

Priority 1 – The Effectiveness of the Catholic Life of the School

1 Pupils are more aware that their actions are related to God

- Ensure pupil's and staff have regular opportunities to engage with the school Mission Statement JDM
- Ensure pupils are explicitly aware of the Jesuit Pupil Profiles ERL
- Launch the Year 8 St John Henry Newman Diploma DJM

2 Ensure that we are an accessible option for Catholic pupils to the West, East and North of the city

- Ensure we have a timetable of events in school for our 3 Catholic feeder schools DJM
- Regular timetable of SJHN staff going into our three Catholic feeder schools to deliver assemblies DJM
- Establish a programme of 'The Newman Takeover' at the local churches DJM

3 Ensure all facilities and opportunities are used to enhance the experience of School Mass

- Establish a school choir to provide music at Mass DJM
- Make use of the lighting and technology in the San Lorenzo area DJM
- Ensure pupils are taking the lead in all aspects of the Mass DJM

Priority 2 – Quality of Education

1 Increase the rates of progress for our K Code SEND pupils

- Employ ClassCharts to be the hub of identification for our K Code pupils DJM
- Provide external LA CPD on specific areas of SEND LEL
- Regularly share effective teaching and learning strategies to engage our SEND Pupils LEL
- Progress of SEND pupils is a whole school Appraisal target DJM

2 Relaunch of Whole School Literacy programme

- Literacy co-ordinator to deliver INSET training on Providing Structured Talk DJM
- Regular sessions on the whole school CPD programme promotes training on Providing Structured Talk DJM
- Reissue protocols around key Literacy interventions such as DEAR Time and Rescue Reading DJM
- Providing Structured Talk opportunities is a whole school Appraisal target DJM

3 Improve the CPD plan for the whole year

- Ensure the CPD plan is built around our 3 main priorities; Behaviour and Attendance, Literacy and SEND DJM

Priority 3 – Behaviour and Attitudes

1 To significantly improve attendance to pre-pandemic national levels

- Attendance policy to clearly identify an efficient, effective route that monitors and escalates attendance issues through to fining and prosecution SFO
- Implement and use software (SOL & WONDE) to maximum effect so as to ensure operational effectiveness of attendance administration SFO
- Revise the parental engagement and communication strategy for addressing poor attendance, including a schedule for ensuring First Day Contact and Attendance Meetings are more efficient and capture clear student and parent voice SFO

2 To maintain the consistency of B4L

- Delivery of INSET and re-launch of PRAISE with staff and pupils SFO
- Pop-ins to have a clear focus on classroom culture, specifically with regard to use of stages SFO
- Undertake Staff, pupil and parent voice to gauge how well B4L continues to be understood SFO

3 Explore opportunities within the curriculum and Form Time for a 'behaviour curriculum'

- Establish through staff voice what significant learning behaviours they face within the classroom SFO
- Establish through pupil voice PASS surveys their feelings towards school and systems SFO
- Establish a cross-curricular working party to refine a behaviour curriculum that compliments the core principles of B4L SFO

Priority 4 – Personal Development

1 Mentoring & Cognitive Behaviour Therapy

- Identify cohort of pupils in need of weekly mentoring – who, when, why? SFO
- Identify strengths and training needs in the existing team to deliver bespoke mentoring e.g trauma informed, Lego therapy SFO
- Compile clear timetable and schedule along with QA cycle SFO

2 Track mentoring and its efficacy and develop case studies of success

- Use data and feedback processes to monitor efficacy of interventions SFO
- Identify pupils who need more, and those who need less mentoring SFO

3 Careers

- JRO to complete Careers Leader Training PGCE SFO
- Termly careers newsletter to be written and posted on the school website. Utilise departmental contribution for subject specific careers opportunities SFO
- Utilise Unifrog to map all areas of Gatsby Benchmark Compliance and run reports SFO

Priority 5 – Effectiveness of Leadership and Management

1 Implement the Governors vision statement.

- Governors agree vision statement JDM
- Vision Statement shared with all stake holder JDM

2 To implement a three year strategy for Staff Well Being

- Undertake Mental Health and Wellbeing lead PGCE training SFO
- Devise a three year strategy for addressing mental health in school SFO
- Develop a ‘Mental Health and Wellbeing’ cross curricular road map, identifying clearly where we address mental health within the existing curriculum and exploiting areas not yet addressed SFO

3 To deliver and record appropriate safeguarding training and updates throughout the year.

- Update staff and governors regarding KCSIE 2023 SFO
- Implement an INSET and training calendar linked to Safeguarding Priorities 2023/2024, encapsulating statutory requirements and induction of new staff, supplemented by bulletin and newsletter SFO
- Develop a 3 year safeguarding strategy for ensuring continued compliance with statutory guidance and best practice SFO

4 To re-establish E-safety group and priorities

- Develop a three year strategy working towards external validation and award for E-safety practices SFO
- Conduct a Cyber and Security audit to measure compliance and best practice. SFO
- Identify the e-safety priorities and issues affecting us locally SFO

5 Implement the school SEND strategy

- The SEND agenda has regular inputs on Tuesday night CPD sessions DJM
- An appraisal objective for all staff is specific to SEND and the classes they teach DJM
- Use of ClassCharts to inform staff of pupils on the register and teaching strategies to use with them DJM

Priority 6 Improve Effectiveness of Sixth Form

1 Review of Sixth Form recruitment programme and processes.

- An audit of current provision to be completed and an action plan created to move forward DJM

2 A calendar of events to be produced with activities to improve pupil aspirations

- Calendared events throughout the year to raise awareness of the 6th form amongst KS 4 pupils DJM

3 Review Salad Days to be more relevant to sixth formers

- Produce an audit and needs analysis for sixth form salad activities and then build it into the programme ERL