



St Stephen's Junior School School Action Plan Overview 2021-2022

- Based on school evaluation in Terms 5 and 6 of the academic year 20/21, we have created our School Action Plan. The format consists of 5 key areas, the first four of which are central areas within the Ofsted Inspection Framework.
- The 5 areas are as follows:
 - One: Quality of Education
 - Two: Behaviours & Attitudes
 - Three: Personal Development
 - Four: Leadership & Management
 - Five: Wider School Life & Development
- Each area consists of a number of key foci, which are listed in the SAP with key staff areas allocated. These staff will be responsible for collating, monitoring and ensuring that progress is carefully tracked throughout the year. They are outlined in full below:

Area 1 : Quality of Education

- Ensure higher expectations are consistently set for SEN pupils for progress and attainment and that needs are accurately identified, assessed and met. **SEND Team / SH LC**
- Ensure that all pupils eligible for pupil premium make *at least* good progress throughout their time at our school. **HTs, Phase Leaders, SM**
- Achieve greater consistency of high-quality outcomes in books for all pupils. **HTs, Phase Leaders**
- Further implement current reading assessment strategies so that gaps are addressed quickly and effectively for all pupils. **HTs, Phase Leaders**
- Further develop the consistency of assessment across all foundation subjects. **HTs, Phase Leaders**
- Continue to develop teacher strategies around long-term memory so that pupils embed key concepts in their learning and can know and remember more. **HTs, Phase Leaders**
- Continue to develop curriculums in response to individual subject requirements and ensure that staff have expert knowledge across the full curriculum. **HTs, Phase Leaders**
- Establish greater consistency in teacher assessment for core subjects. **HTs, Phase Leaders**
- Further develop the ways that teachers check pupils understanding effectively and identify and correct misunderstandings. **HTs, Phase Leaders**

Area 2 : Behaviours & Attitudes

- Further provision for SEN pupils and their behaviour throughout the school. **SEND Team**
- Focus on break and lunchtime provision to ensure that pupils are well behaved, well-mannered and engaged with the opportunities available. **SM**
- Re-introduce whole school positive praise and incentive structures that were in place and further develop key aspects. **JD & SM**
- Ensure that behaviour management and processes during PPA are consistent and effective with good impact on behaviour for learning. **HTs, Phase Leaders, SM**
- Provide further opportunities for whole school pupil voice. **SH/LC/SM/JD**

Area 3: Personal Development

1. Launch and embed new school values using a clear structure to support pupil understanding and application. Use this vehicle to explore and embed Equality and Diversity in more detail throughout the school with a local national and global context. **HTs, SLT, Phase Leaders**
2. Focus on the development of After school clubs for coming year to ensure that pupils have access to a wide range of experiences that to develop character and resilience. **SM**
3. Facilitate and encourage our pupils as active citizens in our local community. **HTs, JD, SM, Phase Leaders**
4. Raise the profile of PHSE throughout school with further monitoring and evaluation. **HTs, Phase Leaders, HC, Wellbeing Team**
5. Develop pupil's knowledge and understanding of how to keep themselves mentally and physically healthy. **HTs, Wellbeing Team, JD**

Area 4: Leadership & Management

1. Develop clear and compelling evidence of Governance and the three core functions: setting strategic direction, holding Headteachers to account for school improvement, ensuring financial health, probity and value for money. **HTs, NO, JD**
2. Set clear expectations and development of staff to ensure that all pupils benefit from effective teaching and consistency wherever they are in the school. **HTs, Phase Leaders**
3. Incorporate the most effective strategies and areas of spending that have had maximum impact into our ongoing plan for pupil premium ensuring the ambitious vision for them is enabled. **HTs, SM**
4. Complete safeguarding audit to highlight any areas for further development of best practice. **SM**
5. Demonstrate strategic development of CPD opportunities to fit the range of staff needs in the school. **HTS & JD**
6. Continue to develop support for staff roles and pressures in a way that is realistic, constructive and supportive of wellbeing. **HTs, SLT**

Area 5: Wider School Life & Development

1. Completed site audit to ensure strategic plan for grounds development and maintenance, site safety and visitor access. **HTs, NO, JD**
2. Reinstate parent panel and forum to provide vital feedback and idea sharing for key aspects of school life. **JD**
3. Ensure wider parent views and communication across whole school (with links to reading and library support as an initial area of focus). **JD & SLT**
4. Establish fundraising committee to support school funds for specific projects and enrichment plans. **JD**
5. Re-introduce our incentives and rewards for excellent attendance across the school with a link to new school value of belonging. **HTs, SLT**

- The format of the SAP enables us to keep a dual focus on where we intend to be by the end of the academic year alongside a clear term by term breakdown of key steps and milestones. Each area of focus is explored and outlined with these timeframes in mind.