The Skylark Federation

SCHOOL IMPROVEMENT PLAN 2021-2022



Creative - Collaborative - Curious

Executive Head Teacher: Mr Stewart James

Consultant to the Federation: Ms Caitlin Yapp

Head of School at Barcombe: Mrs Ruth Force

Head of School at Hamsey: Mr Rob Newlands

Head of School at Plumpton: Mr Jon Hughes

Inclusion Leader: Ms Sophie Shannon

School Business Manager: Mrs Ann Hill

Leadership and Management	Quality of Education	Behaviour and Attitudes	Personal Development and Welfare	Early Years
Strategic Objective	Strategic Objective	Strategic Objective	Strategic Objective	Strategic Objective
Senior leaders ensure that leaders of all levels have a solid understanding of and commitment to our vision of outstanding practice.	To construct and deliver a coherent and rich curriculum that ensures that all children have the knowledge, skills and cultural capital needed to succeed in life.	All pupils will be highly motivated, able to work collaboratively and independently and will understand how to study effectively.	To provide further opportunities and experiences that enhance children's understanding of the diverse and rich culture of the wider community.	To develop an ambitious and inspiring curriculum which responds to every child's needs, interests and skills.

SCHOOL VISIONS

Hamsey – A kind creative community where education is an adventure.

Plumpton – Our kind and outward looking school. (learners today, leaders' tomorrow)

Barcombe – A small and mighty school where everyone flourishes in the heart of the community.

SCHOOL CONTEXT

HAMSEY COMMUNITY PRIMARY

- Small semi-rural school, catchment: wide range socio economic background.
- 99 children, 20% SEN (this needs updating for 2021- EYFS children are not yet on register), 18% FSM, 2% EAL, 54% boys, 45% girls, PP- 12%
- The school currently have 2 children that have an EHCP.
- The school has had a substantive Head of School in Post since September 2019.
- The school has been part of the Skylark Federation for four academic years. The other Skylark schools are Barcombe CE School and Plumpton Primary School.
- The leadership of the school is currently being supported by by an experienced Executive Head and Consultant to the Federation.
- The SENCo has been in post since January 2018 and works 2 days per week. She is working an additional day to support those children with MHEW difficulties until March 2021.
- The Deputy Heads of School works 3 days per week.

AREAS FOR WHOLE SCHOOL DEVELOPMENT

- Raise achievement in writing across the school.
- Raise attainment in Phonics and reading.
- Continue to improve attendance to achieve at least national average.
- Pupils with SEND achieve the best possible outcomes

PRIORITIES FOR SCHOOL IMPROVEMENT FROM SCHOOL'S SELF-EVALUATION

Leadership and Management

- 1.1 Continue to lead the development of the new inclusive and unique Skylark curriculum.
- 1.2 Continue to develop strong subject leadership in all subjects across the curriculum ensuring leaders have a detailed overview of the quality of teaching and outcomes in all schools across the federation. How well leaders develop and adapt the curriculum so that it is coherently sequenced to all pupils' needs, starting points and aspirations for the future
- 1.3 EHT and SLT to support all stakeholders to articulate how the school's distinctive visions and Christian vision, established and promoted by leadership at all levels, is enabling pupils and adults to flourish.
- 1.4 Continue to develop the rigour and accountability of all governor monitoring and their understanding of the highest quality of education and ensuring they are holding leadership to account.
- 1.5 Ensure safeguarding is effective
- 1.6 Continue to develop the systems of the federation leading to improved financial and operational processes.

Quality of Education

- 2.1-Continue to ensure through inclusive high quality teaching, the quality of teaching in every classroom across the federation is at least good and often better.
- 2.2-Raise awareness of unconscious bias within teaching across the curriculum.
- 2.3-Support identified children to make rapid progress in gaps in education in core subjects and whether leaders are ambitious for all pupils with SEND
- 2.4 To embed the development of phonics across the federation in line with new DFE guidance and clearly articulate a reading development strategy across all age phases.
- 2.5-To embed a new federation approach to the teaching of writing leading to the use of sophisticated language and vocabulary and improved progress and outcomes across all year groups.
- 2.6-To raise the profile of practical science across the federation, evidence in books demonstrates understanding and outcomes for scientific investigation are strong.
- 2.7-Continue to develop and embed the use of purple mash ensuring the quality of teaching and outcomes in computing are good.
- 2.8-To continue to improve the effective use of active TA provision ensuring high quality classroom support.

Behaviour and Attitudes

- 3.1-To embed the philosophies of zones of regulation / therapeutic thinking into the behaviour support approaches within the schools.
- 3.2-To continue to celebrate the value of kindness across the federation.
- 3.3-To ensure all staff have received safeguarding training and safeguarding is effective within all three schools.
- 3.4-Continue to monitor attendance ensuring attendance at all three schools is 97%+. Challenge persistent lateness and attendance under 90% rigorously.
- 3.5-Raise the awareness of leading a healthy lifestyle focusing on regular /daily exercise and the importance of a healthy diet.

Personal Development

- 4.1-Develop the role of the schools and raising the profile of the importance of an inclusive and outward looking school community within the local communities.
- 4.2-To celebrate British values in relation to becoming an inspirational international citizen.
- 4.3-To develop sporting facilities and opportunities for intra and inter sports competitions across the federation.

Early Years Education

- 5.1-To embed the new early years curriculum reforms ensuring EYFS practise is at least good.
- 5.2-To improve the quality of the EYFS environments.
- 5.3-To improve outcomes for writing.
- 5.4-To embed Neli intervention support for children with speech and language needs

Key issues identified by Ofsted:

Hamsey Community Primary – November 2018

Leaders and those responsible for governance should ensure that:

New subject leaders and middle leaders have the skills and understanding to drive improvements in their subjects.

Outcomes in writing are as good as in other skills and pupils take greater pride in the presentation of their work.

Actions taken to improve attendance are effective and lead to attendance figures that are at least in line with the national average.

Plumpton Primary School – June 2017

Make sure that teaching deepens and extends pupils' learning in mathematics consistently well across the school.

Ensure that children in the Reception Year make even better progress from their starting points, particularly the most able, so that more are working at greater depth by the end of early years.

Improve the quality of science teaching so that pupils make consistently strong progress in the development of scientific knowledge and skills.

Barcombe C of E Primary School – June 2015

Embed and strengthen recent changes in the curriculum to ensure that high levels of achievement are maintained.

HAMSEY TARGETS FOR PUPIL OUTCOMES JULY 2022

THESE HAVE BEEN SET BY LOOKING AT % OF PUPILS AT EXPECTED STANDARD IN JULY 2020 AND ADDING CHALLENGE, ENSURING NO TARGETS ARE BELOW NATIONAL AVERAGE AND TAKING INTO ACCOUNT PUPILS' PRIOR PERFORMANCE AT EYFS AND/OR KS1

	% of cohort at expected standard in July 2021	FFT20 estimates for expected standard	Targets for July 2022	National Average 2019	Targets for July 2022	National Average GDS 2019
EYFS	62% (8/13)		80 % GLD	71.7%		
Y1 Phonics	53% (10/19)		85 %	82%		
End of KS1 (Y2)	tt- 2 SEN- 2 S&	kL- We have be	EXPECTED STANDARD	NCO about how to best s	GREATER DEPTH/HIGHER STANDARD	s in this cohort.
Reading	73%	-	78%	75%	25%	25%
Writing Mathematics Current Year 2 contex	66% 68% ct-19 children- 2	- - 2 SEN- 2 S&L-	70% 78% There are a significant amour	69.2% 75.7% Int of other children that re	15% 22% equire addition support with	14.7% 21.7% in this cohort.

YEAR 1		-	ON TRACK FOR		ON TRACK FOR	
			EXS		GD/HS	
Reading		-	75%		25%	
Writing		-	75%		15%	
Mathematics		-	75%		22%	
Current Year 1 contex	xt:17 children- 2	2 SEND- 7 child	ren with S&L			
	% of cohort at expected standard in July 2021	for	Targets for July 2022	National Average 2019	Targets for July 2022	National Average GDS 2019
End of KS2 (Y6)			EXPECTED STANDARD		GREATER DEPTH/HIGHER STANDARD	
Reading	78%		80 %	73.1%	30%	26.9%
Writing	50%		80 %	78.4%	25%	20.1%
Mathematics	64%		80 %	78.6%	30%	26.6%
Combined	50%		70 %			
GPS	-			78%		
			ON TRACK FOR EXS		ON TRACK FOR GD/HS	
Year 3						
Reading	71%		80 %		30%	
Writing	29%		65 %		25%	
Mathematics	42%		70 %		30%	
	ildren- 2 SEN-	1 previous Fa	mily Key worker support-			
Year 4						

Reading	71%	80 %	30%	
Writing	57%	70 %	25%	
Mathematics	65%	75 %	30%	
X Tables	-	80%		
Year 5				
Reading	82%	90%	30%	
Writing	50%	70%	25%	
Mathematics	75%	85%	30%	

QUALITY OF TEACHING TARGETS

		TERM 2					TER	RM 4			TERM 6		
		1	RI	G+	0	1	RI	G+	0	1	RI	G+	0
OVERALL QUALITY OF TARGET				100%	25%			100%	50%			100%	50%
TEACHING (TRIANGULATED BY SLT)	ACTUAL												

HAMSEY ATTENDANCE TARGETS FOR 2020/2021

		Attendance figure for previous year (same cohort's attendance figure)	Term 1 03/9-23/10	Term 2 02/11-18/12	Term 3 04/01-12/02	Term 4 22/02-01/04	Term 5 19/04-28/05	Term 6 07/06-23/07
W H OLE SCHOOL	Whole School Target		97%+	97%+	97%+	97%+	97%+	97%+
S	Actual	92.58%						
YEA R 6	Target Actual	88.12%	97%+	97%+	97%+	97%+	97%+	97%+
YEA R 5	Target Actual	94.57%	97%+	97%+	97%+	97%+	97%+	97%+
YEA R 4	Target Actual	94.36%	97%+	97%+	97%+	97%+	97%+	97%+
YEA R 3	Target Actual	93.40%	97%+	97%+	97%+	97%+	97%+	97%+

LEADERSHIP AND MANAGEMENT

PERIOD COVERED BY PLAN: ACADEMIC YEAR 2021 -22	PLAN WRITTEN BY: Stewart James
INITIAL DATE: SEPTEMBER 20120	NEXT REVIEW: December 2021

KEY ISSUES AND PRIORITIES FOR IMPROVEMENT

1.1– Continue to lead the development of the new and unique Skylark curriculum.

1.2 – Continue to develop strong subject leadership in all subjects across the curriculum ensuring leaders have a detailed overview of the quality of teaching and outcomes in

all schools across the federation.

- **1.3** EHT and SLT to support all stakeholders to articulate how the school's distinctive visions and Christian vision, established and promoted by leadership at all levels, is enabling pupils and adults to flourish.
- 1.4 Continue to develop the rigour and accountability of all governor monitoring and their understanding of the highest quality of education and ensuring they are holding leadership to account.
- 1.5 Ensure safeguarding is effective
- 1.6 Continue to develop the systems of the federation leading to improved financial and operational processes.

Actions to Address Key Issues and Priorities for Improvement	Time Scale	Led By	Resources	Success Criteria, Milestones and Practice Indicators (dated)	Monitoring of actions and practice indicators (Implementation- who, what, when) see also monitoring schedule	Evaluation of impact (Impact- who, what, when)
1.1– Continue to lead the development of the new and unique Skylark curriculum. How well leaders develop and adapt the curriculum so that it is coherently sequenced to all pupils' needs, starting points and aspirations for the future.	From Sept 21	SJ /H of S	£0 SLT time	By End T2 Teaching teams are led strategically ensuring curriculum coverage and age /ability. appropriate skills are taught progressively across all year groups. The historical focus for this project is clear and evidenced through children's work. Assessment demonstrates clear understanding of an ability to analyse sources at an age appropriate level. Evidence of a range of subject skills across the curriculum is evidenced through children's project and other books.	TI – SLT meetings focused on curriculum development. Inset Sept – revise leadership of curriculum – focus on the developments of concepts. – H of S. Staff meeting focus T 1 – coverage and skill development – H of S to quality control and monitor. – T1 and T2 leadership time. H of S leadership focus – book and planning scrutiny checking coverage / differentiation within ability levels / range of work across subjects produced.	

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	By End T4
	Teaching teams are led
	strategically ensuring curriculum
	coverage and age /ability
	appropriate skills are taught
	progressively across all year
	groups.
	6.000
	The Geographic and Scientific
	focus for this project is clear and
	evidenced through children's
	work.
	l literia
	Assessment demonstrates clear
	understanding of an ability to
	analyse sources at an age
	appropriate level.
	Evidence of a range of subject
	skills across the curriculum is
	evidenced through children's
	project and other books.
	By End T6
	Teaching teams are led
	strategically ensuring curriculum
	coverage and age appropriate
	skills are taught progressively
	across all year groups.
	actions an year groups.
	The autistic focus for this president
	The artistic focus for this project
	is clear and evidenced through
	children's work.
	Assessment demonstrates clear
	understanding of an ability to
	analyse sources at an age
	appropriate level.
	Evidence of a range of subject
	skills across the curriculum is
	evidenced through children's
	project and other books.
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1.2 Continue to develop strong subject leadership in all subjects across the curriculum. How well leaders develop and adapt the curriculum so that it is coherently sequenced to all pupils' needs, starting points and aspirations for the future (FED) 1.3 - EHT and SLT to support all stakeholders to	Septembe r 2021	All Staff	£1000 Staff meeting time	By End T2 All subject leads have a developing portfolio of evidence of assessment and a clear understanding of strengths and areas for development in the subject area. By End T4 Subject leads have led a staff CPD development opportunity related to the subject and presented a subject review to all staff. By End T6 Subject leads have led a staff CPD development opportunity related to the subject and presented a subject review to all staff.	All staff to have had staff meeting time and one day release to gather evidence and assessment of work across all ages to support a portfolio of evidence and a clear understanding of areas for development for individual subjects at all schools. Subject leader release time to focus on planning scrutiny and development in relation to new curriculum source analysis and assessment opportunities. By End T4 Review changes made to curriculum through staff meeting time. Subject leaders will lead a presentation of their subject and an area to support subject knowledge development. By End T6 Review changes made to curriculum through staff meeting time. Subject leaders will lead a presentation of their subject and an area to support subject knowledge development.	
articulate how the school's distinctive visions and Christian vision, established and promoted by leadership at all levels, is enabling pupils and adults to flourish.	onwards	/Governo	of S time with govs	Regular evidence of the school visions and Christian ethos clearly articulated through newsletters / all communication with parents / websites. –Ind schools SLT	H of S to ensure there is a clear theme within ind newsletters celebrating unique visions. EHT to communicate through media the individuality of each school within the overarching procedures of the federation.	

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				By End T4	By End T4	
				Parent and staff questionnaires	Regular communication to	
				and feedback demonstrates a	teachers through AOB and staff	
				clear understanding of ind school	meetings ensures all staff have	
				visions.	a clear understanding of ind	
					schools visions and have input	
				By Term 6	how this can be developed	
				Governor monitoring and	further.	
				meetings demonstrate governors	Focus for school council.	
				have a clear understanding of the		
				ind visions and how they	By End T6	
				celebrate the unique identity of	Governor monitoring and	
				each school.	discussions with parents	
				each school.	demonstrates there is a clear	
					understanding of ind visions.	
					understanding of the visions.	
1.4 – Continue to develop the rigour and accountability	On coinc	SJ /SS /	בט כובכ	By End T2	By End T2	
· · ·	On-going	SJ / SS / SLT		· ·		
of all governor monitoring and their understanding of	from	SLI	_	All governors have received	Additional gov meeting planned	
the highest quality of education and ensuring they are	Septembe		support	training ensuring a development	for late T1 – SLT to discuss school	
holding leadership to account.	r 2021			of understanding of high quality	development plan in detail with	
				gov monitoring.	governors.	
					Speak with gov services	
				By End T4	regarding developing gov	
				EHT and leadership team have	monitoring support /training.	
				met with ind governors to		
				support the development of their		
				role within the new T and L gov		
				monitoring.	By End T4	
					Ensure through a governor	
				By End T6	surgery all governors have a full	
				To be reviewed.	understanding of their role and	
					what is expected from them.	
					By End T6	
					To be reviewed.	
1.5 - Ensure safeguarding is effective	Ongoing	SJ /CY	£500	By End T2		
	from	/DSL's		Safeguarding updates and	By End T2	
	Septembe	-		support to new staff has been	CY has updated leadership	
	r			shared and all stakeholders have	governors and all stakeholders	
					on all new safeguarding	
				safeguarding.	procedures.	
				Safeguarding is effective.	Policies have been updated and	
					shared with all staff.	
				By T4		
				21		

				All staff have a clear understanding of safeguarding. All areas of safeguarding are effective. By T6 Safeguarding is effective	By End T4 Governors have monitored all areas of safeguarding and leadership have completed and required updates for CPD. By End T6 To be reviewed.
1.6 – Continue to develop the systems of the federation leading to improved financial and operational processes.	Sept 21 onwards	SLT / AH	£?	By End T2 A full review of procedures across the federation has been completed. An action plan has been written focussing on the key criteria of the roles of the SBM. https://isbl.org.uk/documents/2 189sbm%20job%20description.p df By End T4 SBM and gov finance com. Are fully prepared to work with one school budget and analyse areas for strategic development. By End T6 To be reviewed	By End T2 Full review of processes and procedures at Barcombe have been completed. An action plan of development completed by AH with SJ. By End T4 Finance com /EHT and AH have organised for the federation to move towards one budget. A plan is in place to identify savings. By End T6 To be reviewed

QUALITY OF EDUCATION

PERIOD COVERED BY PLAN: ACADEMIC YEAR 2021 -22	PLAN WRITTEN BY: Stewart James
INITIAL DATE: SEPTEMBER 2021	NEXT REVIEW: December 2021

Key Priorities:

2.1-Continue to ensure through quality first teaching, the quality of teaching in every classroom across the federation is at least good and often better.

- 2.2-Raise awareness of unconscious bias within teaching across the curriculum.
- 2.3-Support identified children to make rapid progress in gaps in education in core subjects.
- 2.4 To embed the development of phonics across the federation in line with new DFE guidance and clearly articulate a reading development strategy across all age phases.
- 2.5-To embed a new federation approach to the teaching of writing leading to the use of sophisticated language and vocabulary and improved progress and outcomes across all year groups.
- 2.6-To raise the profile of practical science across the federation, evidence in books demonstrates understanding and outcomes for scientific investigation are strong.
- 2.7-Continue to develop and embed the use of purple mash ensuring the quality of teaching and outcomes in computing are good.
- 2.8-To continue to improve the effective use of active TA provision ensuring high quality classroom support.

Actions to Address Key Issues and Priorities for Improvement	Time Scale	Led By	Resources	Success Criteria, Milestones and Practice Indicators (dated)	Monitoring of actions and practice indicators (Implementation- who, what, when) see also monitoring schedule	Evaluation of impact (Impact- who, what, when)
2.1-Continue to ensure through quality first teaching, the	End of	SJ /Heads	Release	By End T2	By End T2	
quality of teaching in every classroom across the	term 1, 2,	of school	time	All teaching judged to be 100%	End T2 all teaching judged by	
federation is at least good and often better.	4 and 6		£500	good.	observation and monitoring to be	
				SJ /Heads of School to share	at least good.	
			Head of	and discuss with all staff key	By End T4	
			School	characteristics of highest	End T4 all teaching judged by	
			leadership	quality teaching.	observation and monitoring to an	
			time.	Mentoring set up and good	overall judgement of Good + , 25	
				practise shared across the	/50 % good +	
			Teacher	federation, initially across age		
			mentoring	phases	By End T6	
			support	Lesson observations in T1 and	End T4 all teaching judged by	
			release.	T2 to focus on modelling and	observation and monitoring to an	
				differentiation. (writing	overall judgement of Good + , 25	
				/reading)	/50 % good +	
				By End Term 4		
				Peer to peer support lesson		

		dropins, advice and feedback. All teachers to have completed at least two by End T4. SLT to have completed at least one dropin to each class teacher each term with written up advice and feedback. By End T6 TO be reviewed		
Oct 21 Ongoing Term 2 Througho ut the year	All teachers / External support.	All staff have had intial input on unconscious bias in the curriculum and the potential impact of this on interest / outcomes. By End T4 Key areas of teacher understanding on unconscious bias and the impact of this on their teaching /classroom organisation identified for further support. By End T6 To be reviewed	By End T2 INSET support Oct 21 – Initial input on unconscious bias. Raising teachers awareness of this throughout identified areas of the curriculum. Teachers to have planning support time to reflect on improvements in their practise. By End T4 SLT to review identified areas for further development and key themes for curriculum development. By End T6 To be reviewed.	

2.3-Support identified children to make rapid progress in (On-going	All	£5 -15k	By End T2	By End T2
1	from	teachers		All ch. Tracked and identified	Specific groups identified within
,	Sept.	/TA's /SS		children underperforming	individual schools.
	2021	, ,			Individualised /small group
				support.	support organised between class
				All SEND /PP /vulnerable	team and intervention teachers.
				groups reviewed.	TA's to support identified for
				SS working with identified	reading support.
				_	tracking system used for R/W/M.
				to identify and support barriers	Progress and attainment of these
				to learning.	groups to be tracked.
					Interventions and additional
				By End T4	support is specifically tailored to
				Ch. Should be on track to make	individuals' specific needs.
				at least 1 point across the year.	SEND /PPG and other
				Ch. Making little progress	individualised groups tracked each
				identified and support put in	term.
				place from either CT /TA or	SLT to analyse data of progress of
				intervention teacher.	specific groups against rest of
				SS working with identified	school end T2 /4/6
				children across 6 week blocks	
				to identify and support barriers	By End T4
				to learning.	Through analysis of progress
					against targets, groups reviewed
				By End T6	accordingly.
				To be reviewed	
					By End T6
					Same process reviewed for further
					changes if necessary.

2.4. To embed the development of phanics across the	Oct 2021	Eng loods	£?	By End T2	By End T2
2.4 – To embed the development of phonics across the	Oct 2021	Eng leads /SLT	Ľſ	By Ellu 12	Eng leads have explored a range
federation in line with new DFE guidance and clearly		/SLI		November in a management in heigh	•
articulate a reading development strategy across all age				New phonics program is being	of phonics programmes and
phases.				embedded and CPD support	shared with SLT.
				given to help deliver	Eng leads to have sought
				confidently.	external advice.
				,	Staff meeting led to share CPD
					and the implementation of new
					prog and organisation.
				By End T4	
				Triangulation of lesson	By End T4
					All ch. Assessed on phonic ability
				observation, discussions with	-T3. Identified ch needing
				teachers and outcomes indicate	additional support planned for.
				80% of children will pass	New prog /organisation and
				phonics screen in July 22.	lesson dropins indicate the
				, ,	teaching of phonics is embedded
					and at least good. Clear
					differentiation and modelling
				By End T6	seen in all lessons.
					Seen in an iessons.
				Teachers confident in delivering	By End T6
				high quality phonics sessions	Further SLT dropins and peer to
				and this is evidenced through	peer mentoring support ensures
				observation and tracking	at least all lessons are good.
				outcomes.	Have a clear format and
				outcomes.	differentiation.
				80% of cohort to pass phonics	Dependent on cohort – a general
					expectation of 80%+ of children
				screnn.	to pass phonics screening test.

2.5-To embed a new federation approach to the teaching of writing leading to the use of sophisticated language and vocabulary and improved progress and outcomes across all year groups.	Sept 2021	Eng leads /SLT	£3K	A new systematic approach across all year groups has been introduced and it being used within all classes. By End T4 A systematic approach to the development of writing is being developed across all year groups and there is clear evidence of this within classroom environment and in books. By End T6 To be reviewed	By End T2 MD and JH to have completed training of Jane Consadine approach to the development of writing. InitiaL staff meeting and INSET complete. Evidence of Jane Consadine approach to writing evident in classroom dropins and through evidenced in writing. By End T4 MD and JH -Further staff CPD and support has led to improved understanding of JC approach across all classes. All books clearly demonstrate a systematic and modelled approach to grammar and vocabulary. By End T6 TO be reviewed	
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2.6-To raise the profile of practical science across the	From Sept	SJ	£200	By End T2	By End T2
federation, evidence in books demonstrates	21	/Science			Science leads and SLT to have
understanding and outcomes for scientific investigation		leads		CPD and support has ensured	monitored project books / science
are strong.				there is clear evidence of	books and classroom displays to
				ipractical science nappening	evidence scientific coverage and
				within classes. Evidence shows	evidence of practical science.
				at least twice a term.	
				at least twice a term.	
				A science day will be planned	
				and evidenced three times per	
				·	
				year.	
				5 5 1 74	By End T4
					Science leads and SLT to monitor
				1	books and dropin to science
					lessons to offer development
					advice and unsure scientific
				0	understanding is at an age
				of scientific understanding.	appropriate level.
					By End T6
					Science leads to have completed
				classicotti displays, subject	pupil voice on enjoyment and
				lleader portfolios and pooks	engagement of science lessons.
				demonstrates regular practical	lengagement of science lessons.
				investigations.	
				By End T6	
				To be reviewed.	

2.7-Continue to develop and embed the use of purple	Sept 21	RN /SLT	£200 per	'E	By End T2	
mash ensuring the quality of teaching and outcomes in			school		RN to lead teachers through	
computing are good.					purple mash CPD, initially based	
				would be judged good.	on coding.	
					RN to offer support workshops for any teaching struggling using	
				demonstrates regular lessons	purple mash confidently.	
				and an age appropriate ability.	por pro masm sommasma,	
				A A ab a a dia a a	By End T4	
				Any teachers needing support	Any teachers needing support	
				must seek support from RN	have discussed with RN and a basic	
				/colleagues.	plan is in place to raise levels of	
					performance.	
				Dy Liiu 14	Rn has a clear understanding of	
					areas of strength and	
				· -	development at each school so	
					colleagues can be supported and	
				A 1 1 12 1	mentored across each school or by	
				must seek support from RN	RN.	
				/colleagues.		
				/ concagues.		
				RN to have a clear	By End T6	
				understanding of strengths and		
				areas for colleague	To be reviewed	
				development within each		
				school.		
				By End T6		
				Evidence in portfolios		
				demonstrates the majority of		
				children are working at an age		
				appropriate expectation for		
				computing.		
				Areas for further CPD have		
				been identified and are being		
				planned for.		

2.8-To continue to improve the effective use of active TA	Sept 21	SLT /SS	£0	By End T2	By End T2	
· ·	onwards	321 / 33	20	II -	SS to lead TA CPD during T1 and T2	
and the state of t	011110100				focused around EEF research.	
				understanding of high quality	This will be discussed weekly at TA	
					meeting.	
				active support within the	SS to monitor class teams	
				iciassroom environmeni	interventions and impact of them.	
					SS to lead training on the	
				All TA's will be active and	development of behaviour de-	
				supporting children during all	escalation strategies to support	
				parts of lessons as observed	barriers to learning.	
				through dropins.		
				Evidence in books demonstrate	By End T4	
				high quality support and		
				feedback. Completion of CPD to	SS to lead TA CPD during T3 and T4	
					focused around EEF research.	
				deregulated children and	This will be discussed weekly at TA	
				improve barriers to learning	meeting.	
					Performance management targets	
					will be set from NQT expectations	
					leading to individualised support	
				By End T4	and CPD.	
				Class teams to have a clear		
				understanding of high quality	By End T6	
				active support within the	To be reviewed.	
				classroom environment.	10 be reviewed.	
				All TA's will be active and		
				supporting children during all		
				parts of lessons as observed		
				through dropins.		
				Evidence in books demonstrate		
				high quality support and		
				feedback. Completion of CPD to		
				lead to high quality support for		
				= : : : :		
				deregulated children and		
				improve barriers to learning.		

BEHAVIOURS AND ATTITUDES

PERIOD COVERED BY PLAN: ACADEMIC YEAR 2021-2022	PLAN WRITTEN BY: Stewart James
INITIAL DATE: SEPTEMBER 2021	NEXT REVIEW: December 2021

KEY ISSUES

Key Priorities:

- 3.1-To embed the philosophies of zones of regulation / therapeutic thinking into the behaviour systems within the schools.
- 3.2-Continue to monitor attendance ensuring attendance at all three schools is 97%+. Challenge persistent lateness and attendance under 90% rigorously.
- 3.3-To continue to celebrate the value of kindness across the federation.
- 3.4-Raise the awareness of leading a healthy lifestyle focusing on regular /daily exercise and the importance of a healthy diet.

Actions to Address Key Issues and Priorities for Improvement	Time Scale	Led By	Resources	Practice Indicators (dated)	Monitoring of actions and practice indicators (Implementation- who, what, when) see also monitoring schedule	Evaluation of impact (Impact- who, what, when)
3.1-To embed the philosophies of zones of regulation / therapeutic thinking into the behaviour systems within the schools.	Sept 21	SS / SLT		Philosophies of therapeutic thinking and zones of regulation developing within the staffing team and being written into policy. By End T6 Philosophies of zones of regulation and therapeutic thinking to be shared wth all staff and embedded into school policies.	By End T2 SS to lead training on the development of behaviour deescalation strategies to support barriers to learning. Philosophies of zones of regulation and therapeutic thinking to be shared wth all staff and discussed to be added into school policies. By End T4 SS to lead how therapeutic thinking and zones of regulation. Philosophies of zones of regulation and therapeutic thinking to be shared wth all staff and embedded into school policies. By End T6 To be reviewed.	
3.2-Continue to monitor attendance ensuring attendance at all three schools is 97%+. Challenge persistent lateness and attendance under 90% rigorously.	Sept 21	SJ /Head of School	£200	All attendance under 90% monitored every two weeks and followed up by DSL /SLT. Attendance monitored weekly by	By End T2 DSL to introduce an attendance contract introduced to all families. Weekly celebration in assembly focused on attendance. Termly draw for all children over	

	Т	1		1	T	
					97% attendance to win a prize.	
				Attendance discussed at every	3 weekly check to Identify ch.	
				SLT meeting.	With low attendance – parents to	
					meet with SJ / SS / SLT	
				By End T4	Termly ESBAS letter home to	
				All attendance under 90%	attendance under 90%.	
				monitored every two weeks and	Govs to continue to monitor.	
				followed up by DSL /SLT.		
				Attendance monitored weekly by	By End T4	
				school office and sent to H of S.	Attendance target of 97%	
				for monitoring.	monitored and reported to	
				Attendance discussed at every	governors.	
				SLT meeting.	All ch. With under 90%	
					attendance to meet with SJ /SLT	
				By End T6		
				TO be reviewed		
3.3-To continue to celebrate the value of kindness across	Beginning	SJ /H of S		By End T2	By End T2	
the federation.	in Sept	Dep Head	£200	The value of kindness celebrated	Through pupil voices it is clear	
	2021	of S		throughout the school in classes	children are able to articulate the	
				/assemblies and play times. The	importance of being kind.	
				value of kindness is articulated in	Children will celebrate kindness	
				all areas of school life.	through:	
				Pupil and parent voice clearly	 Celebrate kindness 	
				shows the high value of kindness	through certificates.	
				celebrated across all schools.	/kindness rewards.	
					 Class charities chosen 	
				By End T4	with a theme of	
				Through pupil voice and	kindness to others.	
				governor monitoring it is clear		
				children are able to articulate the	People who thy recognise that a	
				importance of being kind.	kind. How to show kindness to	
					others.	
				By End T6	By End T4	
				To be reviewed	H of S /senior teachers to lead	
					assemblies on kindness. H of S to	
					By End T6	
					To be reviewed	

3.4-Raise the awareness of leading a healthy lifestyle	Sept 21	Dep Head	By End T2	By End T2	
focusing on regular /daily exercise and the importance of	•	of School	Through pupil /parent voice and	1 -	
a healthy diet.		/SLT /CY	governor monitoring. Profile and		
,		, ,	children's knowledge of leading	lifestyle across ind. Schools.	
			a healthy lifestyle is clearly	Focus –Diet /exercise /mental	
			evident.	health /sleep /relaxation.	
				SLT to investigate Healthy	
			By End T4	Schools award.	
			School working towards the		
			successful completion of Healthy	By End T4	
			Schools award.	Dep H of S to develop raising the	
				profile of leading a healthy	
			By End T6	lifestyle across ind. Schools.	
			successful completion of Healthy	Focus –Diet /exercise /mental	
			Schools award.	health /sleep /relaxation.	
				Working towards Healthy	
				Schools award.	
				By End T6	
				To be reviewed	

PERSONAL DEVELOPMENT							
PERIOD COVERED BY PLAN: ACADEMIC YEAR 2021 -22	PLAN WRITTEN BY: Stewart James						
INITIAL DATE: SEPTEMBER 2021	NEXT REVIEW: December 2021						

KEY Priorities:

- 4.1-Develop the role of the schools in raising the profile of the importance of an inclusive and outward looking school community within the local communities.
- 4.2-To celebrate British values in relation to becoming an inspirational international citizen.
- 4.3- Continue the development and awareness of economic, ecological and climate related concerns.
- 4.4-To develop sporting facilities and opportunities for intra and inter sports competitions across the federation.

Actions to Address Key Issues and Priorities for Improvement	Time Scale	Led By	Resources	Success Criteria, Milestones and Practice Indicators (dated)	Monitoring of actions and practice indicators (Implementation- who, what, when) see also monitoring schedule	Evaluation of impact (Impact- who, what, when)
4.1-Develop the role of the schools in raising the profile of the importance of an inclusive and outward looking school community within the local communities.	Sept 21	EHT / H of S / Dep H of S		actively involved with communications and local village /community life. By End T4 Members of the local community working with the school community to develop /improve an aspect of local life. By End T6 To be reviewed	By End T2 Though weekly discussions within individual schools and with school council opportunities for local community involvement identified By End T4 Dep Head of School or other senior members of the teaching team in collaboration with H of S, will set up a working party with local community to improve /develop an aspect of local life. By End T6 To be reviewed	

4.2-To celebrate British values in relation to becoming an	Beginning	SJ / Dep H	£0	By End T4	By End T4
	Beginning in Term 3		£U	By End T4 Groups of children across the school will be able to speak confidently about British values – this will be evidenced through governor monitoring. Evidence of learning demonstrated through display within each school. By End T6 To be reviewed	By End T4 SJ to lead assemblies on British values throughout T3 and T4. A British values section on school website is created and updated. A British values board is visible in school. • All children and staff able to speak confidently and show sound knowledge of British values. • Democracy. • The rule of law. • Individual liberty. • Mutual respect. • Tolerance of those of different faiths and beliefs. • Children able to name and articulate them. • Communal display to celebrate children's learning of British Values. — Pupil voice shows children can talk articulately about them.
					By End T6
4.2 Continue the development and according	Lud et	C1 / 11 - f C	<u></u>		To be reviewed
	term 1 ongoing	SJ / H of S /CY / Dep Head of school /science	±U		By End T2 New forest school lead to complete training and be introduced to working across the federation. By End T4
		leads		By End T4	By End T4 Dep Head of school /other senior teacher to lead eco focused assemblies. Dep Head of School /forest school lead or other senior members of the teaching team in collaboration

4.4-To develop sporting facilities and opportunities for		SJ /CY /H	SP grant	/National and International eco issues. This will be reflected in SC/ EC focuses. By End T6 . Pupil voice and gov. monitoring shows Eco focused assemblies has led to an improved understanding of local /National and International eco issues. A local eco focused initiative has been completed and celebrated within the local community	with H of S, will set up a working party with local community to improve /develop an aspect of local life. By End T6 Through assemblies, children's awareness of local /National eco issues has been raised. A community project has been completed working with Parish council on improving local environment.	
intra and inter sports competitions across the federation.	Sept 2021 onwards		S. S. and	All children at all schools are engaged in sporting activities every day.	SJ to monitor success of: SS to liaise with identified sports leads in H and P to ensure there is at least one intra sports day per term for all children across federation. All new after school sports clubs are showing a high level of attendance	
				By End T4 All children at all schools are engaged in sporting activities every day. Every child has the opportunity to engage in competitive sport each term. External support provides high quality CPD to teachers and improved sporting outcomes for children. New /planned sporting infrastructure identified.	By End T4 EHT and H of S to monitor the quality and impact of a new external sports coach who is working with all schools across the federation to support sporting excellence. EHT to work with AH and H of S and sports leads to identify potential new sporting infrastructure.	

	To be reviewed		
		By End T6	
		By End T6 To be reviewed	

PROVISION OF EARLY YEARS

	OVISION OF LAKET TEAKS	
PERIOD COVERED BY PLAN: ACADEMIC YEAR 2021 22	PLAN WRITTEN BY: Stewart James	
INITIAL DATE: SEPTEMBER 2021	NEXT REVIEW: December 2021	
Key Priorities:		
5.1-To embed the new early years curriculum reforms ensuring EYFS pr	actise is at least good.	
5.2-To improve the quality of the EYFS environments.		
5.3-To improve outcomes for writing.		
5.4-To embed Neli intervention support for children with speech and la	nguage needs	

Actions to Address Key Issues and Priorities for Improvement	Time Scale	Led By	Resources	Success Criteria, Milestones and Practice Indicators (dated)	Monitoring of actions and practice indicators (Implementation- who, what, when) see also monitoring schedule	Evaluation of impact (Impact- who, what, when)
5.1-To embed the new early years curriculum reforms ensuring EYFS practise is at least good.	Ongoing Term 1 Througho ut the year	SLT /EYFS lead/ EYFS staff		Planning demonstrates daily reflection and adaptation to support individual children's needs and interests. Less workload for EY staff in terms of evidence gathering. Increased teacher interaction with children during child initiated play. Strategies agreed to support general and individual children's speech and language acquisition. TA's have attended reforms training and this shows in their practice. By End T4 Cohort developing well from their baseline starting points. Timetable and planning indicates a balance of teacher time supporting self-initiated play and leading adult focus experiences. Parent voice /parent Tapestry posts are regular and indicate good engagement and child enjoyment. *This does not link to EY reforms-reforms suggest less Tapestry. Parent voice is currently very good in at least 2 of the settings-this is a different focus-needs a different bullet point? Evidence of speech and language development and impact of identified support for individual children.	Tapestry posts with SLT to monitor parental support *separate bullet point children's learning. *Better to do this through observation as reforms require less recording (plus workload impact of year 1 children at Barcombe and Plumpton). Tapestry can be used in addition.	
				By End T6 To be reviewed	By End T6 .To be reviewed	

5.2-To improve the quality of the EYFS environments.	Sept 21	SLT /EYFS	£1000 per	By End of T2	By End T2	
		lead/		All EYFS environments have been		
		EYFS staff		reviewed how? Staff	each other's indoor	
			Support	meeting/audit/self audit? This	environments and plan	
				needs a pre and post staff	development of opportunities for	
				meeting as we did before and	child initiated learning.	
				ideally in-class support and	cima initiatea learning.	
			reacration	opportunities for child initiated	Staff to visit outdoor areas in	
				learning improved: organisation	schools with current outstanding	
				for children independently	provision. Researched	
				selecting from a range of	outstanding environments.	
				resources. Stimulus to develop	Outdoor equipment and	
				speech and language e.g.	resources are well organised into	
				curiosity cube, displays with	accessible areas for the children.	
				photos/children's pictures.	This requires funds and	
				Displays are engaging, showing	time/support from Dave for	
				the children's learning journey	building-we have lots of ideas	
				and include annotated photos	already!	
				regularly changed /updated.	an caay:	
				legularly changed / apaated.		
				By End T4	By End T4	
				Plans for EYFS outdoor areas	Design of outdoor area to be	
				have been completed /shared	agreed and quotes in.	
				and agreed. *1000 will buy a	agreed and quotes in	
				couple of quality pieces of		
				equipment-not a whole re-		
				design. Equipment needs to be		
				quality to withstand the rain and		
				wind.		
				The state of the s		
				By End T6	By End T6	
				To be reviewed	To be reviewed	
5.3-To improve outcomes for writing.	From T1			By End T2	Throughout T2 and T4	
		EYFS lead	Support			
		EYFS staff		Children have daily opportunities	EYFS lead and SLT monitor:	
		/Head of	Federatio	to engage in writing activity		
		School	n	relating to their interests:	Opportunities for child initiated	
				throughout areas of the	writing and number work in role	
				=	play areas. Observations show	
				environment. HA Children using	adults modelling the use of	
				a developing basic phonetic		
				knowledge to support this.	these.	
				writing supports throughout the	Ensure planning references	
					Linsure planning references	

	environment.	children's interests
	and known common words. By End T6 To be reviewed.	Use 'hierarchy of audience' for purposeful writing opportunities. Ensure writing weaves through the entire EY curriculum (see blog below) https://famly.co/blog/the-child/early-years-writing-eyfs/ Improve engagement and understanding of parents through use of Tapestry *A writing meeting would tee this up then reference via Tapestry. By End T6 To be reviewed
5.4-To embed Neli intervention support for children with speech and language needs	By End T2 NELI Training completed and resources prepared: TA 8-10 hours Teacher and SENCO 4-5 hours Additional assessment of children identified using language link and E Sussex S & L Monitoring Tool. By End T5 NELI program delivered to 5-6 pupils: 4 hours teaching time each week. Re-assessment of	T2 NELI delivery observed by SENCO: 3 way discussion with Class Teacher following observation. T3 NELI delivery observed by SENCO: 3 way discussion with Class Teacher following observation. T5: end of program- TA, Class Teacher and SENCO evaluate effectiveness using Language Link and E Sussex S&L Monitoring Tool.

		children: what have they gained –	
		quantitative data- language link and qualitative data-S&L	
		Monitoring Tool.	

M	MONITORING AND EVALUATION SCHEDULE TERM ONE									
WEEK NUMBER	ACTIVITY	WHO	SECTION OF PLAN RELATES TO							
ONE WB 6.9.21	Establishment of routines; high quality teaching and environment expectations			5.2 All EYFS environments have been reviewed and opportunities for child initiated learning /role play area improved. Displays are regularly changed /updated.						
TWO WB 13.9.21	Informal project book look and chat with staff about planning and cross-curricular links Attendance bi-weekly check and contact families with low attendance.	Are teachers teaching analysis skills for the focus subject (History)? Is there evidence of other subjects being linked to the project?	HoS in discussion with class teachers	1.1 Evidence of a range of subject skills across the curriculum is evidenced through children's project and other books. 3.2 All attendance under 90% monitored every two weeks and followed up by DSL /SLT. Attendance monitored weekly by school office and sent to H of S. for monitoring. Attendance discussed at every SLT meeting.						
THREE WB 20.9.21	Learning walk for evidence of vision.	Is the vision displayed in classrooms? In central areas? On external doors? In collective worship/assemblies? In newsletters? Barcombe: are prayers being used every lunchtime and end of day?	HoS EH	1.3 Regular evidence of the school visions and Christian ethos clearly articulated through newsletters / all communication with parents / websites.						

FOUR WB 27.9.21	Scrutiny of Medium Term Plans and Project Maps for the Discover project Attendance bi-weekly check and contact families with low attendance.	Are the MTPs detailed enough? Do they show opportunities for analysis? Is the learning progressive?	HoS in discussion with class teachers	1.1 Evidence of a range of subject skills across the curriculum is evidenced through children's project and other books. 3.2 All attendance under 90% monitored every two weeks and followed up by DSL /SLT. Attendance monitored weekly by school office and sent to H of S. for monitoring. Attendance discussed at every SLT meeting.
FIVE WB 4.10.21	Harvest Festival	Harvest Festivals organised and held. Parents invited to join the schools for the Harvest Festivals.		4.1 Members of the local community actively involved with communications and local village /community life.
SIX WB 11.10.21	Formal lesson observations – English (writing) Attendance bi-weekly check and contact families with low attendance.	Follow lesson observation proforma	HoS EH SS	2.1 Lesson observations in T1 and T2 to focus on modelling and differentiation. (writing /reading) 2.8 Class teams to have a clear understanding of high quality active support within the classroom environment. All TAs will be active and supporting children during all parts of lessons as observed through dropins. 5.3 Children have daily opportunities to engage in a writing activity relating to their interests. Children using a developing basic phonetic knowledge to support this. 3.2. All attendance under 90% monitored every two weeks and followed up by DSL /SLT. Attendance monitored weekly by school office and sent to H of S. for monitoring. Attendance discussed at every SLT meeting.

SEVEN	data crunch	crunch T1 SIMS data for Reading, Writing and Maths for all classes	2.3 data crunch in preparation for pupil progress meetings
WB 18.10.21			meetings

MC	NITORING AND	EVALUATION SCH	IEDULE TERI	M TWO
WEEK NUMBER	ACTIVITY	FOCUS	WHO	SECTION OF PLAN RELATES TO
ONE	Pupil progress meetings	Identify pupils who are falling behind or making slow progress	EH HoS	2.3 All ch. Tracked and identified children underperforming identified for development and support. All SEND /PP /vulnerable groups reviewed. SS working with identified children across 6 week blocks to identify and support barriers to learning.
TWO	Performance Management Attendance bi-weekly check and contact families with low attendance.	Performance Management of all staff	EH HoS SENCO	Performance management meetings 3.2 All attendance under 90% monitored every two weeks and followed up by DSL /SLT. Attendance monitored weekly by school office and sent to H of S. for monitoring. Attendance discussed at every SLT meeting.
THREE	Lesson observations (informal) - English	Follow-up observations after INSET training on Jane Considine approach. Discussions with teachers about how they are implementing the approach and the success so far.	EH	2.1 Lesson observations in T1 and T2 to focus on modelling and differentiation. (writing /reading) 2.8 Class teams to have a clear understanding of high quality active support within the classroom environment. All TAs will be active and supporting children during all parts of lessons as observed through dropins. 2.5 A new systematic approach across all year groups has been introduced and is being used within all classes. 5.3 Children have daily opportunities to engage in a writing activity relating to their interests. Children using a developing basic phonetic knowledge to support this.

FOUR	Book scrutiny – maths books Attendance bi-weekly check and contact families with low attendance.	Look at maths books. Are agreed structures of lessons and recording being used? (recap, new learning, extension, challenge)	HoS in discussion with class teachers	2.1 SJ /Heads of School to share and discuss with all staff key characteristics of highest quality teaching.
FIVE	Subject leaders – evidence portfolios	HoS meet with subject leads → portfolios	HoS and subject leaders	1.2 All subject leads have a developing portfolio of evidence of assessment and a clear understanding of strengths and areas for development in the subject area.
SIX	Attendance bi-weekly check and contact families with low attendance.			3.2 All attendance under 90% monitored every two weeks and followed up by DSL /SLT. Attendance monitored weekly by school office and sent to H of S. for monitoring. Attendance discussed at every SLT meeting.

MON	MONITORING AND EVALUATION SCHEDULE TERM THREE											
WEEK NUMBER	ACTIVITY	FOCUS	WHO	SECTION OF PLAN RELATES TO								
ONE												
TWO												
THREE												

FOUR		
FIVE		
SIX		

MO	MONITORING AND EVALUATION SCHEDULE TERM FOUR										
WEEK NUMBER	ACTIVITY	FOCUS	WHO	SECTION OF PLAN RELATES TO							
ONE											
TWO											
THREE											

FOUR				
FIVE				
SIX				
MO	NITORING AND E	VALUATION SC	HEDULE TERM F	IVE
WEEK NUMBER	ACTIVITY	FOCUS	WHO	SECTION OF PLAN RELATES TO
ONE				
TWO				
THREE				

FOUR				
FIVE				
SIX				
3.54			NIEDIU E TEDM	51 17
IVIC	DNITORING AND	EVALUATION SC	CHEDULE TERM S	SIX
WEEK NUMBER	ACTIVITY	FOCUS	WHO	SECTION OF PLAN
		•		
WEEK NUMBER		•		SECTION OF PLAN

FOUR		
FIVE		
SIX		

APPENDIX ONE

	Reporting Learner Outcomes																		
	Year X																		
Subject/Term	EYS/KS1	outcomes	FFT20 estimate			% on track for GDS/HIGHER STANDARD by end of year			% making good progress in developing their knowledge, understanding and skills.										
	% GLD/EXS	% Exceeding GDS			All	DA	Non- DA	SEND	HPA	All	DA	Non- DA	SEND	HPA	All	DA	Non- DA	SEND	HPA
Number of learners:																			
READING																			
Term 2																			
Term 4																			
Term 6																			
WRITING																			
Term 2																			
Term 4																			

Term 6										
MATHEMATICS										
Term 2										
Term 4										
Term 6										
COMBINED										
Term 2										
Term 4				•		·				
Term 6					·					_

Glossary: DA (disadvantaged), SEND (special educational need or disability), HPA (high prior attaining), EXS (expected standard), GDS (greater depth), GLD (good level of development)