break & lunchtime	To develop our work with primary schools
To develop the school as a healthy and positive place to be for staff and students	To ensure that teachers consistently set work which promotes pupils' use of a full range of literacy skill (reading, writing and oracy).	To ensure the regular attendance of disadvantaged pupils	To develop a culture of independent hard work and effort amongst the whole school community	To ensure that leaders monitor, evaluate and refine improvement plans routinely, so that rates of improvement gather pace	Ensure that the use of email communication/MS Teams is efficient and does not contribute to staff stress or workload	Address issues presented by the declaration of a Climate Emergency	To continue to develop the marketing of our school
To further establish an	To ensure that the most able pupils are	Mental health support for	To develop a culture of academic	To eradicate variation in the quality of middle and subject leadership	Identification of spaces for students at lunchtime with	To improve the security within the school site	To establish supportive relationships

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ethos of aspiration for all	routinely set work which stretches their thinking	students and staff	independent study outside lessons		appropriate supervision		with local businesses
To reinforce the school's work against discrimination in all forms	To ensure that pupils with low starting points are routinely supported and challenged, so that they make the progress they should.	Establish further effective models of student leadership across the school.	To ensure that school policies and procedures are followed consistently	To secure consistently good governance, so that school leaders are routinely and effectively held to account		To ensure that the dining facilities (Dining Room and Canopy) are fit for purpose	To further develop the shared use of our facilities
	To embed a model of "Brilliant Teaching in an Inclusive Classroom" and to develop an appropriate curriculum and model of assessment	To ensure that the school encourages staff wellbeing		To strengthen the leadership of the use of Year 7 catch-up funding, the pupil premium, and funding for pupils who have SEN and/or disabilities.		Improve the look of the school	To promote the good name of the school on each and every opportunity
	To embed the ASPIRE framework throughout the curriculum	To ensure effective engagement with parents/carers – particularly those of disadvantaged students		To ensure that the administration, pastoral and learning support teams are appropriate for the increased size of the school			To exemplify success through the achievements of past students

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	To ensure that the PSHE, Careers and “Learning for Life” curricula are the best that they can be	Ensure behaviour around school at all times reflects responsible self-control		To secure exceptional safeguarding provision, in particular with regards to sexual abuse and harassment			To improve educational attainment of the local community
	To ensure effective CPD for all	To ensure that an effective rewards system motivates all learners		To provide exceptional relationships, sex and health education			
		Ensure the ethos of ASPIRE and Respect is fully embedded throughout the school and underpins all aspects of school life		To make outstanding provision for teacher CPD			
				To ensure that staff workload is manageable and appropriate			
				To provide outstanding co-curricular opportunities			

** Objectives in red arise from the Ofsted report 2018. The others come from the School Improvement Conference 2020 and from a review in September 2021. The modifications from the review are highlighted.