

School Improvement Plan 2021-22 Key themes and SLT link

Priority 1: The effectiveness of the Catholic Life of the school	
1. Develop staff confidence in leading and participating in worship.	
INSET on how to deliver The Way and the end of the day prayer	Miss Brough
Monitoring by SLT to restart to ensure quality of delivery	
Student Voice on the delivery of the end of day prayer	
2. Develop staff confidence in leading and participating in worship.	
INSET on how to deliver The Way and the end of the day prayer	Miss Brough
Monitoring by SLT to restart to ensure quality of delivery	
Student Voice on the delivery of the end of day prayer	
3. Improve recruitment from catholic feeder schools	
All Y4/5 students to be invited to lessons at school once a year from all 3 local catholic feeders	Mr Forrester
Recruitment plan for catholic feeders to be created and implemented	
Bus fund to be publicised at St Cuthbert's and St Bede's	Miss Brough
4. Increase pupil participation in assemblies and worship	
HOY/RE and English dept to nominate confident prayer leaders, public speakers to participate initially to encourage other pupils	Miss Brough
All assembly plans including pupil participation list to be sent to JMB 2 weeks prior to assembly	
Assembly protocols to be reviewed and examples of good practice shared with key staff	
Chaplaincy pupil group to be created to encourage volunteers to participate and share their ideas	
5. Review KS 5 curriculum	
Y10/11 Student Voice on their interest in RE in 6th Form	Miss Brough
Research and review possible alternative / new courses	
Strategy on how to improve recruitment and engagement in KS5	Mrs McAree

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Priority 2: Quality of Education	
1. Raise aspirations and self-motivation of pupils	
Create a focus group to implement a long term strategy	Miss Brough
Provide more opportunities for students to experience the wider world	Senior Leadership Team
Tutor Time activities once a term to review their goals and how to achieve them	Mr Forrester
2. Develop independent learning further including hw	
PIXL inset for staff reoccurring throughout the year so pupils are provided with interesting and relevant activities to complete independently	Miss Brough
Termly meeting for small groups of subject leaders to share ideas and good practice	
Review of homework policy and strategy including pupil voice	
Depts have a bank of independent learning resources which are used regularly	
3. Improve quality of feedback on student work	
Scheduled Subject Leader time to assess quality of feedback	Miss Brough
Dept time to be used to share examples of good practice once each half term	
INSET on what good feedback looks like	
One to one interventions with staff who require individual support	
4. Review KS 3 data system	
Fortnightly meetings to discuss possible changes and research alternatives	Mr Orton
Share updates with Curriculum Team for feedback	
Trial with a Year group to measure efficacy. Provide staff training and update policy	Miss Brough
5 SEND	
SEND training to improve quality of teaching for SEND pupils. All depts have a SEND objective to improve the quality of send teaching on SIP	Miss Brough

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Priority 3: Behaviour and Attitudes	
1. Provide further training for SENDCo and Pastoral leaders	
SENDCo to start diploma	Mrs McAree
Biweekly line management meetings with one to one CPD and interventions	
SENDCo/Pastoral leaders to have CPD to focus their priorities, effectiveness and impact. ACM	
2. Pupil voice to be used to inform improvements to pastoral care and wellbeing. 50% of pupils asked to be disadvantaged/ SEND	
Pupils voice across year groups to gather their views.	Mrs McAree
Feedback to be provided to pupils so that can see they have been listened to and informed of changes made.	
Pupil voice questions revisited after 6 months to evaluate impact.	
3. Positive attitude to learning and a love of learning to be further developed	
Progress meetings to identify underachieving pupils and start mentoring sessions with them. Focus on disadvantaged and SEND	Mr Forrester
Challenge passivity in lessons through consistent use of Behaviour for Learning stages	Mr McAuley
Discussions with pupils as to why they are in isolation. Strategies and mentoring in place to modify behaviour and make the most of learning experiences in the classroom. Focus on disadvantaged pupils	Mrs McAree
4. Attendance of PP and SEND pupils to improve	
SAM days held with Attendance Officer speaking to specific pupils	Mrs McAree
Attendance an agenda item in weekly Pastoral support meetings to identify key pupils and actions ACM	
Action plans to be implemented for specific pupils	
5. Focus on well being	
Write and publish the wellbeing policy and implement	Mrs McAree
Wellbeing information to be widely available in school	
Sexual harassment to be a priority with it as an agenda item in meetings	Mr Forrester

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Priority 4: Personal Development	
1. Further develop the HRSE & British Values Curriculum with inclusion of positive characteristics and values we want to develop in our pupils	
Monitoring of quality and impact of SALAD day provision in terms of communication skills and development of understanding around a range of topics covered	Mr Forrester
Developing Jesuit Pupil Profile Slides to be incorporated into KS3 Schemes of Work in HRSE	
Embed notable events linked to cultural capital and HRSE into Sixth Form tutor time	
Monitor the delivery of the British Values element of the curriculum in all subject areas	
2. Develop Careers Programme further to incorporate new CDI framework	
Develop a 'Careers Learning Journey' to be mapped to the 2021 CDI Framework and shared with parents and pupils	Mr Forrester
Implement 'Step' resources to be incorporated into Sixth Form Tutor Time	
To develop the role of the STEM champion in order to further strengthen and promote technical and apprenticeship opportunities beyond school SFO	
3. To further secure intended destination and actual destination practices	
To make CIAG meetings compulsory on Parents' Evening and secure greater involvement and support from parents in 6th Form	Mr Forrester
Incorporate exit interviews with CIAG coordinator for Y13 pupils and parents when leaving after examinations	
To target undecided pupils with more regular one-to-one and small group CIAG	
Priority 5: Effectiveness of leadership and management	
1. Share SEF and SIP with staff and parents in an abridged version	
Mission statement to all at start of the year	Mr McAuley
Share the Self-evaluation bullet points and improvement priorities for the year ahead in the Autumn term.	
Ensure all documents are on the website and parents/staff are alerted of this	
2. Parental Survey after year in new school and a follow up to remote learning survey	
Continue to evaluate parental voice and get a greater understanding of life at the new site	Mr McAuley
Feedback to parents on the resulting actions/changes from their feedback.	
3. Governor staff survey in school improvement issues and continue regular staff voice throughout the year	
Further develop regular staff surveys and have a themed calendar throughout the year.	Mr McAuley
Feedback to staff on the resulting actions/changes from their feedback.	
4. Pandemic recovery	
Full review of where we are and what we need to do to catch up	Mr McAuley
5. Accountability through middle leader meetings	

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Middle leaders training to further develop leadership skills, focussing on curriculum development	Miss Brough
6. Continue the development of the Governing Board to ensure its effectiveness in carrying out its key functions.	
Undertake a co-ordinated programme of governor training related to key school activities and processes to increase awareness and understanding.	Governors
Enhance communication with stakeholders to better inform strategic priorities.	
Formalise and implement self-evaluation practice to improve Board's performance against key functions and responsibilities.	

Priority 6: Sixth Form Provision	
1. Recruitment program to attract pupils into the 6th form	
Calendared events throughout the year to raise awareness of the 6th form amongst KS 3 and 4 pupils	Mrs McAree
Questionnaire to be completed by KS4 pupils asking what they want from the 6th form ACM	
Opportunities for Year 11 pupils to visit 6th form area of the school and see first-hand what is on offer.	
2. Retention rates to be improved	
Concerns about pupils to be raised with SIH within first month of starting course	Mrs McAree
Individual conversations with pupils about progress and ability to manage work and requirements of A Level subjects	
Interventions to support pupils remain on track in subjects and not fall behind.	
3. Aspirations of pupils in the 6th form to be raised	
Outside speakers to raise awareness of destinations and University life specifically for pupils in receipt of a bursary.	Mrs McAree
Pupils made aware of MOOCS that they can complete to develop portfolios	
Further careers advice to develop aspirations and future destination choices	Mr Forrester
4. Independent study of 6th formers to be developed	
Protocols for study room and common room	Mrs McAree
Personalised interventions for pupils to increase independent study	
LRC session for pupils regarding how to use the LRC and carry out effective research	