



**VAUGHAN**  
Primary School

# School Improvement Plan

2023-2026



# School Improvement Plan

## Our Ethos

### **Our Aim:**

To prepare our children for a happy future.

### **How we aim to achieve this:**

To provide purposeful opportunities for life-long learning through a passionate team and an enabling environment.

Vaughan is a safe and happy environment where pupils can enjoy and develop to their full potential. We have high standards and expect exemplary behaviour, hard work and respect for everyone.

Vaughan gives children confidence in who they are, an enthusiasm for and a love of learning together with a drive to succeed. Our Vaughan family cares for everyone, and children learn to embrace and celebrate difference.

Vaughan Primary School is a community of learners where:

- There is an atmosphere of mutual respect in which all cultural backgrounds are valued and celebrated.
- We provide a calm, stimulating and challenging environment to promote independent and collaborative learning.
- We expect school and home to work in partnership, sharing responsibility with the children for their learning and behaviour.
- We expect and encourage everyone to achieve their full potential.



# School Improvement Plan

## Introduction and Context

Vaughan Primary School is a very successful and popular Local Authority maintained Primary School, having achieved an Ofsted Outstanding judgement in January 2019. Everyone works hard to ensure that the children are safe, secure and part of a friendly and caring community. The personal approach we embrace is all about valuing all our children as individuals which is essential in terms of helping pupils achieve their best.

Our teaching is stimulating and creative and encourages our children to continue their education outside of school to become life-long learners. We want to ignite an interest in the world around them and for that interest to lead to fulfilling and imaginative lives.

### Introduction and context:

Preparing our pupils for a happy future remains the core purpose at Vaughan Primary School. During the challenge of modern times, the ambitions for all pupils remains the same. Teaching and Learning remains the core of all we do, whilst providing time and opportunity to provide consistency and celebrating the achievements of all. We continue to strive to provide the building blocks for future learning in our amazing school community, whilst preparing all our pupils to achieve their best outcomes in preparation for life in Modern Britain.

It would be impossible to consider our School Improvement Plan for future academic years and review our strategic objectives without due consideration to the importance of the pastoral priorities to facilitate success. The school continues to work incredibly hard through modern challenges whilst considering enhancements to the experience of all pupils whilst recognising the resilience, leadership and character of the entire school community.

We continue to acknowledge our strengths, comradery in community and the areas that need further development moving forward to continue striving for excellence in our school community.



# School Improvement Plan

## Areas for improvement

(Taken from previous Ofsted Section 5 Inspection, January 2019)

What does the school need to do to improve further?

☒ **Improve the quality of leadership and management by:**

1. continuing to strengthen leadership capacity by developing middle leaders' skills in checking the quality of teaching and learning in all subjects

2. ensuring that the school's feedback policy on pupils' writing is consistently followed and pupils routinely write across all subjects to improve their writing skills.

☒ **Improve the provision in the Early Years by ensuring that children's progress is closely monitored to provide swift and effective support to those falling behind.**

## What does the school need to do to improve further?

**1. Ensuring appropriate and focused CPD to enable subject leaders to fully understand their curriculum subject responsibilities by:**

- Creating a clear vision for the relevant subject area including policy
- Providing a clear progression of skills and overview for the subject for the whole school
- Develop a clear assessment system for their subject area to measure progress and attainment and **impact** of the curriculum in their subject
- Partaking in relevant and effective CPD to develop subject leadership skills
- Develop a clear action plan for their subject with defined timescales and success criteria
- Develop and partake in monitoring opportunities in their subject area to ensure impact on pupils learning with particular focus on pupil voice
- Build on pupils' existing knowledge gradually and incrementally and help forge and consolidate connections as they are applying both knowledge acquired, and skills developed.

**2. Promote a consistent process of effective feedback in the school by:**

- Ensuring there is a clear marking and feedback policy that is developed, shared and understood by staff
- Have a clear process of monitoring marking and feedback regularly within the school calendar
- Plan and monitor opportunities for writing across a range of subjects as common practice in the school

**3. Ensure effective Early Years provision by:**

- Having a clear EYFS Policy
- Ensuring consistency across the Early Years setting
- Development of outdoor provision to support excellent standards
- Undertaking early baseline assessments to plan effectively
- Embedding relevant Early Years frameworks into practice
- Setting and monitoring clear pupil targets
- Regular monitoring of progress and attainment with agreed actions
- Clear measurable interventions to promote accelerated progress for individuals or groups falling behind



# School Improvement Plan

## KEY PRIORITIES:





# School Improvement Plan

## KEY PRIORITIES:

**SEND**

**Growth Mindset**

**Emotional regulation**

**Curriculum**

**Maths Mastery**

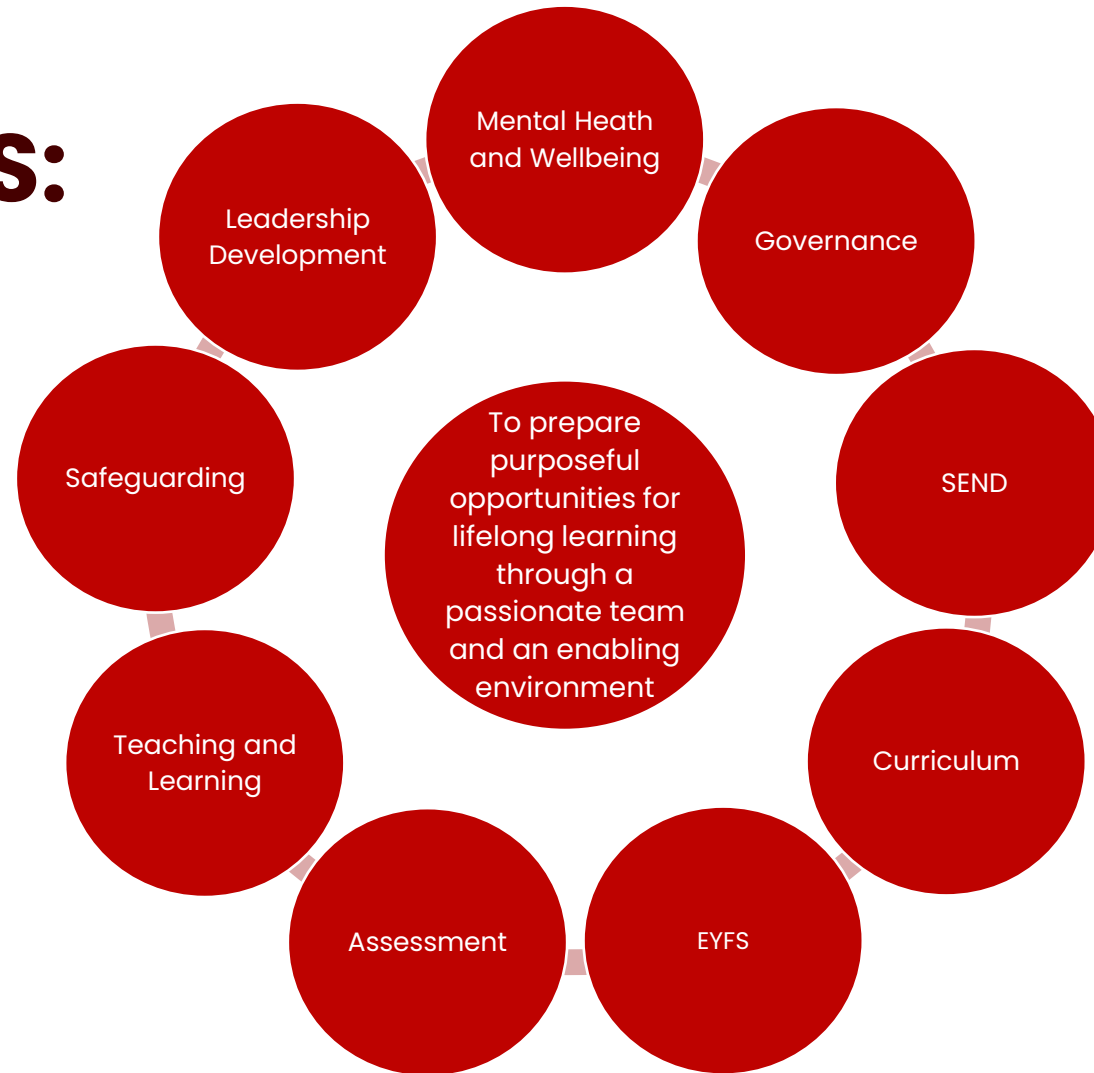
**Governance**

**Pupil Premium**

**Pupil Voice**

**Parent Partnership**

**Mental Health and Well being**





# School Improvement Plan

## Key Target Areas 2023–2026

### Leadership & Management

Staff work in a culture where they are supported to manage their workload and mental health effectively

To ensure a clear understanding of the school's responsibilities and commitment to all areas of safeguarding

To provide staff with a range of opportunities, to further develop their roles focusing on pedagogy, leadership and learning to ensure the best outcomes

To ensure strategic succession planning for Governance is effective in order that key responsibilities are maintained

### Quality of Education

To focus on raising standards for all pupil groups

To develop an outstanding, highly organised and challenging curriculum ensuring maximised opportunities for all pupils' in EYFS

To ensure that high quality Teaching and Learning makes a significant impact on pupil outcomes in all cohorts

To embed a high-quality curriculum to ensure high standards of progress and attainment for all pupils

### Behaviour & Attitudes

To improve and maintain overall attendance and punctuality for the school community

To maintain high expectations for behaviour and conduct

To ensure a positive culture in school between staff, pupils and peers

To produce resilient learners who are committed and engaged in their learning and lives

### Personal Development

To provide enriching learning opportunities for all pupils

To provide diverse, meaningful opportunities that prepare pupils for Life in Modern Britain

To promote positive attitudes to pupils' understanding of responsible citizenship

To ensure the mental and physical wellbeing of pupils and their families is at the heart of everything we do



# School Improvement Plan

## Leadership & Management

**Target 1:** Staff work in a culture where they are supported to manage their workload and mental health effectively

Actions	Lead Person
To devise an effective School Mental Health Plan and policy that is clearly understood by staff	Assistant Headteacher Safeguarding and Inclusion Therapeutic Team
To provide clear signposting for staff for the effective management of their mental health and wellbeing	Assistant Headteacher Safeguarding and Inclusion
To develop a collaborative culture of coaching/mentoring to provide personal support and professional learning amongst staff	Headteacher





# School Improvement Plan

## Leadership & Management

**Target 2:** To ensure a clear understanding of the school's responsibilities and commitment to all areas of safeguarding

Action	Lead Person
To establish a clear understanding of the importance and commitment to safeguarding by all stakeholders	Assistant Headteacher with Responsibility for Safeguarding and Inclusion Safeguarding Team Safeguarding Governor
To establish a robust safeguarding training record to demonstrate staff have a clear understanding of policy and practice	Assistant Headteacher with Responsibility for Safeguarding and Inclusion Safeguarding Team Safeguarding Governor
To implement clear procedures for dealing with persistent absenteeism and punctuality in line with school, local and national policy which are clearly communicated to school stakeholders	Assistant Headteacher with Responsibility for Safeguarding and Inclusion School Business Leader School Attendance Officer



# School Improvement Plan

## Leadership & Management

**Target 3:** To provide staff with a range of opportunities, to further develop their roles focusing on pedagogy, leadership and learning to ensure the best outcomes

Action	Lead Person
To provide effective CPD for all staff to ensure appropriate skills are utilised to maximise the learning potential of all pupils – including vulnerable pupils	Headteacher Assistant Headteacher with Responsibility for Safeguarding and Inclusion Assistant Headteacher with responsibility for Teaching and Learning
To provide strategic subject pedagogical leadership to staff to maximise learning potential and the best outcomes	Deputy Headteacher with responsibility for Curriculum and Assessment Assistant Headteacher with responsibility for Teaching and Learning



# School Improvement Plan

## Leadership & Management

**Target 4:** To ensure strategic succession planning for Governance is effective in order that key responsibilities are maintained

Action	Lead Person
To develop a strategic plan of succession for school governance	Chair of Governors Vice Chair of Governors Recruitment, Education and Training Governor
Effective recruitment of governors for the Governing Body linked to specific remits as determined by the Governance skills matrix	Chair of Governors Vice Chair of Governors Recruitment, Education and Training Governor
Strategic responsibilities and roles demonstrated through effective governance including the governors annual schedule of work	Chair of Governors FGB



# School Improvement Plan

## Quality of Education

### Target 1: To focus on raising standards for all pupil groups

Action	Lead Person
To develop an effective intervention overview to demonstrate the impact of strategies and value for money	Assistant Headteacher with Responsibility for Safeguarding and Inclusion Pupil Premium Governor SEND Governor
To effectively monitor the progress and attainment of pupil premium eligible pupils	Senior Leadership Team Pupil Premium Governor
To set strategic targets for SEND pupils - with particular focus for those who may be accessing pre curriculum provision	Assistant Headteacher with Responsibility for Safeguarding and Inclusion Deputy Headteacher with responsibility for Curriculum and Assessment SEND Governor



# School Improvement Plan

## Quality of Education

**Target 2:** To develop an outstanding , highly organised and challenging curriculum ensuring maximised opportunities for all pupils' in EYFS

Action	Lead Person
To implement effective provision for all pupils across the EYFS provision including effective and timely intervention strategies	Deputy Headteacher with responsibility for Curriculum and Assessment Nursery and Reception Yr Group Leader Assistant Headteacher with Responsibility for Safeguarding and Inclusion
To design and implement a clear plan for developing communication and language in EYFS	Deputy Headteacher with responsibility for Curriculum and Assessment Nursery and Reception Yr Group Leader
To implement strategies aimed at raising attainment in number in Reception	Assistant Headteacher with responsibility for Teaching and Learning Identified Teacher



# School Improvement Plan

## Quality of Education

**Target 3:** To ensure that high quality Teaching and Learning makes a significant impact on pupil outcomes in all cohorts

Action	Lead Person
To devise a clear framework of effective adaptive teaching strategies to support enhanced learning outcomes	Assistant Headteacher with responsibility for Teaching and Learning
To implement and monitor strategies aimed at raising attainment in number in Key Stage 1	Headteacher Assistant Headteacher with responsibility for teaching and Learning
To improve the effective use of support staff in the learning environment to support improved pupil outcomes	Assistant Headteacher with responsibility for teaching and Learning Assistant Headteacher with Responsibility for Safeguarding and Inclusion



# School Improvement Plan

## Quality of Education

**Target 5:** To embed a high-quality curriculum to ensure high standards of progress and attainment for all pupils

Action	Lead Person
To implement a curriculum overview to ensure effective monitoring and adaptation of the curriculum	Deputy Headteacher Curriculum and Assessment Assistant Headteacher Safeguarding and Inclusion
To implement knowledge organisers for all curriculum areas	Deputy Headteacher Curriculum and Assessment Assistant Headteacher Safeguarding and Inclusion
To utilise digital provision for enhancing support to adapt the curriculum for all pupils	Deputy Headteacher Curriculum and Assessment Assistant Headteacher Teaching and Learning Assistant Headteacher Safeguarding and Inclusion



# School Improvement Plan

## Behaviour and Attitudes

**Target 1:** To improve and maintain overall attendance and punctuality for the school community

Action	Lead Person
To ensure that all parents understand the school's attendance policy and procedures	Assistant Headteacher with Responsibility for safeguarding and Inclusion School Business Leader Attendance Officer
To ensure regular communications with parents regarding persistent absenteeism and punctuality	Assistant Headteacher with Responsibility for safeguarding and Inclusion School Business Leader Attendance Officer
To positively promote attendance and punctuality in school	SLT





# School Improvement Plan

## Behaviour and Attitudes

### Target 2: To maintain high expectations for behaviour and conduct

Action	Lead Person
To revise the school behaviour policy	Headteacher Senior Leadership Team FGB
To revise the anti-bullying policy	Headteacher Senior Leadership Team
To employ strategies to provide consistently high expectations of behaviour across the school	Headteacher Senior Leadership Team



# School Improvement Plan

## Behaviour and Attitudes

**Target 3:** To promote a positive culture in school between staff, pupils and peers

Action	Lead Person
To establish an annual programme to facilitate the views of the pupil community in providing a positive culture and environment e.g. pupil surveys	Pupil Voice Lead
To ensure an enhanced remit for School Council in promoting the views of the pupil community	Pupil Voice Lead
To devise a Pupil Voice Policy	Pupil Voice Lead



# School Improvement Plan

## Behaviour and Attitudes

**Target 4:** To produce resilient learners who are committed and engaged in their learning and lives

Action	Lead Person
To develop a culture of emotional regulation in the pupil community to promote mental wellbeing and resilience	Headteacher
To introduce a growth mindset approach to support pupils become better learners, better equipped for facing challenges and learning how to work through problems	Deputy Headteacher with responsibility for Curriculum and Assessment



# School Improvement Plan

## Personal Development

**Target 1:** To provide enriching learning opportunities for all pupils

Action	Lead Person
To implement a whole school enrichment plan (particularly targeted pupil group)	Senior Leadership Team
To promote enhancement opportunities for all pupils alongside the core curriculum offer	Senior Leadership Team
To evaluate the effectiveness of enrichment opportunities through a range of strategies to garner stakeholder views	Senior Leadership Team



# School Improvement Plan

## Personal Development

**Target 2:** To provide diverse, meaningful opportunities that prepare pupils for Life in Modern Britain

Action	Lead Person
To create a clear document charting the range of cultural experiences in preparation for Life in Modern Britain and beyond	Deputy Headteacher with responsibility for Curriculum and Assessment
To ensure that all staff demonstrate a clear understanding of presenting a curriculum offer reflective of the diversity of the pupil community	Deputy Headteacher with responsibility for Curriculum and Assessment
To ensure the diversity of the school offer is shared and understood by the Vaughan parent community	Senior Leadership Team



# School Improvement Plan

## Personal Development

**Target 3:** To promote positive attitudes to pupils' understanding of responsible citizenship

Action	Lead Person
Refresh SMSC Statement and Whole School Overview (including British Values offer)	Headteacher SMSC Lead
Revise the RHE Policy and School Offer	Assistant Headteacher with Responsibility for Safeguarding and Inclusion  RSE Leads
Implementation of whole school House System to promote positive citizenship values	Pupil Voice Lead CBT Counsellor



# School Improvement Plan

## Personal Development

**Target 4:** To ensure the mental and physical wellbeing of pupils and their families is at the heart of everything we do

Action	Lead Person
To devise an effective School Mental Health Plan and policy that is clearly understood by pupils and parents	Assistant Head with responsibility for Safeguarding and Inclusion
To provide parental support linked to good physical and mental health and wellbeing to support pupils and the wider family	Assistant Head with responsibility for Inclusion PE Lead Healthy Schools Lead
To develop a school webpage to reflect the school's commitment to mental and physical well being	Assistant Head for Inclusion PE Lead