



School Action Plan 2024-25

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Leadership and Management

1. ISI/BSO Preparation

Action: The school SEF is written, and evidence collected to ensure that the ISI inspections in September (Pre-Inspection Visit) and November (Full Visit) are successful.

Description: The school receives a report that reflects the strengths and areas of development.

Person/s Responsible: SWA, SLT, Middle leaders

Completion Date: Sep 24

Success Criteria:

- All ISI standards are met as evidenced by a report that includes zero recommendations for critical action.
- At least 90% of the feedback in the report highlights strengths or areas of good practice.

2. Empower Middle Leadership

Action: Increase the capacity of middle leaders in their role through training, sharing good practice, and collaboration between HsoD, HsoY, and SLT.

Person/s Responsible: SWA, GRU, SLT

Completion Date: On-going

Success Criteria:

- At least 80% of middle leaders report increased confidence in their roles, as measured by bi-annual surveys.
- A 15% reduction in underperforming students, with success tracked through performance data every term.
- 100% attendance and active participation of middle leaders in Academic Committee meetings.
- A 25% reduction in email traffic related to administrative tasks, as measured by a comparison of email logs over the year.

3. Improve Senior Leadership Cohesiveness

Action: Encourage collaboration between academic and pastoral senior leaders.

Person/s Responsible: SLT

Completion Date: On-going

Success Criteria:

- At least 75% of senior leaders agree that collaboration has improved, based on annual leadership surveys.
- Student wellbeing scores improve by at least 10%, as measured by student surveys conducted twice a year.
- A 20% improvement in student punctuality, evidenced by fewer lateness incidents recorded in the school's management system.

The Curriculum/T&L

1. Curriculum Review, Stage 1

Action: Monitor closely the implementation of the revised curriculum in Year 1 and provide support and relevant training to build teacher efficacy.

Description: Ensure the revised curriculum meets the CR objectives.

Person/s Responsible: GRU, SNE, HsoD, SLT for support

Completion Date: May-25

Success Criteria:

- Assessment Proficiency: 100% of subjects effectively assess key skills as verified through quarterly assessments.
- Student Engagement: At least 85% of students report engagement in planned projects, as measured by end-of-term surveys.
- Satisfaction: 80% of students express satisfaction with the curriculum in annual feedback surveys.

2. Curriculum Review, Stage 2

Action: Continue the Curriculum Review into Years 2 and 3, focusing on skills development and enhancing content understanding.

Person/s Responsible: GRU, SNE, HsoD, SLT for support

Completion Date: May-25

Success Criteria:

- Completion: 100% completion of SoW for Years 1-3, with specific focus on skills, reading, and collaborative practices.
- Interdisciplinary Collaboration: At least 50% increase in interdisciplinary projects through Project-Based Learning (PBL) by the end of the academic year.

3. Digital Literacy (T&L)

Action: Monitor the implementation of the BYOD approach in Year 1 and expand the policy to Years 2 and 3.

Person/s Responsible: SNE, HsoD, SLT for support

Completion Date: May-25

Success Criteria:

- Regular Use: 90% of students use BYOD devices regularly in class as tracked by classroom logs.
- Positive Feedback: 80% positive feedback on the effectiveness of BYOD in enhancing learning, as measured by student surveys.
- Assessment Procedures: BYOD-based assessments implemented in at least 75% of subjects by the end of Year 3.

4. Collaborative Learning (T&L)

Action: Encourage more collaborative learning practices to enhance skills and student educational experience.

Person/s Responsible: GRU, TLC, SNE, HsoD, SLT for support

Completion Date: 25-Jun

Success Criteria:

- Adoption:100% adoption of Collaborative Learning (CL) techniques in all lessons as evidenced in lesson observations.
- Engagement & Learning:80% of students demonstrate deeper learning and increased engagement, as measured by formative assessments.
- Routine Practices: Think-Pair-Share becomes a routine feature in 100% of classrooms by the end of the academic year.

5. Inclusion (Differentiation)

Action: Implement more differentiation strategies based on classroom observations from the Autumn and Spring terms.

Person/s Responsible: MRO, SENDCo, Inclusion Team

Completion Date: Ongoing, projected completion June 2025

Success Criteria:

- Strategy Implementation:100% of teachers implement differentiation strategies by June 2025.
- Coaching & Training: 100% of teachers receive training and coaching on differentiation, and at least 80% report increased confidence in applying these strategies.
- Student Progress: Measurable progress in at least 75% of students who require differentiation, as tracked by termly progress reports.

6. Student Support (Past Paper Practice)

Action: Full past paper practice (under exam conditions) will be offered to A Level students during the Easter break.

Person/s Responsible: SNE, HoDs

Completion Date: May 2025

Success Criteria:

- Implementation: Opportunities are provided for students to sit past papers and for them to be marked and feedback provided.

7. Consistency of Common Assessments (CAs)

Action: Prepare the school timetable as early as possible to enable careful and accurate planning of Common Assessments (CAs) and reduce changes in timing or delays.

Person/s Responsible: GRU, HoDs

Completion Date: Ongoing, with the initial timetable finalized by September 23, 2024

Success Criteria:

- CA Changes/Delays: Achieve a target of less than 12% of CAs being rescheduled or delayed, as tracked by the academic office.
- Uniformity in Assessments: 95% compliance across departments in maintaining the consistency of exam papers, as confirmed by end-of-term reviews and comparisons.

Pastoral Care/Student Wellbeing

Whole School Strategy for Improving Student Wellbeing

Focus: Punctuality, Student Monitoring, and PSHCE Development.

1. Re-establishment of Whole School Consistent Strategies to Improve Punctuality and Behaviour

Action: Improve quality assurance and monitoring by all relevant parties (Pastoral Teams, Subject Teachers).

Person/s Responsible: Pastoral SLT, HOYs, All Staff

Completion Date: Ongoing

Success Criteria:

- Punctuality: A 20% improvement in punctuality to lessons by the end of the academic year, as measured by attendance records.
- Behavioural Points (BPs): A 15% reduction in BPs per year group compared to the previous academic year.
- Serious Incidents: A 25% reduction in serious behavioural incidents, as recorded in the school's disciplinary logs.
- Low-Level Disruption: A 30% decrease in reports of low-level disruption in classrooms, as tracked by classroom management systems.

2. Strengthen the PSHCE Curriculum

Action: Review and adjust the current curriculum to ensure a clear, spiral thematic approach, with age-appropriate and relevant progression.

Person/s Responsible: Pastoral SLT to lead, HoY, FT, PSHCE Coordinator, Counsellor, Nurse

Completion Date: 6-Sep-24

Success Criteria:

- Curriculum Review: 100% of topics reviewed by the end of each term, with coordinator and HoYs' involvement.
- Feedback: At least 80% positive feedback from students and parents on the quality and relevance of PSHCE, as measured by surveys conducted after each term.
- Engagement: Evidence of increased student engagement and skill development in at least 75% of students, reflected in their performance in other subjects and involvement in wider school activities.

3. Student Support Program: Use of Extranet/Proficio and Academic/Pastoral Meetings

Action: Work closely with HoDs to ensure that targets and action points are followed up and reviewed effectively.

Person/s Responsible: GRU, SNE, Pastoral SLT, HsoD, HsoY

Completion Date: Ongoing

Success Criteria:

- Tracking: 100% of at-risk students are effectively tracked and supported, with all action points reviewed and updated quarterly.
- Progress: At least 75% of students receiving support demonstrate measurable progress by the end of year exams, end of course, or the end of the support programme.

4. Implement Student Mobile Phone Ban

Action: Ensure that students do not use mobile phones during the school day as per Mobile Phone Policy.

Person/s Responsible: SLT, All Staff

Completion Date: Ongoing

Success Criteria:

- Compliance: 100% compliance with the mobile phone ban during school hours, as observed and reported by staff.
- Reduction in Incidents: A 50% reduction in incidents related to mobile phone usage during school hours, as recorded by staff compared to the previous term.

Premises, Policies & Provision

1. H&S (Health & Safety)

Action: A full review of H&S policies and procedures.

Person/s Responsible: Operations Manager

Completion Date: Jun-24

Success Criteria:

- Approval: Receive formal approval by the School's H&S consultant, confirming that all policies and procedures meet regulatory standards.
- Implementation: 100% of updated H&S policies are implemented and communicated to staff by the end of August 2024.

2. Lloyds Upgrades - Guardrail and Rear Stone Wall Fixing

Action: Install guardrail at the rear and fix the rear stone wall.

Person/s Responsible: Operations Manager

Completion Date: Aug-25

Success Criteria:

- Completion: Project completion confirmed by Operations Manager and school management.
- Inspection: Pass safety inspections with zero issues post-completion.

3. Lloyds Upgrades - Front Yard Enhancements

Action: Improve safety, break-time areas, shading, and traffic decongestion in the front yard.

Person/s Responsible: Operations Manager

Completion Date: Aug-25

Success Criteria:

- Completion: Project completion confirmed by Operations Manager and school management.
- Satisfaction: At least 80% of students and staff report improved safety and satisfaction with the area in post-completion surveys.

4. Newham Upgrades - Canteen Area Covers

Action: Install new covers for the area outside the canteen.

Person/s Responsible: Operations Manager

Completion Date: Jul-24

Success Criteria:

- Completion: Project completion confirmed by Operations Manager and school management.
- Usage: 100% usage of the covered area by students during break times, as observed in the first month post-completion.

5. Sports Centre - Structural Repairs

Action: Conduct full maintenance.

Person/s Responsible: Operations Manager

Completion Date: Aug-24

Success Criteria:

- Completion: Project completion confirmed by Operations Manager and school management.
- Inspection: All maintenance issues resolved.

6. Other Upgrades - DT Gate Relocation and Wall Demolition

Action: Relocate DT gate and partially demolish a reinforced concrete wall.

Person/s Responsible: Operations Manager

Completion Date: Aug-25

Success Criteria:

- Completion: Project completion confirmed by Operations Manager and school management.
- Safety: Zero safety incidents related to the relocation and demolition during the first six months post-completion.

7. Lloyds Upgrades - Sloping Area and Back of DT

Action: Upgrade the sloping area between Science and DT and at the back of DT.

Person/s Responsible: Operations Manager

Completion Date: Aug-25

Success Criteria:

- Completion: Project completion confirmed by Operations Manager and school management.
- Safety: Ensure the area passes all safety inspections with zero corrective actions required.

8. Lloyds Upgrades - External Windows/Doors Repairs and Replacement

Action: Repair and replace external windows and doors.

Person/s Responsible: Operations Manager

Completion Date: Aug-25

Success Criteria:

- Completion: Project completion confirmed by Operations Manager and school management.
- Energy Efficiency: Demonstrate a 10% improvement in energy efficiency for the building, as measured by utility bills or energy audits post-replacement.

9. Padel Courts - Construction

Action: Construct new padel courts.

Person/s Responsible: Operations Manager

Completion Date: Dec-24

Success Criteria:

- **Completion:** Project completion confirmed by Operations Manager and school management.
- **Usage:** At least 75% of available court time is booked and utilized within the first three months of opening.

10. Photovoltaics - Installation and Operation

Action: Install and operationalize photovoltaic systems.

Person/s Responsible: Operations Manager

Completion Date: Nov-24

Success Criteria:

- **Completion:** Project completion confirmed by Operations Manager and school management.
- **Energy Generation:** Achieve at least 90% of projected energy generation targets within the first six months of operation.