Alexander Hosea Primary School Roots to grow, wings to fly School Improvement Plan 2016 - 2017

3. PERSONAL DEVELOPMENT, BEHAVIOUR AND WELFARE (Judged as 'good' with outstanding features by Ofsted March 2014)

Links with: Aim 2 - SELF BELIEF, Aim 4- INCLUSION and Aim 5 - RESPECT **Year of Sport – see PE Action Plan PSE Action Plan**

trackers.

*FOCUS FOR THE YEAR —Growth mindset, PSE and Heathy School recognition

Aims	Goals	Targets for pupil	Strategies for improvement	Responsibility	Time Scale	Success Criteria (Quality	Monitoring / Outcomes	Budget Resources
		achievement / welfare	Priorities for Action			Characteristics)		
PERSONAL DEVELOPMENT To further strengthen PSE development and promote positive emotional well-	Mentally and emotionally healthy school community Children have excellent personal skills and are confident and	At least 92% of vulnerable children make expected progress and 85% achieve at least in line with expectation in EYFS, KS1 and KS2	Extend use of learning mentors /reading mentors to target and support not just pupil premium children but other vulnerable pupils.	HT/SBM	From Oct 16 – July 17	High quality support is impacting positively on pupils' emotional wellbeing and on their progress and attainment across the curriculum.		£1,600 Pupil Premium
being and good mental health across the school community.	emotionally ready to learn.		Staff to identify children for learning mentor support using data and PSE trackers.	All staff	Sept 16			

	Children have the characteristics of effective learners.	All children are confident, self-assured learners. At least 92% of children make expected progress and 85% achieve at least in line with expectation in EYFS, KS1 and KS2	Continue to focus on 'character education' through promoting school and British values.	All staff	From Sept 16 – July 17	Characteristics of effective learners impact positively on progress and attainment.	Nil
	Children are resilient and able to persevere.	"	Focus on competition in year of sport to help develop resilience. Inter and intra school competitions	PE leader / all staff and children	From Sept 16 – July 17	Children are prepared to persevere and are resilient, being able to accept defeat.	£1000 Sports Premium

Children have good thinking skills and are able to problem solve independently.	"	Develop thinking and independence skills. Give children time to think when answering questions. Scaffold learning appropriately – provide staff training. Avoid providing solutions too quickly – provide time to think and respond.	All staff	On-going	Children able to think through problems independently and apply their skills to find solutions – more 'masters'.	Nil
	"	Consider use of mindfulness and P4C techniques to support personal development.	PSHE lead	Jan 17	Independent thinking/problem-solving skills strengthened.	
All members of the school community have high aspirations	"	Provide opportunities for children to 'think big'. Run an 'Aspiration Week' with a series of relevant events. Andy Cope to provide 'art of brilliance' training for Y5/Y6 children.	All staff VQ/all staff	On-going Week beginning 7th Nov 16	All members of the school community think positively and have high aspirations. High levels of motivation and self-belief. Children aware of higher education, careers etc.	£800

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			Tom Robson to provide 'Growth Mind set' training for parents/staff/govern ors. Consider ways to get parents more engaged.			High parental attendance at Growth mind set event.	£650
	Raised pupil progress and attainment.	W	Consider and introduce ways of using older children (Y4/5) to support younger children with their learning – e.g. reading buddies.	SLT/all staff	Oct 16	Raised pupil progress and attainment. Greater self-belief/respect for each other and individual needs.	
		All children have an improved knowledge and understanding of different cultures and of current affairs and how these impact on their lives.	Develop understanding of current affairs/cultures	All staff	From Sept 16 – July 17	Outstanding understanding of British values, different cultures and current affairs (local, national and international).	
BEHAVIOUR To improve lunch time behaviour	Consistent approach to behaviour by all members of the school community.	Pupils are respectful of others	Continue to ensure the Behaviour Management Strategy is consistently applied at all times during the school day, especially in corridors and at lunch times.	All staff and pupils.	From Sept 16	Pupils are self-disciplined. Outstanding conduct throughout the school including at lunch times.	

			Improve behaviour in the dining hall. Ensure parents are aware of how we prevent and deal with any bullying which might occur.	VQ/SW	From Sept 16 From Nov 16	Parents know that a proactive approach is taken to bullying and that any incidents are dealt with quickly and effectively.	
To improve the learning environment, which all have ownership over and respect for.	Well-organised, tidy and safe learning environment	The learning environment and school community is well respected.	All members of the school community to take responsibility for keeping all areas of the school learning environment well-organised, tidy and safe. Weekly monitoring checks. Give children responsibility for this too.	All members of the school community	From Sept 16 – July 17	,	Nil
To decrease the amount spent on consumables.	Resources are not wasted.	Savings of £	Eco-committee train children in not wasting resources and monitor this. Children take responsibility for supporting each	All members of the school community	From Sept 16 – July 17	Less wastage of consumable resources. Positive impact on budget for consumables.	

			other with this.				
WELFARE To promote safe and healthy lifestyles	Safeguarding training is up to date.	All staff and governors have up to date safeguarding training and can respond confidently to any issues.	Provide training on Safeguarding (including CP), Prevent Duty, FGM, Domestic Abuse, Homophobic bullying to increase staff awareness and understanding.	HT/Holly Magson (SG Safeguarding Board)	INSET – 1.9.16	Greater staff awareness and understanding of safeguarding and associated issues having a positive impact on pupil safety and wellbeing.	LA support
			Any member of staff / governor not present will undertake on-line safeguarding training.	VQ	30.9.16		£200
	School community have a good understanding of how happy and safe children feel	Children are and feel safe and happy in school	Place outcomes of Y4-6 SG Health Survey on the school website to evidence how happy and safe the children feel in school.	VQ/LP	Sept 16	Community know how happy and safe children feel in school.	
			Achieve Healthy School status as part of Year of Sport	VQ/SW	July 2017	Healthy School award reflects healthy school community.	
	All aware of the importance of good PSE skills for progress and	PSE skills impact positively on pupil outcomes	Continue to raise the profile of PSE.	All staff	From Sept 16 – July 17	Outstanding PSE outcomes impact positively on progress and attainment	

attainment						
Safe / nurture space available in school	Nurture space provided and in use	Provide a nurture space for use by vulnerable children / for meetings with parents etc.	SLT/SBM	April 17	Nurture space in use and supporting children and families with needs.	£3000 Pupil Premium
Dining hall is more nurturing	Dining hall is improved	Consider ways of making the hall a more nurturing space – e.g. improve lighting.	SLT/SBM	July 17	Dining hall is more nurturing and a more pleasant environment	£7000 Capital
Parents aware of how their mind set impacts on their children.	Parents are better informed and less anxious.	Continue to work with parents to help reduce their anxiety through a 'Growth Mind set' evening event – as above – happy parents / happy children.	VQ/SLT	7.11.16	High parental attendance and parents have a more positive mind set and support children in a positive way impacting positively on pupil welfare and achievement.	
Parents and children feel supported	All children and families feel safe and supported	Raise the profile of our Parent Support Adviser and increase the number of families being supported:—	VQ/KE	July 17	Children and families feel safe and well supported, impacting positively upon standards	
		-Introduce to all staff providing an outline of support which can be offered.		Nov 16		

			-Meet with new SENDCO	KE	Oct 16		
			-Introduce to Y6	НВ	Dec 16		
			parents				
			-Attendance at key events	VQ/CC	On-going		
			Develop parent links with parents of children with SEND to ensure appropriate homework is set to meet their individual needs	Class teachers, KE,VQ,CC	Dec 16		
	Children feel confident	Children feel safe and secure and have self-belief.	Continue to provide communication friendly spaces and use colour to highlight children's achievements.	All staff	Sept 16 – July 17	Children have self-belief and feel confident about themselves and their achievements.	£750
	Sexually Healthy Pupils have an increased	All pupils understand Sex and Relationships at an age appropriate level	Ensure RSE policy informs/reflects practice.	Dec 16	SW	Policy informs practice	
	awareness of relationships, their body and sexual health		Place RSE policy and curriculum SOW/overview on school website.	Dec 16	SW/LP	School community well informed of policy and practice.	
			RSE resources reviewed?			Appropriate resources in place	

		Monitor the implementation of the revised RSE policy and scheme of work to ensure this is covered throughout the year and is well embedded in all year groups.	July 17	SW	Scheme of work embedded. Children benefit from improved RSE provision throughout the school and know how to keep themselves safe.	
Choose not to take illegal drugs Children have an increased awareness of drugs and how these affect their body and mind	All pupils understand drugs and their impact at an age appropriate level	Fit drugs education into revised curriculum plans/overviews Monitor to ensure implementation across the school is in line with the revised policy.	All teachers SW		Improved Drugs Education throughout the school	
		Place on website.	SW/LP		Parents / school community well informed and able to support children's learning and development.	
Children are fit and healthy	All pupils understand the importance of a healthy lifestyle	Introduce a Fit club to promote fitness and healthy lifestyles	PE leader	Jan 17	High take up – school community is fit and healthy.	