

"Do the best you can until you know better. Then when you know better, do better."
Maya Angelia

Let's empower our team to influence, showcase appreciation, build firm resilience with opportunity for ALL.

"This road is rough and ruined. So many dangers along the way, so many burdens might fall upon me, so many troubles that I have to face,

BUT - I won't let my spirit fail me, I'm making it mine:

"Step by step, bit by bit, stone by stone, brick by brick."

Life isn't about waiting for the storm to pass, it's about learning how to dance in the rain."
Vivian Greene

What?

A	C	E	D	I	T
Attendance and behaviour	Community	Empower	Data	Inclusion	Teaching and curriculum
SLT driver SW	SLT driver CG	SLT driver - CG	SLT driver - SW	SLT driver - NB	SLT driver - AS/EW
AP driver- LM/BC	AP driver - KG/RW	AP driver - Admin team	VP driver - AS/EW	AP driver - KB/LG	AP driver - MG/EB
To reduce the number of persistent absentees across the schools. To improve the play based behaviour during unstructured times. To develop and track personal development to further enhance our provision and identify gaps	To enhance the use of the hub as a provision for the whole community on a daily basis to ensure it is a focal point to breaking down barriers in our community. To enhance the parental engagement and utilisation of the community HUB via successful accreditation of the	To continue to develop and enhance a diverse workforce. To enhance CPD offer to all staff at all levels, developing skillsets and preventing burnout.	To improve attainment and outcomes at every level for every child. To be consistently above national standards in Phonics and KS2 (IDSR data analysis)	To ensure every teacher has the enhanced skill so all children belong can achieve and thrive.	To embed an ambitious curriculum that is of a consistently high quality for all children across all subjects and phases To develop and ensure transcription and letter formation is secured within Key Stage 1 To enhance the provisions by

	Parent Partnership Award				securing the Arts Award accreditation
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How?

Attendance- By assigning a member of SLT to the role of attendance to support the pastoral team and combat persistent absentees. To focus on early identification of potential PAs by building positive relationships and encouraging positive attendance behaviours right from the EYFS. To implement monetary and non-monetary incentives, targeted at parents, to encourage PA families to attend school. Research successful national strategies in similar schools (schools like yours) to magpie ideas	Opening the hub for the community outside school hours. To ensure the HUB is open at all times throughout the school day with a significant HOOK. Develop programmes that will support all parents to gain access to other services. Incorporate a space that community health groups can use. Engagement of business - locally, city wide, nationally to provide support to all.	Continue to use recruitment systems that ensure blind selection of candidates allowing a diverse workforce and removing any barriers Moving towards the decrease of national minimum wage for staff - learning support assistants moving or working towards HLTA status. Commitment to preventing child poverty. To support the workforce by encouraging further CPD opportunities that benefit the whole school and our pupils. To look at the needs of our pupils and	Robust assessment and pupil progress schedule mapped out for the year with detailed analysis at key points. Utilise live, ongoing analysis to 'cut' the data for all pupil demographics at all levels. Targeted intervention QA cycle to be implemented to monitor quality of provision.	Providing every teacher with the skills to provide high quality teaching. Giving all support staff the CPD that will empower them to deliver quality and quantifiable interventions. Developing a specialist provision for our high needs children which is going to foster achievement and thrive. Develop the use of the one page profiles to ensure that children are receiving the provision that will support them to access the curriculum - quality assured measured by all	Define exactly what pupils need to know, understand, and be able to do at the end of each year. Review and refine the current curriculum to empower children with the knowledge that will nourish both them and the society of which they are members. Plan a curriculum to build fluency in foundational knowledge and skills. Implement continuous provision throughout Year 1 to ensure the curriculum is accessible to all.
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of how to combat this. Behaviour- By implementing an outdoor play and learning strategy (OPAL) to improve play opportunities for children which will minimise challenging behaviours and improve team work, mutual respect and conflict resolution.		how best to support them. Supporting staff wellbeing and empowering staff to be the best they can be, while building resilience. Continue to encourage staff to use coaching strategies.		leaders..	
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Budget:

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Impact:

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Next Steps:

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