

## School Improvement Plan 2018-2019



# Holywell School

A Church of England School  
providing a Christian Values-Based Education  
Enjoy – Achieve – Excel – Care

At Holywell our vision is **to be an outstanding Christian learning community** where **everyone is valued as a unique individual** and where **everyone feels safe**. We will aim **to be the best we can possibly be**, **to treat others as we wish to be treated** and **to make a positive difference to our community and beyond**. We strive to be **peaceful problem-solvers with open minds and hearts, living God's love and being kind**.

## School Improvement Plan 2018-2019

Holywell School is a caring, distinctively Christian, community-focussed Church of England School. We aim to continue the historic tradition of Church of England Schools by providing a Christian Values-inspired education of the highest quality within the context of Christian belief and practice. As a school, we are a loving, supportive community with high aspirations for all. We promote inclusion, we are proud to belong and we value each individual. We look after each other, believe in second chances and aim to be the best we can be so we can serve and support the common good.

Our students are polite, industrious, aspirational young people who constantly surprise and delight us with their ideas, creativity and achievements. The staff are superb professionals who create exciting, challenging and inspiring learning experiences to enable students to achieve high standards. This is all delivered within a framework of clear and high expectations. We are consistent, insistent and persistent in our endeavour to secure outstanding standards of behaviour, service, care, appearance and courtesy for all. We also have lots of fun! We are a happy school where everyone has the right to feel safe at all times. We deal with disagreements and issues in a solution-focussed, systematic, supportive and peaceful way, treating others as we wish to be treated. We aspire to being the best we can possibly be and to make a positive difference to our community and beyond.

The School Improvement Plan for Holywell is designed to ensure that the vision above is realised and that we secure a high quality learning experience for all. It has also been designed to secure rapid improvement in the areas identified in the most recent Ofsted and Section 48 inspections so that the school is judged as 'Outstanding' in the next round of inspections.

Last OFSTED inspection (SECTION 8) – March 2018. The school was described as 'A good school'. Ofsted Priorities – What the school needs to do to further improve and to secure an 'Outstanding' judgement:

- Leaders and those responsible for governance should ensure that:
  - they further reduce the differences in progress and absence between disadvantaged pupils and all pupils nationally
  - the recent changes made to assessment systems are embedded, so that pupils' progress is further accelerated.

### Section 48 SIAMS Priorities

To improve further the school should:

- Drawing on the clear Christian commitment of leaders, clarify, articulate and share a vision for the school which is expressed in explicitly Christian terms. Ensure it is used to inform and evaluate all policy and practice as well as considerations relating to the possible development of a multi-academy trust.
- Establish strategies for evaluating the impact of collective worship which enable the views of adults and pupils throughout the school community to inform positive planned future developments.

In order to ensure the school vision is understood, known by all and drives the work of the school, the 2018-2019 School Improvement Plan has been structured around the key aspects of the vision statement.

## School Improvement Plan 2018-2019

- 1: to be an outstanding Christian learning community
  - further push the quality of teaching and learning towards outstanding through consistently effective, quality questioning and challenge.
  - conduct research into effective learning; share and systemise best/next practice
  - review, research and systemise best practice in terms of curriculum
- 2: everyone is valued as a unique individual
  - further develop the rewards system
  - further develop communication systems
  - further develop the appraisal system and link with providing opportunities for staff development
- 3: everyone feels safe
  - further develop safeguarding through updates and specific training further develop tracking of Safeguarding concerns through introduction of CPOMS software
  - ensure systems and structures are in place to manage the expansion programme
  - further develop safer working practices (inc. GDPR)
  - further develop wellbeing for students and staff
- 4: be the best we can possibly be
  - further improve outcomes in all subjects and at KS2 – especially GPS and Greater Depth.
  - **further reduce the differences in progress and absence between disadvantaged pupils and all pupils nationally**
  - improve outcomes for SEND students
  - **embed the recent changes made to assessment systems, so that students' progress is further accelerated**
  - ensure value-for-money and develop the most cost-effective business model
  - PP spend plan and strategic overview needs clear, measurable criteria and these need to be expressed in a way that people can be held to account
  - further develop leadership at all levels
  - embed and review the new homework system
- 5: treat others as we wish to be treated and strive to be peaceful problem-solvers with open minds and hearts and being kind.
  - continue to have values education as the cornerstone of our school community
  - embed the changes made to the Behaviour for Learning systems, so that low-level misbehaviour is further reduced and so that students become peaceful problem solvers who are more self-regulating
  - further develop the use of protective behaviours and restorative practices to facilitate conflict resolution
  - further develop the growth mindset approach to enable resilience and independence
- 6: make a positive difference to our community and beyond
  - further develop our links with the local parishes
  - further develop links and practices with the local family of schools
  - further develop communication with parents
  - further develop our outreach work
- 7: living God's love
  - further develop the Christian work of the school in line with the new SIAMS framework
  - further develop Collective Worship