

Priority 1: The effectiveness of the Catholic Life of the school

1. **Increase the number of pupils who wish to study at A Level.**
 - RE dept to promote A Level RE in lessons ACM
 - Taster sessions delivered to Y11 ACM
2. **Provide additional support for staff in the dept to develop their subject knowledge and skills**
 - Training plan to be created for CPD across the dept. ACM
 - Coaching for staff DJM
 - SOW to be reviewed with more challenge introduced. ACM
3. **Help to develop pupil's understanding of the role God plays in their lives.**
 - To be discussed at weekly chaplaincy meetings and a plan developed DJM
4. **Develop links with catholic feeder schools to ensure catholic pupils continue their catholic education**
 - Create a schedule for catholic primary schools to regularly visit the school SFO

Priority 2: Quality of Education

1. **Raise aspirations and self-motivation of pupils**
 - Create a focus group to implement a long term strategy DJM
 - Develop and implement CIAG strategy for disadvantaged and SEND pupils across all year groups SFO
 - Provide more opportunities for students to experience the wider world SFO
2. **Implement KS3 data system to include rankings**
 - Change data recording systems for YR7/8 to a ranking system AEO
 - Pupil voice to check their understanding of the current data systems AEO
 - Staff voice to check their understanding of the current data systems and feedback on the changes AEO
3. **Launch a teaching and learning development programme for key staff**
 - Coaching plan created for staff who have been identified as needing informal support following drop ins. DJM
4. **Provide staff with more information on SEND pupils**
 - SENDCo to provide Pupil Passport for all SEND pupils, including regular updates as pupils progress DCG
 - SEND CPD plan to be produced DCG
5. **Improve pupils oracy levels**
 - All staff to have an appraisal target linked to oracy or pupil participation DJM
 - Deliver whole staff INSET around oracy SFO
6. **Improve opportunities for Middle Leaders to collaborate together**
 - Pair up SL to share expertise in LM meetings DJM
7. **Increase opportunities for pupil participation to reduce levels of passive learning.**
 - All staff to have an appraisal target linked to oracy or pupil participation DJM
 - Curriculum Team agenda to include opportunities to share ideas for pupil participation DJM

Priority 3: Behaviour and Attitudes

1. **Safeguarding training for pastoral leader and SENDCo training**
 - SENDCo to complete Diploma DCG
 - Biweekly line management meetings with one to one CPD and interventions SFO
 - SENDCo and Pastoral Team to be provided with CPD to focus their priorities, effectiveness and impact. SFO
2. **Improve quality of Pupil Passports and more secure outcomes from the Early Help Process**
 - Share exemplars of good practice and 'bottom line' documents with Pastoral Team to ensure minimum standard exists for passports and Early Help SFO
 - Utilise line management to audit Early Help and Pupil Passports, ensuring HOY take responsibility for auditing and holding team to account HOY

- Outcomes from Early Help to evidence that appropriate external supports have been applied for and are in place HOY
3. **Pupils with high levels of anxiety/need to be targeted for mentoring and cognitive behaviour therapy**
 - Identify list of pupils in need of mentoring HOY
 - Mentoring to take place with an agreed, formalised timetable of delivery HOY
 - Identify high-frequency pupils in isolation and implement strategies/mentoring to modify behaviour and make the most of learning experiences in the classroom. Focus on disadvantaged pupils HOY
 4. **Attendance of PP and SEND pupils to improve**
 - Review of attendance policy and updated to reflect DFE advice and guidance July 2022 CLA
 - Attendance an agenda item in Pastoral support meetings to identify key pupils and actions CLA
 - Pastoral team to take greater ownership of persistent absentees by liaising with CLA regularly CLA
 5. **Pupil engagement with adults at social time to improve**
 - Write and publish the wellbeing policy; develop pastoral aspect of the website to reflect wellbeing and sign post a greater wealth of resources SFO
 - Sexual harassment to be a priority with it as an agenda item in meetings SFO
 - Wellbeing information to be widely available in school for both pupils and staff SFO
 6. **Pupil's passivity to life needs to be challenged**
 - Themes to be explored in Assembly SFO
 7. **KCSIE Training for Governors**
 - Governor training to be arranged SFO

Priority 4: Personal Development

1. **Improved pupil participation in extra-curricular activities, particularly SEND and PP 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 ERL
 - Developing Jesuit Pupil Profile to be incorporated into KS3 Schemes of Work in wider school curriculum. SFO
2. **Develop a 6th Form HRSE programme**
 - Identify a 'slot' on school timetable for Sixth Form to be formally taught HRSE SFO
 - Develop curriculum for Sixth Form HRSE SIH
 - QA delivery of Sixth Form HRSE ERL
3. **Alignment of Parliament and Sixth Form Council with more examples of you said, we did!**
 - Hold parliament elections SFO
 - Identify Sixth Form council members to host the parliament and chair the meetings SIH
 - Feedback from SLT/JDM about issues raised from parliament to Parliament SFO

Priority 5: Effectiveness of leadership and management

1. **More surveys with staff to ensure robust staff voice**
 - Termly staff voice to be produced – you said – we did JDM
 - Share the Self-evaluation bullet points and improvement priorities for the year ahead in the Autumn term. JDM
2. **Use parental voice to gather feedback on school progress**
 - Termly parental voice JDM
3. **To enhance the effectiveness and efficiency of the governing board by implementing the recommendations of the external governance review**
 - To go through the recommendations at Governors and appropriate sub groups and implement as decided. AY
4. **To refresh the governors' vision statement for the next phase of development of the school**

- Create group to establish the vision and present to governing board for agreement AY

Priority 6: Sixth Form Provision

- 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 SIH
- 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 activites and then build it into the programme ERL