

School Improvement Plan 2022-23

The strategic plan sets out our 1 year and 5 year ambitions for further development.

STRATEGIC PRIORITY 1: Quality of education

Intent:
5-Year objective: The academy delivers a curriculum that is ambitious <i>and diverse</i> , and designed to give all pupils, particularly disadvantaged pupils and including pupils with SEND, the knowledge and cultural capital they need to succeed in life.
1-Year objective: The academy delivers improvements in the learning, attainment and reading of disadvantaged pupils and pupils with SEND
Impact 22/23:
KR1: Outcome gaps between PP students and others reduce to: Attainment 8 < 5 (2019 PP 34, Others 43), Progress 8 < 0.5 (2019 PP -0.64, Others 0.28), %Standard Pass < 5 (2019 PP 23%, Others 36%),
KR2: Outcome gaps between SEND(K) students and others reduce to: Attainment 8 < 10 (2019 K-Code 21, Others 43), Progress 8 < 0.6 (2019 K-Code -1.08, Others -0.03), %Standard Pass < 15% (2019 K-Code 3%, Others 56%),
KR3: Reading ages of intervention students improve by at least twice the expected rate (12 months progress in 6 months)

STRATEGIC PRIORITY 2: Behaviour and attitudes

Intent 2022-23
5-year objective: Behaviour and attendance is exemplary. Attitudes, both in lessons and during unstructured times demonstrates students taking take personal responsibility for their behaviour and the behaviour structure is applied consistently. Attendance, persistent absence and lateness figures are all better than national averages
1-Year objective: Behaviour and attendance is consistently good in all areas. Staff apply the behaviour structure consistently in lessons and during unstructured times, and students are keen to attend school
Impact 22/23:
KR1: 99% of BFL grades at 1 or 2 and staff survey demonstrate improvement in behaviour culture
KR2: Attendance and PA equal to national average & punctuality figures improved further from 2022 [<1.6% late]
KR3: Distribution of punctuality and behaviour incidents consistent across departments

STRATEGIC PRIORITY 3: Personal development

Intent 2022-23
5-year objective: The personal development of students is consistently broad and extensive, with exceptional cultural, personal and developmental opportunities that are accessed by all students.
1-Year objective: An increase in careers opportunities for our students to ensure Gatsby Benchmarks are being met by the academy.
Impact 22/23:
KR1: All departments have MTP for careers opportunities relating to their area.
KR2: All students receive advice from a wide range of professionals regarding careers opportunities.
KR3: Work experience opportunities are available to and taken up by all our Y10 students.

STRATEGIC PRIORITY 4: Leadership and management

5-year objective: The school is seen as a beacon of inclusivity that enables all staff and students to consistently demonstrate the values and overarching principles. Breadth of curriculum, ambition, safeguarding and anti-discrimination are recognised as strengths by all stakeholders.
1-year objective: The values and overarching principles begin to be embedded in all communications and actions of staff and, to some extent, students.
Impact 22/23:
KR1: Curriculum/pastoral conversation include clear reference to principles and values
KR2: Staff voice demonstrates improvement in communication & understanding of values
KR3: Student & parent voice demonstrates knowledge and understanding of school values and impact