

*Tanners Wood Primary School*  
**2015 - 2016**

*School Development Plan*



## Section 1: Leadership and Management

Objective	Expected Benefits	Actions 2015 - 2016	Involved	Costs				
<p>1.1 To appoint a substantive head teacher</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Standards</td></tr> <tr><td></td></tr> </table>	Links	Equalities	Standards		<p>Stability of leadership at Tanners Wood</p>	<ul style="list-style-type: none"> <li>-to advertise for HT</li> <li>-plan with HIP dates for shortlisting and interview</li> <li>-action plan in the event HT not appointed</li> </ul>	<p>FGB LA-HIP</p>	<p>£3000</p>
Links								
Equalities								
Standards								
<p>1.2 To develop clear roles and responsibilities within SLT</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Standards</td></tr> <tr><td>PPG</td></tr> </table>	Links	Equalities	Standards	PPG	<p>Clear clarity of roles for all staff Distributive leadership used effectively</p>	<ul style="list-style-type: none"> <li>-SLT meeting to clarify roles</li> <li>-clear JD for all staff</li> <li>-monitoring cycle clearly defines responsibilities</li> <li>-monitoring impacts on outcomes throughout school</li> <li>-review and clarify role of new SENCo and INCo</li> <li>- review JD / role of replacement SBM, advertise and appoint to meet the needs of the school</li> </ul>	<p>IHT DHT SLT GB</p>	<p>n/a</p>
Links								
Equalities								
Standards								
PPG								
<p>1.3 To further develop middle management so all aspects are outstanding</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Standards</td></tr> <tr><td>PPG</td></tr> </table>	Links	Equalities	Standards	PPG	<p>Well led subjects/ school areas will improve more rapidly, benefitting staff development and pupil learning</p> <p>Pupils will progress faster and attain higher in well led curriculum areas</p>	<ul style="list-style-type: none"> <li>-develop induction for new subject leaders</li> <li>-Each subject leader will produce a development plan setting out their objectives and actions for the year (By end of October 2015)</li> <li>-Subject leaders will evaluate and develop their curriculum areas through gaining recognised quality marks for subjects i.e. Primary Languages Mark/ Science Award (Throughout the year)</li> <li>-Subject teams will use their monitoring and information from staff development priorities to inform their development work (From October 2015)</li> <li>-Subject leaders will develop subject knowledge and teaching strategies for their area of responsibility throughout the year (From October 2015)</li> <li>-Subject leaders to co-ordinate work with their link governors so that all leaders have a detailed understanding of the developments in each area (Autumn 2015)</li> <li>-Subject leaders will monitor and review the progression data on a termly basis – with support from SLT (Autumn 2015)</li> </ul>	<p>Subject Leaders SLT All Staff TLA Governors –T&amp;L</p>	<p>Award costs vary from £200 - £900 – each award would be costed on relevance and benefit</p> <p>TLA package</p>
Links								
Equalities								
Standards								
PPG								



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		<ul style="list-style-type: none"> <li>-Each Subject leader will review its impact every term against its development plan (December 2015, March 2016, July 2016)</li> <li>-TLA used to support development of English and Maths subject leaders</li> </ul>							
<p><b>1.4</b> To ensure that pupils receive excellent standards of education</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Standards</td></tr> <tr><td>PPG</td></tr> <tr><td>Ofsted Action</td></tr> </table>	Links	Equalities	Standards	PPG	Ofsted Action	<p>Excellent standards means that pupils make outstanding progression throughout the entire school and attain in line and above national standards at the end of primary</p>	<ul style="list-style-type: none"> <li>-Ensure that the presentation of work {Handwriting} and the basic skills {x tables/ spelling and grammar} of pupils are focused on throughout the school (ongoing)</li> <li>--Use SENco and INCo to provide targeted interventions across school including SEB</li> <li>-Continue to develop the standards of teaching across all subjects through supportive developmental work with all teachers across the range of subjects including team teaching with SLT (ongoing)</li> <li>-Encourage staff to engage with their own development projects</li> <li>-Use external links and opportunities for staff to train others as a means to develop staff (ongoing)</li> <li>-Plan for the development of all support staff and engage TA's in development projects (ongoing)</li> <li>-arrange visits to others schools including Warren Dell for CT and TA's</li> </ul>	<p>All Staff SLT Subject Leaders Governors T&amp;L</p>	<p>Training and development budget</p>
Links									
Equalities									
Standards									
PPG									
Ofsted Action									
<p><b>1.5</b> To further develop governance of the school so that all aspects are outstanding</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Standards</td></tr> </table>	Links	Equalities	Standards	<p>-Governors who are effective provide the right balance of challenge and support to ensure that the school continues to grow and develop to the benefit of its community</p>	<ul style="list-style-type: none"> <li>-Ensure that governors have undertaken relevant update training (September 2015 – 2016)</li> <li>-Maintain the governor work plan to provide opportunities to plan for regular visit foci for governor's regular visits (September 2015)</li> <li>-Governors to work closely with their related subject leadership team (Autumn 2015 onwards)</li> <li>-Governors to prepare termly summaries to parents (From December 2015)</li> </ul>	<p>Governors-FGB Subject Leaders SLT</p>			
Links									
Equalities									
Standards									
<p><b>1.5</b> To facilitate parent and community involvement in the school</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Standards</td></tr> </table>	Links	Equalities	Standards	<p>Schools are a public service in the community and as a community school we should seek to develop and support the wider community to the benefit of our children</p>	<ul style="list-style-type: none"> <li>-Further develop information sessions for parents</li> <li>-Continue to develop parent involvement in fundraising</li> <li>-Continue to use external providers for additional parent group work</li> <li>-use INCo as FSW alongside partnership FSW effectively</li> <li>-look at introducing specific support for EAL parents</li> <li>-Continue to use mixed methods of communication – email, text, social media and website – to advertise school events (ongoing)</li> <li>--Promote the work of the school with the community</li> <li>- continue to work closely with Children's Centre</li> </ul>	<p>Parents All Staff Governors-FGB</p>	<p>Communication systems</p>		
Links									
Equalities									
Standards									
<b>Actions 2016 - 2017</b>			<b>Involved</b>	<b>Costs</b>					



<ul style="list-style-type: none"> <li>-Review new governor audit and subject development plans, reshaping them for the next academic year (March/ April 2016)</li> <li>-Identify with SLT any subjects to become whole school priorities in 2016-2017 and allocate funding and time to develop them (April 2016)</li> <li>-Continue to think of ways to involve parents and the community in the work of the school</li> </ul>	All staff	Training budget
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## Section 2: Education Standards

Objective	Expected Benefits	Actions	Involved	Costs					
<p><b>2.1</b> To sustain and develop teaching standards (50% outstanding and 100% Good)</p> <table border="1"> <tr> <td>Links</td> </tr> <tr> <td>Equalities</td> </tr> <tr> <td>Pupil Premium</td> </tr> <tr> <td>Ofsted Action</td> </tr> <tr> <td>Standards</td> </tr> </table>	Links	Equalities	Pupil Premium	Ofsted Action	Standards	Outstanding teachers make a huge different to the outcomes of all pupils, the better the quality of teaching the better the overall effectiveness of the school.	<ul style="list-style-type: none"> <li>-Use SLT time each week to work alongside teachers to further develop their practice linked to staff development priorities (weekly from September 2015)</li> <li>-Explore research informed methods and new ideas through engaging with literature and CPD around teacher’s own practice (ongoing)</li> <li>-Continue to differentiated staff meetings through targeted work following weekly development and individual development targets (ongoing)</li> <li>-Local authority expertise will be utilized to work alongside school based teacher development (ongoing)</li> <li>-TAs will continue to receive regular staff INSET (ongoing)</li> <li>-Encourage staff to take further opportunities to develop their qualification and professional skills i.e. MAST/ MEd’s etc (ongoing – through performance management)</li> <li>--Enable staff at all levels to explore practice externally to the school to support evaluation and development within the school (ongoing)</li> <li>-To ensure all teachers have same high expectations in history and geography including extended pieces of writing</li> <li>-Continue to develop teacher subject and pedagogical content knowledge to enhance their teaching of all subjects (ongoing)</li> <li>- Continue to develop marking and feedback (including peer and self-assessment) so that feedback in all subjects is effective in promoting rapid progress.</li> <li>- Raise expectations of what pupils can achieve in foundation subjects so that achievement is improved.</li> <li>- Teachers to ensure work is challenging throughout the lesson for all pupils by checking frequently and challenging them further as necessary</li> </ul>	<p>All Staff</p> <p>Subject Leaders</p> <p>TLA</p> <p>SLT</p> <p>Governors-T&amp;L</p>	<p>Training budget</p> <p>TLA package</p>
Links									
Equalities									
Pupil Premium									
Ofsted Action									
Standards									
<p><b>2.2</b> To ensure that all pupils make good and better progress with 80% making outstanding progress (July 2016)</p>	Pupils make good and better progress, attain well and are well prepared for their next learning stage.	<ul style="list-style-type: none"> <li>-to look at introducing a nurture type model for identified children</li> <li>-Interventions and pastoral support to continue and be further refined across school</li> <li>-PPMs will develop into two different meetings, one each term looking at summative data and the other looking through pupil books across subjects to support pupil progress (October 2015 onwards)</li> <li>-Early morning intervention groups will be set up to support pre-teaching, and over-learning for pupils in Y6 (September 2015)</li> </ul>	<p>All Staff</p> <p>Subject Leaders</p> <p>SLT</p> <p>Governors-T&amp;L</p>	<p>Training budget</p> <p>£15,000</p> <p>PPG linked funding</p>					



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<table border="1"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Pupil Premium</td></tr> <tr><td>Ofsted Action</td></tr> <tr><td>Standards</td></tr> </table>	Links	Equalities	Pupil Premium	Ofsted Action	Standards	<p>Pupils from disadvantaged starting points will be able to catch up with their peers.</p>	<ul style="list-style-type: none"> <li>-Sustain and continue to develop teaching so it is 100% good 50% outstanding by July 2016 (ongoing)</li> <li>-Focus on phonics and reading Year R to Year 2 to maintain and raise the number of pupils passing phonics screening test ensuring new teachers to KS1 have outstanding subject knowledge (by June 2016)</li> <li>-Continue to develop the effectiveness of EYFS so an increasing number of pupils attain GLD and an increasing number exceed expectations by the end of Reception (May/ June 2016)</li> <li>-Prepare for the new key stage tests in Year 2 and Year 6 through ensuring that pupils are well prepared in their learning against age-related expectations (by April 2016)</li> <li>- Ensure children are well prepared for reading papers at the end of year 6 by ensuring good practice in teaching reading is consistent through KS2 and that they are able to replicate verbal answers in writing (particularly at the higher levels).</li> <li>- Improve children’s mental fluency through the introduction and consistent use of new fluency and mental calculation documents and disseminating throughout the school the research work begun in the summer of 2014 in years 1 and 3.</li> <li>- Ensure the materials provided to support the teaching of reading throughout KS2 enable children to reach the higher levels of attainment.</li> </ul>			
Links										
Equalities										
Pupil Premium										
Ofsted Action										
Standards										
<p><b>2.3</b> To narrow the gap between pupil premium children and their peers</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Pupil Premium</td></tr> <tr><td>Ofsted Action</td></tr> <tr><td>Standards</td></tr> <tr><td>Teaching Quality</td></tr> </table>	Links	Equalities	Pupil Premium	Ofsted Action	Standards	Teaching Quality	<p>Pupils from disadvantaged starting points will be able to narrow and close the gap with their peers through outstanding progress from outstanding teaching</p>	<ul style="list-style-type: none"> <li>-teachers and TAs to run interventions before school aimed at pre-teaching and over-teaching pupils in year 6</li> <li>-Phonic training for TA’s and new teachers (November 2015)</li> <li>-Provide free breakfast club and homework club (ongoing)</li> <li>-HLTA’s and other TA’s to provide targeted intervention both reading, writing, maths and pastoral across school to support pupil progress in phonics, mathematical fluency, reading and writing (mornings from September 2015)</li> <li>-PPMs will develop into two different meetings, one each term looking at summative data and the other looking through pupil books across subjects to support pupil premium pupil progress (October 2015 onwards)</li> <li>-Provision of enrichment activities i.e. class trips, musical instrument lessons, after school clubs (ongoing)</li> <li>--parent link worker based in school alongside partnership FSW</li> <li>-Regular training and review of pupil premium progress to support pupil progression following PPMs (each half term)</li> <li>-Release time for meetings and meeting preparation (each term)</li> </ul>	<p>All Staff  Governors-FGB  SLT</p>	<p>£</p>
Links										
Equalities										
Pupil Premium										
Ofsted Action										
Standards										
Teaching Quality										



<p><b>2.4</b> To ensure that sports premium is used to develop staff skills and pupil fitness and skills</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Pupil Premium</td></tr> </table>	Links	Equalities	Pupil Premium	<p>Well trained staff are more likely to provide high quality PE lessons improving pupils engagement with sport in later life</p> <p>Fitter pupils will have better health prospects</p>	<ul style="list-style-type: none"> <li>-train staff to use new PE scheme of work and assessment tools (September 2015)</li> <li>-Provide Swimming (KS2) to all pupils in the school (ongoing weekly)</li> <li>-Continue to be part of the local sports partnership and use training to enhance staff skills linked to the new scheme of work (ongoing)</li> <li>-Continue to develop healthy lifestyles through annual health and fitness week (May 2015)</li> <li>-continue to offer a range of clubs for children so that the percentage of pupils attending at least one club increases to 70% by June 2016</li> <li>-Extend interschool and inter-year competitions throughout the year (ongoing)</li> <li>-Revalidate the healthy schools award 2015-2018</li> </ul>	<p>All staff</p> <p>PE leader</p> <p>Governors T&amp;L</p>	<p>£8000</p>		
Links									
Equalities									
Pupil Premium									
<p><b>2.5</b> To develop the wider engagement of the community in the successes of pupils</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Sport Premium</td></tr> <tr><td>Standards</td></tr> <tr><td>Pupil Premium</td></tr> </table>	Links	Equalities	Sport Premium	Standards	Pupil Premium	<p>Communities that are involved in their children’s learning support their children to learn.</p>	<ul style="list-style-type: none"> <li>-Develop further partnerships with other schools and educational settings to promote diversity in curriculum enrichment</li> <li>-Promote friendly competitions between schools and year groups in inter-school and inter-year sports matches (Sport premium link – ongoing)</li> <li>-- -Build and sustain international links and ACHIEVE the International Schools award 2015-2018 (September 2016)</li> </ul>	<p>All staff</p> <p>Wider community</p> <p>Governors-FGB</p>	<p>Funded</p> <p>Free</p>
Links									
Equalities									
Sport Premium									
Standards									
Pupil Premium									
<b>Actions 2016 - 2017</b>				<b>Involved</b>	<b>Costs</b>				
<ul style="list-style-type: none"> <li>-Review new governor audit and subject development plans, reshaping them for the next academic year ( April 2016)</li> <li>-Identify with SLT any subjects to become whole school priorities in 2016-2017 and allocate funding and time to develop them (April 2016)</li> <li>-Continue to develop pupil outcomes so that pupils leave Tanners Wood at or above average from disadvantaged starting points (Summer 2016/2017)</li> </ul>									

<b>Section 3: Behaviour and Safety</b>							
Objective	Expected Benefits	Actions	Involved	Costs			
<p><b>3.1</b> To promote and sustain positive learning behaviours</p> <table border="1"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Standards</td></tr> </table>	Links	Equalities	Standards	<p>Pupils who develop positive learning behaviours are ready to learn and more likely to continue learning throughout adulthood.</p>	<ul style="list-style-type: none"> <li>-To provide opportunities to develop pupils’ British Values by using assemblies, collective worship and PSHCE work throughout the year (September 2015 ongoing)</li> <li>-continue to develop nurture provision and other pastoral interventions</li> <li>-embed good leaning behaviours throughout the curriculum and celebrate in achievement assemblies</li> <li>- Regularly refresh behaviour procedures through staff training and assemblies, so that approaches are consistently implemented</li> </ul>	<p>All Staff</p> <p>Parents</p> <p>Governors-T&amp;L</p>	<p>Resources and reprographics £200</p>
Links							
Equalities							
Standards							



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<p>3.2 To continue to develop and sustain effective safeguarding procedures to ensure pupils and staff are safe</p> <table border="1" data-bbox="107 421 394 523"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Standards</td></tr> </table>	Links	Equalities	Standards	<p>Safeguarding is a key principle of schools. Well trained and aware staff can provide the needed actions and support to benefit pupils.</p>	<ul style="list-style-type: none"> <li>-Provide all staff with Level 1 update training in child protection as annual refresher (September 2015) catch up new starters in their first week if joining school over than September</li> <li>-DSPs to undertake further level 2 training as part of their annual training update, ensuring the diversity of training within the DSP team (ongoing)</li> <li>-Provide parent-volunteer safeguarding training (termly)</li> <li>-Host e-safety/ fire safety/ anti-bullying parent meetings (ongoing)</li> <li>-Further develop pupil behaviour so pupils and parents continue to feel safe in school (ongoing)</li> <li>-ensure staff understand and can meet their responsibilities of prevent duty -HT to attend relevant training</li> <li>-e-safety training for staff(September 2015)</li> <li>- INCO to complete Level 2 training</li> <li>- Involve children and parents in Kidscape training (Autumn 15)</li> </ul>	<p>All Staff DSP Team Safeguarding governor Parents Governors-FGB</p>	<p>Training costs for Level 2 training £200 each</p>
Links							
Equalities							
Standards							
<p>3.3 To raise the attendance of learners to 97% or better (April 2016)</p> <table border="1" data-bbox="107 847 394 949"> <tr><td>Links</td></tr> <tr><td>Equalities</td></tr> <tr><td>Standards</td></tr> </table>	Links	Equalities	Standards	<p>Pupils who attend school regularly attain higher and have better educational outcomes</p> <p>Pupils who attend regularly benefit from teaching and learning</p>	<ul style="list-style-type: none"> <li>-Attendance to be monitored weekly with pupils causing concern (less than 95%) will be informed they are causing concern (ongoing)</li> <li>-Weekly attendance displayed outside classrooms (September 2015 – July 2016)</li> <li>-Half Termly attendance assemblies will be held to celebrate 100% and near 100% attendance (Summer, Autumn and Spring)</li> <li>-Where attendance fails below 92% attendance measures put in place to support families to improve attendance (ongoing)</li> <li>-Weekly attendance awards to promote and celebrate attendance each week, with cumulative awards (weekly)</li> </ul>	<p>Attendance/ Office All staff Parents Governors-FGB</p>	<p>Reward costs</p>
Links							
Equalities							
Standards							
<b>Actions 2016 – 2017</b>			<b>Involved</b>	<b>Costs</b>			
<ul style="list-style-type: none"> <li>-Continue to promote good attendance at school through consolidating 97%+ (By April 2017)</li> <li>-Continue to review and develop safeguarding and behaviour in school (ongoing)</li> <li>-Review and develop learning behaviour work to adapt and refine the learning behaviours through the school (by April 2017)</li> </ul>							

## Section 4: Equalities

Objective	Expected Benefits	Actions	Involved	Costs
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<p><b>4.1</b> To narrow the attainment between different groups within the school</p> <p><b>Links</b></p> <table border="1"> <tr><td>Pupil Premium</td></tr> <tr><td>Standards</td></tr> <tr><td>Ofsted</td></tr> </table>	Pupil Premium	Standards	Ofsted	<p>Pupils will achieve outcomes that will mean that they are not disadvantaged educationally</p>	<ul style="list-style-type: none"> <li>-Continue to improve the quality of teaching and rates of pupil progress throughout the school (by April 2015)</li> <li>-Governors (T&amp;L committee) to monitor progress and attainment of all groups (termly)</li> <li>-Use pupil premium funding to support reducing the gap between pupil premium children and their peers (by April 2016)</li> <li>-Pupils from all groups will make good and better progress (ongoing)</li> <li>-Pupils will outperform national progress expectations across key stages (by April 2016)</li> <li>-Use staff training to promote good progress of all groups of pupils (by April 2016)</li> <li>-Regularly review the progression of pupils through PPMs and plan interventions (ongoing)</li> </ul>	<p>All staff</p> <p>Governors-T&amp;L</p>	
Pupil Premium							
Standards							
Ofsted							
<p><b>4.2</b> Promote the engagement of the whole school community</p> <p><b>Links</b></p> <table border="1"> <tr><td>Pupil Premium</td></tr> <tr><td>Standards</td></tr> </table>	Pupil Premium	Standards	<p>Everyone has the right to be included and valued in our community.</p>	<ul style="list-style-type: none"> <li>-Provide English language lessons for parents in association with HAFLS</li> <li>-Evaluate and review equalities in the school as part of the four year equality plan and as validate the equalities of the school against the Equalities Award (Summer 2016)</li> <li>-Provide opportunities for parents to access the school in different ways through parent meetings, Parent council, stay and learn, fundraising opportunities and volunteering (ongoing)</li> <li>-To promote the positive engagement of parents and carers through consultation of their views (ongoing)</li> <li>-Review the accessibility plan for the school and link this with the feedback for the health and safety audit (Summer 2016)</li> <li>-Develop the understanding and acceptance of different groups through work on racism, anti-bullying and anti-homophobia (ongoing)</li> <li>-Complete and follow the equalities plan (May 2015 – April 2016)</li> </ul>	<p>All staff</p> <p>SENCo/ Inco</p> <p>SLT</p> <p>Governors- FGB</p>		
Pupil Premium							
Standards							

Section 5: Premises				
Objective	Expected Benefits	Actions 2015 - 2016	Involved	Costs
<p><b>5.1</b> To continue to improve the learning environment</p>	<p>A positive and well resources learning environment support pupil progress</p> <p>Environments that are well cared for represent outwardly an effective learning institution.</p>	<ul style="list-style-type: none"> <li>-further develop outside areas</li> <li>-develop current after school club room into a classroom ready for September 2016</li> </ul>	<p>Head</p> <p>Site manager</p> <p>Governors-R&amp;P</p>	<p>£5000</p> <p>£12000</p> <p>£10000</p>





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<p><b>5.2</b> To maintain and upgrade the school premises</p>	<p>A positive and well resources learning environment support pupil progress</p> <p>Environments that are well cared for represent outwardly an effective learning institution.</p>	<ul style="list-style-type: none"> <li>-Replace external gates to further ensure safety i.e. higher gates</li> <li>-repaint halls and corridors starting Summer 2015</li> <li>-paint classrooms on a rolling programme</li> <li>-replace some classroom desks</li> </ul>	<p>Site manager</p> <p>HT</p>	<p>£2000</p> <p>£1000</p> <p>£1000</p>
<b>Actions 2016 - 2017</b>			<b>Involved</b>	<b>Costs</b>
<p>-Summer 2016 Purchase 1 new laptop trolley and laptops</p>				<p>£9000</p>