



**Ox Close Primary School  
School Improvement Plan  
2020 - 2021**

## Aspirational Targets for 2020 - 2021

### Aspirational Target - EYFS 2021:

<b>Good Level of Development</b>	76%*
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*\*To be reviewed following Baseline monitoring in October 2020.*

### Aspirational Target – Phonics Screening Y1:

<b>Pass Y1 Phonics Screening Summer Term 2021</b>	81%
<b>Pass Y2 Phonics Screening Autumn Term 2020</b>	86%

### Aspirational Targets - Key Stage One 2021:

	Expected Level	Working at Greater Depth
<b>Maths</b>	86%	26%
<b>Reading</b>	82%	26%
<b>Writing</b>	75%	17%

### Aspirational Targets - Key Stage Two 2021:

	Expected Level	Higher Score
<b>Maths</b>	90%	35%
<b>Reading</b>	88%	35%
<b>Writing</b>	86%	26%
<b>GPS</b>	88%	38%
<b>RWM</b>	86%	26%

Target/Outcome	Actions	Resources	Person responsible	Timescale	Evaluation
<p>To further accelerate progress of vulnerable groups in order to narrow the attainment gap.</p>	<p>Pupil Premium:</p> <ul style="list-style-type: none"> <li>- Monitor provision of intervention through learning walks (<b>Follow Risk Assessments</b>)</li> <li>- Monitor outcomes of intervention through talking to staff and pupils (<b>Virtually if necessary</b>)</li> <li>- Focus on improving writing outcomes with a focus on continuing this across the wider curriculum.</li> <li>- Ensure that there is a focus on improving attainment of pupil premium children.</li> </ul> <p>SEND:</p> <ul style="list-style-type: none"> <li>- Work alongside outside agencies to ensure interventions match the needs of the children.</li> <li>- Monitor provision of intervention through learning walks.</li> <li>- Time to be built in so that SENCo can strategically monitor and manage SEND across the school.</li> </ul> <p>Boys:</p> <ul style="list-style-type: none"> <li>- Staff to plan topics around current boy interests.</li> </ul> <p>Additional Vulnerable Groups:</p> <ul style="list-style-type: none"> <li>- Reception to Y1</li> <li>- Y2 to Y3</li> <li>- Children returning from COVID that have been identified as making less than expected progress.</li> </ul>	<p>Intervention Tracking System</p> <p>EDA support if required</p> <p>Use of SENCO Time</p>	<p>DH and AB</p> <p>DH and AB</p> <p>DH, AB, SH and MB</p> <p>AB/SENCO</p> <p>AB/SENCO</p> <p>AB/SENCO</p> <p>DH and AB – to monitor subject areas.</p> <p>DH and AB</p>	<p>Termly</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Termly</p> <p>Ongoing</p> <p>Ongoing</p> <p>September 2020 and then ongoing</p>	

<p>To increase the proportions of children working at greater depth in all areas of the curriculum, with a particular focus that a greater number of children leave KS2 working at greater depth.</p>	<ul style="list-style-type: none"> <li>- Monitor provision of intervention through learning walks. (Follow Risk Assessments)</li> <li>- Monitor outcomes of intervention through talking to staff and pupils. (Virtually if necessary)</li> <li>- Use of EDA's to moderate and evaluate practice. (Virtually if necessary)</li> <li>- Look at in class groupings of children to ensure that they match the needs of the children.</li> <li>- Half-termly pupil progress meetings to be held with SLT.</li> <li>- Targets to be reviewed by class teachers, Executive Head Teacher and Head of School on a termly basis.</li> </ul>	<p>EDA Support - £600</p>	<p>DH and AB</p> <p>DH and AB</p> <p>DH</p> <p>DH and AB</p> <p>AB</p> <p>DH and AB</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Autumn Term 2020</p> <p>Ongoing</p> <p>Half Termly</p> <p>Termly</p>	
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## Effectiveness of Leadership and Management

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
<p>To continue to ensure that safeguarding is effective.</p>	<ul style="list-style-type: none"> <li>- Complete Safeguarding Audit alongside Lead Governor for Safeguarding.</li> <li>- Weekly meetings to held between Designated Lead and Deputy Designated Lead.</li> <li>- Fortnightly reviews with PSA/Attendance Manager. (A dapt due to COVID)</li> <li>- Monthly meeting with SLT team to identify pupils who may be at risk and discuss ongoing safeguarding cases. (Virtual)</li> <li>- New staff to receive induction and training in Safeguarding.</li> <li>- Current staff to have refresher training in September to ensure that records on CPOMs are accurate.</li> <li>- All staff to have refresher training following COVID updates in September 2020.</li> <li>- Continue SLA with Assistems to ensure that Single Central Record continues to meet all legal requirements.</li> <li>- New governors to undertake relevant safeguarding training.</li> <li>- Minute staff meetings to show where safeguarding updates have been shared with staff.</li> <li>- Update and implement Keeping Children Safe in Education policy in September 2020.</li> </ul>	<p style="text-align: center;">£1500</p>	<p>Designated Lead – Daniel Harrison</p> <p>Deputy Designated Lead – Anna Bowden</p>	<p>Ongoing</p>	
<p>To ensure that there is a strategic focus of leadership upon teaching and learning.</p>	<ul style="list-style-type: none"> <li>- Head of School to be non-classed based.</li> <li>- Regular sampling of planning and books – DH and AB to have a fortnightly focus. This is also to be carried out with subject leaders where appropriate.</li> <li>- Needs led focus on greater depth children ensuring that they are being catered for effectively in lessons.</li> </ul>		<p>AB DH and AB</p> <p>DH, AB and Subject Leaders</p>	<p>Ongoing</p>	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
Governors to continue to hold leaders to account.	<ul style="list-style-type: none"> <li>- Governors to continue to update Governor School Improvement Plan.</li> <li>- Governors to write update for parents on a termly basis.</li> <li>- Termly Full Governing Body Meetings.</li> <li>- Regular committee meetings to give governors the opportunity to work with and challenge key leaders – these meetings may be held virtually.</li> </ul>		Committee	Ongoing	
To continue to improve the accountability and capacity of Middle Leaders.	<ul style="list-style-type: none"> <li>- Subject leaders to audit staff and subject and use this to use a range of different leadership strategies to improve practice and outcomes for pupils in their subjects.</li> <li>- Subject leaders to confidently talk about intent, implementation and impact of their subject and how it fits in to the wider curriculum of the school.</li> <li>- Opportunities for Middle Leaders to work and be challenged by Governors.</li> <li>- Consider ways in which collaborative practice can be promoted during the current COVID pandemic.</li> <li>- Subject Leaders to consider the recovery plan needed for their subject and share with SLT</li> </ul>	£600 for additional resources	Subject Leaders  DH and AB  Subject leaders  DH and AB  Subject Leaders	Autumn Term 2019  Ongoing  Termly  Ongoing  September 2020	
To embed British Values across the curriculum.	<ul style="list-style-type: none"> <li>- Celebrate National Awareness Days / Weeks through assemblies.</li> <li>- Increase the opportunities to bring in visitors from other faiths, linked to the RE curriculum.</li> <li>- Educate and Celebrate events to be timetabled at various points in the year.</li> <li>- Show Racism the Red Card – Years 5 and 6 - <b>all subject to COVID</b></li> </ul>		AB  GR  LW  DH	Ongoing  Spring 2021  June 2021  Summer 2021	
To embed RSE across the curriculum.	<ul style="list-style-type: none"> <li>- Policy to be shared with all stakeholders.</li> <li>- Curriculum to be designed and all stakeholders consulted with.</li> <li>- Increase opportunities for RSE to be woven in to the curriculum.</li> <li>- Staff training on delivery.</li> </ul>		SH	Autumn 2020	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To continue to ensure that pupil premium funding is used effectively to accelerate the progress of disadvantaged children.	<ul style="list-style-type: none"> <li>- Pupil Premium Strategy for 2020 – 2021.</li> <li>- Continue to manage and monitor the intervention tracking system, which monitors the progress of Pupil Premium children in interventions.</li> <li>- Interventions to take place within phase bubbles.</li> <li>- Consider use of Government Catch Up funding for tutoring as more details emerge.</li> <li>- Monitor provision of intervention through learning walks.</li> <li>- Monitor outcomes of intervention through talking to staff and pupils.</li> <li>- Governors to hold senior leaders to account during Curriculum Team meetings and Full Governing Body meetings.</li> </ul>		DH and AB  Governors	Ongoing	
To promote the wellbeing of staff.	<ul style="list-style-type: none"> <li>- Wellbeing weeks.</li> <li>- Ongoing commitment to workload management.</li> <li>- Staff wellbeing questionnaires.</li> <li>- 'Open Door Policy' to continue during COVID</li> </ul>		DH and AB	Termly Ongoing	

### How will we monitor and evaluate this improvement?

- Regular review safeguarding procedures in school and these will be audited by the Safeguarding Governor.
- Executive Headteacher Reports which are linked to the outcomes within the SIP.
- EDP Notes of Visits.
- Governing Body Meetings – minutes.
- Questionnaires – pupils, parents and staff.
- Termly analysis of Pupil Premium Strategy and impact of the spend.
- Performance Development reviews.



Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To enhance the provision for Greater Depth writers and GPS.	<ul style="list-style-type: none"> <li>- Increase teacher confidence through working with other schools to look at what greater depth writing in each year groups looks like.</li> <li>- Staff to attend Local Authority training on Greater Depth writing.</li> <li>- Year 2 and Year 6 to take part in County Moderation process and receive EDA support.</li> </ul>	EDA Support - £600	DH	Autumn 2020	
<p>To continue continuous provision in Year 1/2 to aid with transition from EYFS and also accelerate progress.</p> <p>To introduce Continuous Provision into KS2 – with an initial focus on trialling Y3/4,</p>	<ul style="list-style-type: none"> <li>- Classrooms in Y1/2 to be organised differently to cater for Continuous Provision.</li> <li>- Training for all staff on how to introduce continuous provision.</li> <li>- Continuous Provision to be implemented from September 2020 in Y1/2 and Y3/4.</li> <li>- Key staff to feedback to all staff during staff meetings and SLT meetings.</li> </ul>	£1500	Y1/2 Staff Y3/4 Staff DH and AB	September 2020 and then ongoing	
To ensure that all groups of pupils, particularly the most able, are challenged to think harder about their learning in subjects across the wider curriculum.	<ul style="list-style-type: none"> <li>- Class teachers to ensure that writing opportunities are embedded across all subject areas.</li> <li>- Subject Leaders to monitor writing opportunities within their subject.</li> <li>- Staff to work with local schools to share opportunities for wider curriculum writing and discuss the best practice surrounding this.</li> </ul>		Class Teachers  Subject Leaders  DH and AB	Ongoing  Ongoing  Termly	
To continue with holistic provision in order to have a broad and balanced curriculum and provide a range of opportunities for the children at Ox Close.	<ul style="list-style-type: none"> <li>- See individual subject action plans.</li> </ul> <p>Examples of additional provision:</p> <ul style="list-style-type: none"> <li>- Outdoor Education from Sc.Out.Ed</li> <li>- Music</li> <li>- The Arts</li> <li>- Sporting Opportunities</li> <li>- Educate and Celebrate</li> <li>- British Values</li> <li>- <b>Virtual performances - Christmas</b></li> </ul>	Enrichment Budget	Subject Leads  DH and AB	Ongoing	

### How will we monitor and evaluate this improvement?

- Regular sampling of planning and books – DH and AB to have a fortnightly focus. Subject leaders to be involved termly during monitoring cycle.
- Regular Monitoring Activities – see Monitoring Timetables produced on a termly basis.
- Pupil and Parent Feedback / Questionnaires following parent workshops / development of e-learning materials.
- Staff Feedback.



Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
<p>To improve overall attendance and punctuality in school.</p> <p>Attendance Target -96%</p>	<ul style="list-style-type: none"> <li>- Monitor attendance and punctuality on a weekly basis. Weekly assembly with children.</li> <li>- Attendance initiatives to be termly – these to be launched in virtual assembly in September - <b>adapt due to COVID</b></li> <li>- Address the gap between pupil premium and non-pupil premium children in terms of overall attendance and persistent absenteeism.</li> <li>- Consult with Attendance Intervention Team to discuss impact of term time holidays on attendance and create a strategy to reduce term time holidays especially in the Summer Term. <b>Review in line with National Attendance Policy</b></li> <li>- Continue to send out termly colour coded attendance sheets. <b>Review in line with National Attendance Policy</b></li> <li>- Letters to be sent to potential persistent absentees and meetings to be held in order to address issues and establish strategies. <b>Review in line with National Attendance Policy</b></li> <li>-</li> </ul>		<p>RB</p> <p>RB and DH</p> <p>DH and AB to monitor</p> <p>RB</p> <p>RB and HO</p> <p>RB</p>	Ongoing throughout school year	

### How will we monitor and evaluate this improvement?

Pupil questionnaires  
 Parental questionnaires  
 Lesson observations  
 Observations of lunchtimes  
 Staff questionnaires  
 SIMs Data - Attendance

## Personal Development

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
<p>To ensure that children know how to keep themselves safe and healthy.</p> <p>To promote positive mental health and emotional wellbeing with the children.</p>	<ul style="list-style-type: none"> <li>- Ensure children are questioned in pupils questionnaires about feeling safe in school. <b>Virtual consultation and use of webcams.</b></li> <li>- Curriculum focus on keeping safe and healthy during citizenship actions of subjects and through new RSE curriculum.</li> <li>- Anti-Bullying Week to be held in March 2021.</li> <li>- Fortnightly KS2 assemblies exploring key RSE issues.</li> <li>- Safety assemblies to be held on a termly basis: Autumn – Firework Safety, Spring – Water Safety and Summer – Sun Safety</li> <li>- Local PCSO assemblies and workshops.</li> <li>- School nurse puberty talks for Year 5 and 6 children.</li> <li>- <b>Close monitoring of Mental Health of pupils upon return to school and liaison/virtual liaison with PSA/Attendance Manager.</b></li> </ul>		<p>DH</p> <p>AB and SH</p> <p>SH</p> <p>SH</p> <p>AB</p> <p>PCSO</p> <p>School Nurse Team</p> <p>RB</p>	<p>Termly</p> <p>Ongoing</p> <p>March 2021</p> <p>Ongoing</p> <p>Ongoing</p> <p>Summer 2021</p>	
<p>To continue to develop a greater awareness of online safety with both pupils and parents.</p>	<ul style="list-style-type: none"> <li>- Send home latest edition of 'Digital Parenting'.</li> <li>- Regular newsletter items to alert parents to current online safety issues. Social media and school website to be used for this as well.</li> <li>- Organise Online Safety week around Safer Internet Day within school. Children to participate in classroom activities and share learning in whole school assembly.</li> <li>- Continue to hold regular meetings of the Online Safety committee.</li> <li>- Ensure key messages about staying safe online at home at conveyed to the children at regular intervals.</li> <li>- Review DCC Acceptable Use Policies in light of COVID19 and likelihood of remote learning.</li> </ul>	<p>£600</p>	<p>RC</p> <p>DH</p> <p>RC</p> <p>RC</p> <p>DH, AB, RC and all staff</p> <p>AB and RC</p>	<p>When released</p> <p>Ongoing</p> <p>February 2021</p> <p>February 2021</p> <p>Half Termly</p> <p>Ongoing</p>	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To involve children as key stakeholders in school.	<ul style="list-style-type: none"> <li>- Active role for Children’s Leadership Team – meetings to be held with key stakeholders across the whole school. Representatives from CLT to feedback ideas at SLT meetings and Full Governing Body meetings. <b>Implement fully after Autumn half term</b></li> <li>- Election of Children’s Champion and new CLT to take place in <b>October 2020</b>.</li> <li>- Introduction of a Children’s Improvement Plan.</li> <li>- Review of play provision during a lunchtime – consulting with children and staff. From this, a plan of provision to be implemented.</li> <li>- The following groups to run with children key stakeholders: <ul style="list-style-type: none"> <li>o SNAG</li> <li>o E-Cadets</li> <li>o CLT</li> <li>o BEE Group</li> </ul> </li> </ul>		DH and AB  DH  SH  KL RC DH RB	September 2020  October 2020  Autumn 2020  Ongoing	
To involve parents as key stakeholders in school.	<ul style="list-style-type: none"> <li>- PSA to maximise parental engagement through support groups and individualised tailored support. These to include: <ul style="list-style-type: none"> <li>- Child mental health</li> <li>- Reading</li> <li>- Home Routines</li> </ul> </li> <li>- PSA to hold monthly <b>virtual drop ins</b> which are advertised regularly through the school newsletters. Times for these drop ins to be varied to suit all parents.</li> </ul>		RB  DH and AB to monitor  RB	Ongoing	

### How will we monitor and evaluate this improvement?

Pupil questionnaires  
 Parental questionnaires  
 Lesson observations  
 Observations of lunchtimes  
 Staff questionnaires  
 SIMs Data - Attendance

## Early Years Provision

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To review EYFS practice in light of COVID 19 and DCC risk assessments.	<ul style="list-style-type: none"> <li>- Review as a SLT the current practices and adapt in view of current government guidance and DCC risk assessments.</li> <li>- Meet with all staff and ensure a consistent approach is maintained through the Reception unit.</li> <li>- Resources in use to be reviewed on a regular basis and cleaned in line with the guidance in the risk assessments</li> </ul>		DH and MB	Ongoing	
To moderate Baseline Data to ensure the accuracy of on entry assessment.	<ul style="list-style-type: none"> <li>- Use of EDS SLA to support Baseline Data judgements.</li> <li>- To work alongside the Head of School at Oxclose Nursery to ensure data is aligned. Meetings will initially have to be held virtually.</li> </ul>	EDA Support - £600	DH and MB JT (OCN)	October 2020	
<p>To ensure that the EYFS provision meets the needs of children including vulnerable groups.</p> <p>To accelerate progress of vulnerable groups in order to narrow the attainment gap.</p>	<p>Pupil Premium:</p> <ul style="list-style-type: none"> <li>- Use of the intervention tracking system, which monitors the progress of Pupil Premium children in interventions.</li> <li>- Ensure interventions change on a regular basis according to pupil need.</li> <li>- Monitor provision of intervention through learning walks.</li> </ul> <p>More Able:</p> <ul style="list-style-type: none"> <li>- Ensure that children are given more problem solving and reasoning opportunities in Maths.</li> <li>- Provide additional writing opportunities to challenge and extend the more able children.</li> </ul>	EDA Support - £600	DH, MB and AB	Ongoing	

<p>To develop language and communication skills in order for the children to make accelerated progress.</p> <p>To increase the children's vocabulary bank.</p>	<ul style="list-style-type: none"> <li>- Work alongside Oxclose Nursery to create language links and shared practice and expertise.</li> <li>- Implement BLAST in Reception.</li> <li>- To create a language rich environment which immerses the children in language.</li> <li>- To ensure questioning is strong and consistent in all areas by providing key questions and vocabulary for each area.</li> <li>- Use of EDA to assist staff with looking at the progression of communication, language and English skills across EYFS in both settings.</li> </ul>	<p>Release Time</p> <p>EDA Support - £600</p>			
<p>To moderate end of year data to ensure consistency and accuracy of judgements.</p>	<ul style="list-style-type: none"> <li>- Use of EDS SLA to moderate end of year data.</li> <li>- To share data and moderation judgements with Governors.</li> <li>- Transition with Y1 staff to discuss data and potential intervention required.</li> </ul>	<p>EDA Support - £600</p>	<p>DH and MB</p> <p>EYFS and KSI Staff</p>	<p>June 2021</p> <p>July 2021</p>	

### How will we monitor and evaluate this improvement?

- Regular sampling of planning and learning journals.
- Regular Monitoring Activities – see Monitoring Timetables produced on a termly basis.
- Pupil and Parent Feedback / Questionnaires following parent workshops
- Staff Feedback.
- Monitoring of attainment and progress throughout EYFS.