



Hugglescote Community Primary School

School Development Plan

2024-2025

Headteacher – Mr Paul Driver
Chair of Governors – Mr Nick Fordyce



School Development Plan 2024-2025

Hugglescote Community Primary School **Priorities 2024 – 2025**

Quality Of Education

- 1 To improve attainment for all pupils at the expected standard and above in reading, writing and maths.
- 2 To improve staff understanding of year groups' expectations.
- 3 To develop a reading culture throughout the school.

Behaviour and attitudes

- 1 To ensure that all adults have consistently high expectations for all pupils.
- 2 To inspire a love of achievement.
- 3 To improve the attendance and punctuality of pupils particularly those in vulnerable groups.

Personal Development

- 1 To improve the physical and mental health for pupils through the introduction of OPAL.
- 2 To deliver high quality Oracy education to all pupils.
- 3 To develop metacognition strategies throughout the school.

Leadership and management

- 1 To develop a long term strategic plan.
- 2 To ensure the school has an ambitious vision for providing a high quality, inclusive education to all.
- 3 To develop leadership at all levels.
- 4 To further develop the knowledge and skills of the Governing Body.

School Development Plan 2024-2025

Intent	Quality of Education - Objective 1			Evidence base / linked research:		
	To improve attainment for all pupils at the expected standard and above in reading, writing and maths.			End of Key Stage assessments. NFER assessments. In year assessment data (Insight data) EEF		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	1 To ensure a sharp focus on pupil attainment. Complete termly pupil progress meetings. Targets linked to Performance Management.	PD NW SLT Gov's	Teacher release time	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> Pupils make accelerated progress Attainment gaps narrow Pupil progress meetings completed. Greater percentage of pupils achieve GDS. 	<ul style="list-style-type: none"> Data monitoring Lesson monitoring Work scrutiny PPM Gov monitoring
	2 Develop teachers understanding of assessment	NW PD ZN LC	Staff release Staff meeting time CPD – Insight / retrieval	Aut '24	<ul style="list-style-type: none"> Teachers have a good understanding of assessment using it to accelerate pupil progress. Assessment is used effectively. Pupils make good progress. 	<ul style="list-style-type: none"> Data scrutiny Lesson obs Pupil interviews Pupil progress meeting
	3 Ensure teaching and learning expectations adhered to in teaching of Reading, Writing and Maths.	PD NW SLT Gov's	SLT release time Staff meeting time SL release time. CPD -Write Stuff and White Rose	Aut '24 Spr 25	<ul style="list-style-type: none"> All staff aware of teaching and learning expectations in English and Maths. Consistent teaching practice throughout the school. Pupils make good progress. 	<ul style="list-style-type: none"> Data monitoring Lesson monitoring Work scrutiny Pupil progress meetings Gov monitoring
	4 Ensure children identified for additional provision.	PD NW CW Gov's	Pupil progress meetings Staff meeting time SL release time	Aut 24 Spr 25	<ul style="list-style-type: none"> Provision appropriate for the needs of the children. Children supported to make good progress. Outcomes improve for all children. Additional provision accelerates progress for pupils. 	<ul style="list-style-type: none"> Lesson observations Data scrutiny Intervention monitoring Provision map scrutiny Work scrutiny Gov monitoring
	5 Develop teachers understanding of the Greater Depth Standard in English and Maths.	PD NW LC ZN	Staff meeting time SL release time. CPD – GDS Eng and maths	Aut 24 Spr 25	<ul style="list-style-type: none"> All teachers aware of the expectations of the greater Depth Standard. Scaled score averages increase. All pupils make good progress. All pupils are consistently appropriately challenged in their learning. 	<ul style="list-style-type: none"> Lesson observations PPM Data scrutiny

School Development Plan 2024-2025

Impact	To improve attainment for all pupils at the expected standard and above in reading, writing and maths.	
	Positive Impact	Continued barrier to success / further actions required
	Autumn Pupil progress meetings completed with all staff. Targets set and intervention discussed. Interventions activities monitored by SENDCO Learning plans identify clear expected outcomes Focus on GDS pupils with interventions implemented to support development. Foundation assessments in place on Insight Evidence of consistent practice in R, W and M across the school.	Autumn Staffing issues have had an impact on the support offered to pupils. Concerns over frequency of catch up and keep up activities for phonics. Is greater depth standard understood across the school?
	Spring	Spring.
	Summer	Summer

School Development Plan 2024-2025

Intent	Quality of Education - Objective 2			Evidence base / linked research:		
	To improve staff understanding of year groups' expectations.			Walkthrus National College Use of retrieval activities EEF guidance National Curriculum		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	Complete regular moderation activities and curriculum development activities in Key Stage / phase meetings.	SLT PD NW	Staff meeting time PPA time PTI CPD	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> Consistent expectations across the curriculum. Clear understanding of the curriculum in the Key Stage/ Phase. Pupils make good progress and achieve well across the curriculum. 	<ul style="list-style-type: none"> Data monitoring Lesson monitoring Work scrutiny Pupil progress meetings Gov monitoring
	Develop accountability and consistency in teaching and learning through regular phase / Key Stages meetings.	SLT PD NW Govs	Staff meeting time INSET National College	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> All staff are aware of expectations in the phase they work in. All staff have the highest expectations for the pupils. Pupils are motivated and have high expectations of themselves. 	<ul style="list-style-type: none"> Data scrutiny Learning walks Lesson obs Pupil interviews Pupil progress meeting
	Ensure that retrieval activities are embedded throughout the curriculum.	PD NW SL's Govs	Staff meeting time SL CPD – PTI National College	Aut '24 Sum '25	<ul style="list-style-type: none"> Pupils retain key knowledge across the curriculum. Pupils make good progress and achieve well across the curriculum. 	<ul style="list-style-type: none"> Data monitoring Lesson monitoring Pupil interviews Work scrutiny SL feedback
	Use Walkthrus within each Key stage / phase to develop specific areas of focus to improve teaching and learning.	PD NW SLT	Walkthrus CPD Release time for staff Staff meeting time	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> Staff develop strategies to improve and support pupils. Pupils make good progress and achieve well. 	<ul style="list-style-type: none"> Lesson observations Pupil progress meetings Data scrutiny Gov monitoring
	Support Key Stage / phase leaders to hold others to account and develop professional practice.	PD NW	SLT meeting time CPD National College	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> Leaders at all levels support staff to uphold the highest expectations. Staff reflect on the effectiveness of approaches to teaching and strive to improve. Pupils make good progress across the curriculum. 	<ul style="list-style-type: none"> Lesson observations Pupil progress meetings SLT meeting minutes Performance man Gov monitoring

School Development Plan 2024-2025

Impact	To improve staff understanding of year groups' expectations.	
	Positive Impact	Continued barrier to success / further actions required
	Autumn Regular key stage meetings / key stage moderation meetings planned in staff meeting time. Routines and expectations implemented and embedded. Clear expectations from phase leaders to teams.	Autumn Retrieval to be trialled in Spring 1 for Spring 2 implementation Impact of the Walkthrus? How are we monitoring what is completed and how effective it is?
	Spring	Spring.
	Summer	Summer

School Development Plan 2024-2025

Intent	Quality of Education - Objective 3			Evidence base / linked research:		
	To develop a reading culture throughout the school			The reading framework – DFE EEF research		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	To develop strategies to inspire pupils to read	SLT ZN Gov's	CPD – national college Meeting time ZN release time	Aut '24	<ul style="list-style-type: none"> Pupils engage in reading a variety of texts for pleasure. Reading culture evident throughout the school. Pupils make accelerated progress in reading. 	<ul style="list-style-type: none"> Data monitoring Lesson monitoring Work scrutiny Pupil progress meetings Gov monitoring
	To ensure all adults are role models for reading.	SLT PD NW ZN Gov's	Staff meeting time ZN release time Support staff meeting time	Aut '24 Spr '25	<ul style="list-style-type: none"> Adults throughout the school inspire pupils to read. Variety of texts and authors are shared with pupils to engage them. Pupils make good progress. 	<ul style="list-style-type: none"> Learning walks Lesson obs Pupil interviews Gov monitoring
	To ensure the new library is used effectively.	SLT PD JW ZN Gov's	Library development CLS support JW release time Staff meeting time	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> Library is used by all pupils to develop skills and understanding. Pupils access a variety of authors and genres. Pupils make good progress. 	<ul style="list-style-type: none"> Library usage data Pupil interviews Gov visit reports
	To engage parents in developing reading throughout the school.	ZN JW SLT	SL release time CPD – parental engagement	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> Parents engaged school approach to developing reading culture. Parents read regularly with their children. 	<ul style="list-style-type: none"> Parent surveys Parent meeting notes Gov visit reports
	Visit other settings to explore what has been successful in embedding a reading culture.	ZN JW PD NW	SL release time Staff meeting time	Aut '24	<ul style="list-style-type: none"> Good practice from other settings embedded into current practice. Reading culture across the school inspires pupils to read. All pupils make good progress in reading. 	<ul style="list-style-type: none"> SL visit notes Gov visit reports Pupil interviews

School Development Plan 2024-2025

Impact	To develop a reading culture throughout the school	
	Positive Impact	Continued barrier to success / further actions required
	Autumn ZN shared strategies to inspire pupils with staff. Regular monitoring of reading for pleasure completed throughout the school. Support implemented. Book fair held in school – very succesful Library updated and filled ready to be re-opened.	Autumn Reading for pleasure inconsistent across the schools. Teachers do not regularly read to pupils in class consistently. Too many reasons for reading not to happen!
	Spring	Spring.
	Summer	Summer

School Development Plan 2024-2025

Intent	Behaviour and attitudes – Objective 1			Evidence base / linked research:		
	To ensure all adults have consistently high expectations for all pupils			Paul Dix – when the adults change everything changes EEF Research Ofsted research reports		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	Ensure all staff are clear on what expectations are and what they look like	PD NW SLT	Staff meeting time SLT release time CPD	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> All adults understand and adhere to behaviour expectations. Behaviour and attitudes are good. Consistent practice across the school 	<ul style="list-style-type: none"> Learning walks Lesson Obs Pupil interviews Gov visits
	Ensure adults are modelling and rehearsing the expected routines consistently	PD NW SLT Gvs	Staff meeting time SLT release time 1:1 coaching time Walkthrus	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> Adults model and rehearse routines regularly. Routines are modelled consistently throughout the school. Pupils understand expectations and behaviour is good. 	<ul style="list-style-type: none"> Learning walks Pupil interviews Lesson obs Gov visits Behaviour logs
	Ensure children are aware of the expectations	All staff PD	Staff meeting time 1:1 coaching time Walkthrus	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> Children fully understand the school expectations. Expectations are demonstrated consistently throughout the school. Behaviour is good. 	<ul style="list-style-type: none"> Learning walks Pupil interviews Lesson obs Gov visits Behaviour logs
	Further develop staff awareness of adaptations/reasonable adjustments	PD NW CW	Staff meeting time Release time with SENDCO	Aut '24 Spr '25	<ul style="list-style-type: none"> Staff use reasonable adjustments effectively to support all children. Children understand expectations. 	<ul style="list-style-type: none"> Learning walks Pupil interviews Lesson obs Behaviour logs
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School Development Plan 2024-2025

Impact	To ensure all adults have consistently high expectations for all pupils.	
	Positive Impact	Continued barrier to success / further actions required
	Autumn	Autumn
	Spring	Spring
	Summer	Summer

School Development Plan 2024-2025

Intent	Behaviour and attitudes – Objective 2			Evidence base / linked research:		
	To inspire the love of achievement			Paul Dix – when the adults change everything changes Teacher toolkit, Walkthrus		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	Promote a culture of curiosity and lifelong learning	PD NW SL's	Staff meeting time Walkthrus CPD SL release time	Spr' 25	<ul style="list-style-type: none"> Increased pupil engagement in learning and will to succeed. Pupils achieve highly. Outcomes improve for all pupils 	<ul style="list-style-type: none"> Learning walks Data scrutiny Lesson Obs Pupil interviews Gov visits
	Consider how achievement for all pupils is rewarded	SLT All staff	Staff meeting time SLT meeting time	Aut '24	<ul style="list-style-type: none"> Pupils work hard to achieve. Pupils want to receive the rewards and work hard to achieve. Pupils strive to improve. Rewards are consistent across the school. 	<ul style="list-style-type: none"> Learning walks Lesson Obs Pupil interviews Gov visits
	Develop a culture of high achievement	SLT PD NW Govs	Staff meeting time Walkthrus CPD SL release time	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> Pupils strive to achieve highly. Outcomes improve for all pupils. Pupils understand how they can achieve across the curriculum. 	<ul style="list-style-type: none"> Learning walks Data scrutiny Lesson Obs Pupil interviews Gov visits
	Develop links to local businesses – Amazon, quarry	PD NW Govs	Business breakfast. PR materials	Spr '25	<ul style="list-style-type: none"> Links developed to local businesses and groups to promote future careers. Pupils strive to achieve to work towards a goal (career). Community groups and employers inspire pupils. 	<ul style="list-style-type: none"> Meeting minutes Pupil interviews Gov visit reports.
	Investigate past pupils' achievement and show role models	PD NW	Display resources	Aut' 24 Spr '25	<ul style="list-style-type: none"> Alumni of past pupils created in school for all children to see. Role models inspire pupils to achieve and work hard. Outcomes improve for all pupils. 	<ul style="list-style-type: none"> Display created Alumni shared with pupils Pupil interviews Gov visit reports

School Development Plan 2024-2025

Impact	To inspire the love of achievement.	
	Positive Impact	Continued barrier to success / further actions required
	Autumn	Autumn
	Spring	Spring
	Summer	Summer

School Development Plan 2024-2025

Intent	Behaviour and attitudes – Objective 3			Evidence base / linked research:		
	To improve the attendance and punctuality of pupils particularly those in the vulnerable groups.			Working together to improve school attendance - DFE August 2024		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	Establish clear, consistent expectations around attendance for students, parents, and staff.	PD All staff	CPD Staff meeting time	Aut '24	<ul style="list-style-type: none"> All stakeholders are aware of the expectations. Expectations are clear and consistently applied. Pupil attendance is above national averages for all groups. 	<ul style="list-style-type: none"> Attendance data HT reports to GB Pupil interviews Parental surveys
	Identify and address attendance issues at the early stages.	PD NW ES PP	ES attendance CPD	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> Early intervention implemented to support families and improve attendance. Pupil attendance is above national averages for all groups. 	<ul style="list-style-type: none"> Attendance data HT reports to GB Pupil interviews Parental surveys
	Ensure all staff are aware of their role in improving attendance.	PD NW	Staff meeting time CPD – National college	Aut '24	<ul style="list-style-type: none"> All staff work to support families and improve attendance. Staff aware of the expectations on them. Pupil attendance is good. 	<ul style="list-style-type: none"> Attendance data Pupil interviews Staff surveys
	Monitor and use attendance data effectively	PD ES	ES attendance training	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> Data is monitored effectively to identify those in need of support. Pupil attendance is above national averages for all groups. 	<ul style="list-style-type: none"> Attendance monitoring reports HT reports to GB Gov visit reports
	Increase parental involvement and accountability.	PD NW	Parent meeting time	Aut '24 Spr '25 Sum '25	<ul style="list-style-type: none"> Parents strive to ensure children have good attendance. Parents are involved in attendance improvement. 	<ul style="list-style-type: none"> Attendance monitoring reports Parent surveys

School Development Plan 2024-2025

Impact	To improve the attendance and punctuality of pupils particularly those in the vulnerable groups.	
	Positive Impact	Continued barrier to success / further actions required
	Autumn	Autumn
	Spring	Spring
	Summer	Summer

School Development Plan 2024-2025

Intent	Personal development – Objective 1			Evidence base / linked research:		
	To improve physical and mental health for pupils through the introduction of OPAL.			Supporting school improvement through play – Play England The All-Party Parliamentary Group on Fit and Health Childhood's report on play		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	Complete OPAL introduction training for all staff	NW VS PD FR	OPAL Sign up (£2,250 per year for two years) Staff release time	Aut '24	<ul style="list-style-type: none"> All staff receive introduction to the OPAL programme. Staff understand the programme and relevance to our children. 	<ul style="list-style-type: none"> Staff feedback Lunchtime monitoring
	Complete OPAL audit	NW VS PD	Staff release time OPAL subscription	Aut '24	<ul style="list-style-type: none"> OPAL audit completed. Areas of strength and areas for development identified. 	<ul style="list-style-type: none"> Audit return OPAL team meeting notes.
	Complete OPAL action plan	NW VS PD Gov	Staff release time OPAL Subscription	Spr'25	<ul style="list-style-type: none"> Action plan completed All staff aware of areas for development. 	<ul style="list-style-type: none"> OPAL action plan Meeting minute notes
	Involve parents/carers in developing high quality play in school for the children.	NW VS PD Govs	Staff release time OPAL subscription Parent meeting resources	Spr'25	<ul style="list-style-type: none"> Parents/carers aware of aims and goals of OPAL. Parents/carers engage in supporting the school to develop high quality play for children. 	<ul style="list-style-type: none"> Parent/ carer meeting notes Parent/ carer feedback survey.
	Develop resources to support high quality play for all at lunchtimes.	All staff Parent/ carers	Resources Storage Staff release time Staff meeting time.	Spr'25 Sum'25	<ul style="list-style-type: none"> Range of resources developed to support high quality play for all. Resources accessible and stored effectively. 	<ul style="list-style-type: none"> Lunchtime monitoring. OPAL feedback surveys

School Development Plan 2024-2025

Impact	To improve physical and mental health for pupils through the introduction of OPAL.	
	Positive Impact	Continued barrier to success / further actions required
	Autumn	Autumn
	Spring	Spring
	Summer	Summer

School Development Plan 2024-2025

Intent	Personal development – Objective 2			Evidence base / linked research:		
	To deliver high quality oracy education to all pupils.			Speak for change – Parliamentary report The state of speaking in our schools. Cambridge Oracy Report		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	Enrol in the Voice 21 project	NW		Sept 2024	<ul style="list-style-type: none"> Membership of Voice 21 exchange and diary dates for CPD established. 	Check all teachers are enrolled onto the network.
	Complete Voice 21 audit	NW	N/A	Aut '24	<ul style="list-style-type: none"> OPAL audit completed. Areas of strength and areas for development identified. 	<ul style="list-style-type: none"> Audit return Voice 21 consultancy meeting.
	Devise Action Plan for project	NW LR	LR release time	Spr'25	<ul style="list-style-type: none"> Action plan completed All staff aware of areas for development. 	<ul style="list-style-type: none"> Voice 21 Action plan
	Lead CPD for all staff members	NW LR	LR Release time to prepare	Aut SPr Summ	<ul style="list-style-type: none"> Staff meeting led INSET All staff have an awareness of the Voice 21 project Y1 objectives from the action plan have been met 	<ul style="list-style-type: none"> Staff meeting notes Classroom observations Staff survey result
	Begin to adapt teaching strategies and practise across the school to improve Oracy for all pupils in line with the action plan	NW/LR All Teachers	LR Release time	Spring 2025 onwards	<ul style="list-style-type: none"> INSET held Teachers will be using the framework in class and will be explicitly teaching oracy Displays in class 	<ul style="list-style-type: none"> Observations Environment checks Meeting notes

School Development Plan 2024-2025

Impact	To deliver high quality oracy education to all pupils.	
	Positive Impact	Continued barrier to success / further actions required
	Autumn	Autumn
	Spring	Spring.
	Summer	Summer

School Development Plan 2024-2025

Intent	Personal development – Objective 3			Evidence base / linked research:		
	To improve understanding of metacognition and self-regulated learning for staff and pupils.			Metacognition and self regulated learning – EEF Walkthrus		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	Increase metacognitive awareness in pupils	PD NW All staff	CPD Walkthrus Staff meeting time	Aut'24 Spr'25	<ul style="list-style-type: none"> Metacognitive skills are explicitly taught to all pupils. Pupils understand what metacognition is and why it is important to their learning. 	<ul style="list-style-type: none"> Lesson obs Work scrutiny Pupil interviews Gov visit reports
	Develop staff skills in metacognitive instruction	PD NW	CPD Walkthrus Staff meeting time Staff release time	Aut'24 Spr'25 Sum'25	<ul style="list-style-type: none"> Staff understanding of metacognitive skills are enhanced. Coaching activities focused on metacognition completed. Pupils develop metacognitive skills. 	<ul style="list-style-type: none"> CPD records Lesson obs Work scrutiny Pupil interviews PM
	Enhance self-regulated learning skills.	PD NW All staff	Walkthrus Staff meeting time LSA meeting time Staff release time	Aut'24 Spr'25 Sum'25	<ul style="list-style-type: none"> Pupils have the skills to independently regulate their learning. Pupils demonstrate greater autonomy in learning tasks. 	<ul style="list-style-type: none"> Lesson obs Work scrutiny Pupil interviews Gov visit reports
	Integrate metacognitive strategies into the curriculum.	PD NW SLT	Staff meeting time Staff release time SLT obs Walkthrus	Aut'24 Spr'25 Sum'25	<ul style="list-style-type: none"> Metacognitive practices evident in teaching and learning. Teachers model metacognitive practices throughout the curriculum. 	<ul style="list-style-type: none"> Lesson obs Work scrutiny Pupil interviews Data scrutiny
	Organise workshops for parents on how they can support reflective practice.	PD	Staff release time	Spr'25	<ul style="list-style-type: none"> Increased parental involvement in children's learning. Positive feedback from parents on their involvement in promoting reflection at home. 	<ul style="list-style-type: none"> Parent feedback Parent surveys Pupil interviews

School Development Plan 2024-2025

Impact	To improve understanding of metacognition and self-regulated learning for staff and pupils.	
	Positive Impact	Continued barrier to success / further actions required
	Autumn	Autumn
	Spring	Spring
	Summer	Summer

School Development Plan 2024-2025

Intent	Leadership and management – Objective 1			Evidence base / linked research:		
	To develop a long term strategic plan			Strategic planning - NGA		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	Complete whole school SWOT analysis	PD NF	Staff meeting time Parent meeting Gov's meeting time Staff release time	Aut'24	<ul style="list-style-type: none"> All stakeholders involved in completing a SWOT analysis for the school. Areas of strength and areas for development identified. 	<ul style="list-style-type: none"> Gov visit report SWOT analysis feedback Gov meeting minutes
	Update the school vision values and aims	PD NF NW SLT Govs	Gov meeting time Staff meeting time Staff release time	Spr'25	<ul style="list-style-type: none"> Vision and values updated considering the views of all stakeholders. All stakeholders aware of the vision and values. 	<ul style="list-style-type: none"> Meeting mins Vision and values doc. Gov meeting mins Parent surveys
	Identify short, medium- and long-term priorities.	PD NF SLT Govs	Gov meeting time Staff release time SLT time	Aut'24 Spr'25	<ul style="list-style-type: none"> Priorities identified over short, medium and long term. All stakeholders aware of the priorities. Action plans developed to work towards achieving priorities. 	<ul style="list-style-type: none"> Completed priorities doc. Communication to stakeholders. Action plan Gov meeting mins.
	Complete a risk analysis register.	PD FR NF Govs	Gov meeting time Bus manager release time	Spr'25	<ul style="list-style-type: none"> Risk analysis register completed All leaders aware of risks and actions to mitigate the risks. 	<ul style="list-style-type: none"> Risk register Gov meeting mins

School Development Plan 2024-2025

Impact	To develop a long term strategic plan	
	Positive Impact	Continued barrier to success / further actions required
	Autumn	Autumn
	Spring	Spring
	Summer	Summer

School Development Plan 2024-2025

Intent	Leadership and management – Objective 2			Evidence base / linked research:		
	To ensure school has ambitious vision for providing high quality, inclusive education to all.			Ofsted research papers Understanding inclusion – Gloucester University		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	Provide ongoing training for teachers and staff on differentiated instruction and inclusive teaching practices	PD CW SLT	Staff meeting time Staff release time CPD Walkthrus	Aut'24 Spr'25	<ul style="list-style-type: none"> Staff equipped with the skills and tools to teach a diverse range of students effectively, ensuring no one is left behind. All pupils make good progress. 	<ul style="list-style-type: none"> Lesson obs Work scrutiny Pupil interviews Data scrutiny
	Investigate the long-term financial viability using different funding models e.g joining a MAT	PD CW FR	Staff release time Financial support services support.	Spr'25	<ul style="list-style-type: none"> Funding is used to provide high quality support for all pupils. The school remains financially viable. Positive long term school budget. 	<ul style="list-style-type: none"> Finance meeting mins. Budget reporting SEND plans Statutory paperwork
	Ensure that the curriculum is differentiated, accessible to all.	PD NW CW SLT	Staff meeting time Staff release time CPD Walkthrus	Aut'24 Spr'25 Sum'25	<ul style="list-style-type: none"> Curriculum encourages high achievement for all pupils. All pupils are able to access the curriculum through appropriate differentiation. 	<ul style="list-style-type: none"> Lesson obs Work scrutiny Pupil interviews Data scrutiny
	Further develop partnerships with parents, caregivers, and local organisations to support pupils.	PD CW Govs	Staff release time	Spr'25 Sum'25	<ul style="list-style-type: none"> Increased community and parental involvement in pupil achievement. Parents and carers have access to wide range of support. All pupils make good progress. 	<ul style="list-style-type: none"> Meeting mins Gov meeting mins Partnership register Parental surveys
	Use data to identify achievement gaps and implement targeted interventions for pupils who need additional support.	PD NW CW Govs	Staff release time Insight subscription Pupil progress meeting time	Aut'24 Spr'25 Sum'25	<ul style="list-style-type: none"> Evidence based decisions lead to measurable improvements in pupil progress. Disadvantaged / vulnerable pupils exceed national average outcomes. 	<ul style="list-style-type: none"> Data scrutiny PPM notes PM Gov visit reports (SEND)

School Development Plan 2024-2025

Impact	To ensure school has ambitious vision for providing high quality, inclusive education to all	
	Positive Impact	Continued barrier to success / further actions required
	Autumn	Autumn
	Spring	Spring
	Summer	Summer

School Development Plan 2024-2025

Intent	Leadership and management – Objective 3			Evidence base / linked research:		
	To develop leadership at all levels			Freedom to lead – study of outstanding primary school leadership – DFE EEF – Leadership approaches		
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	Implement specific training for leaders across the school	PD NW SLT	CPD PM time Staff meeting time	Aut'24 Spr'25	<ul style="list-style-type: none"> Staff receive individual training suitable for their needs. Leadership skills developed in all staff. Sharp focus on high expectations and pupil outcomes. 	<ul style="list-style-type: none"> Staff meeting plans Training records Gov meeting mins PM notes
	Investigate leadership at schools of a similar size	PD NW SLT Govs	Staff release time	Aut'24 Spr'25 Sum'25	<ul style="list-style-type: none"> Leadership structures clear as school continues to grow. Leaders have a 'model' of leadership to follow. 	<ul style="list-style-type: none"> Gov meeting mins Visit reports SLT meeting mins
	Ensure all leaders clear on their role and how they can hold others to account	PD NW SLT Govs	Staff meeting time Staff release time CPD Walkthrus	Aut'24 Spr'25	<ul style="list-style-type: none"> Leaders understand their role and hold others to account to drive up standards. Consistency in leadership at all levels across the school. 	<ul style="list-style-type: none"> Pm notes Gov meeting mins Lesson obs Pupil interviews
	Support leaders in inspiring and motivating others	PD NW SLT Govs	CPD Leadership development Nat college	Aut'24 Spr'25 Sum'25	<ul style="list-style-type: none"> Leaders at all levels inspire and motivate staff. Leaders understand their role in inspiring and motivating others. 	<ul style="list-style-type: none"> Training notes Staff surveys Gov visit reports
	Complete a leadership impact review	PD Govs NF	Impact review training	Sum'25	<ul style="list-style-type: none"> Impact review identifies areas for development and areas of strength. Leaders aware of areas for further development. Action plan completed to monitor progress. 	<ul style="list-style-type: none"> Impact review Action plan Govs meeting mins Gov visit reports

School Development Plan 2024-2025

Impact	To develop leadership at all levels.	
	Positive Impact	Continued barrier to success / further actions required
	Autumn	Autumn
	Spring	Spring
	Summer	Summer

School Development Plan 2024-2025

Intent	Leadership and management – Objective 4			Evidence base / linked research:		
	To further develop the knowledge, skills and understanding of the Governing Body					
Implementation	Actions	Who	cost	When	Success criteria	Monitoring Activity
	To audit current skills to identify gaps	NF, Gov's	Audit training Gov meeting time	Spr 25	<ul style="list-style-type: none"> Audit of skills completed by all Governors. Gaps identified and training implemented to fill gaps. Governors have skills, knowledge and understanding to fulfil their role. 	•
	To ensure Key training completed (induction, safeguarding and any identified from audits)	NF Gov's	Gov training, Gov meeting time	Spr 25	<ul style="list-style-type: none"> Governors have skills, knowledge and understanding to fulfil their role. Governors hold leaders to account. Governors fulfil role and drive support school improvement activities. 	•
	To provide coaching and mentoring opportunities to develop monitoring knowledge and understanding.	NF, PD Gov's	Gov training, staff release time	Aut 24 Spr 25 Sum 25	<ul style="list-style-type: none"> Monitoring feedback is scrutinised and discussed at Governing Body Meetings. Monitoring cycle supports school improvement. Governors hold leaders to account. 	•
	To ensure clear expectations around recording of monitoring and sharing information.	NF, PD Gov's	Gov training, Staff release, CPD	Aut 24 Spr 25	<ul style="list-style-type: none"> Governors hold each other and leaders to account based on evidence from monitoring. Monitoring cycle supports school improvement. 	•
	To provide opportunities for Governor self-development e.g. NGA Learning link activities, GSD, Governor Hub (The Key) and National College	NF Gov's	Subscriptions, Gov training, meeting time, staff release time.	Aut 24 Spr 25 Sum 25	<ul style="list-style-type: none"> Governors access materials to develop their skills, knowledge and understanding. Governors knowledge is up to date, relevant and supports school improvement. 	•

School Development Plan 2024-2025

Impact	To further develop the knowledge, skills and understanding of the Governing Body	
	Positive Impact	Continued barrier to success / further actions required
	Autumn	Autumn
	Spring	Spring
	Summer	Summer