

School Improvement Plan 2019-2020



Enjoy, Achieve, Excel and Care

Inspired by Christian Values



Safe, Successful and Happy



Outstanding Opportunities
for Learning



Inclusive
Proud to Belong and
Everyone valued as an Individual



Holywell School

Live life in all its fullness (John 10:10)

A Church of England School
providing a Christian Values-Based Education

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 2019-2020

Live life in all its fullness (John 10:10)

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 SIAMS 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 to live life in all its fullness is understood, known by all and drives the work of the school, the 2019-2020 School Improvement Plan has been structured around key aspects of the vision statement and linked to our school prayer.

School Improvement Plan 2019-2020

- 1: to live life in all its fullness
 - To further develop the Christian work of the school in line with the new SIAMS framework
 - To further develop Collective Worship
 - To meet the Gatsby requirements for careers
 - To identify and provide a wider range of experiences for all – further develop students' experiences and cultural knowledge
 - To further develop our links with the local and wider community (inc. local schools, parishes and parents)
 - To further develop our outreach work
 - To further develop leadership capacity and skills
- 2: for our classrooms to be filled with learning and love
 - To further develop the school as a centre of excellence for learning
 - To ensure value-for-money and develop the most cost-effective business model
 - To ensure the Pupil Premium and Sports premium spend plan and strategic overview has clear, measurable criteria, expressed in a way that people can be held to account
 - To develop students' understanding of learning
 - To further push the quality of teaching and learning towards outstanding through consistently effective, quality questioning and challenge and through research into effective learning
 - To review, research and systemise best practice in terms of curriculum
 - To further develop the appraisal system and link with providing opportunities for staff development
- 3: for our hearts to be filled with kindness and care and to be able to find peace when we are angry (Peaceful Problem Solvers)
 - To continue to have values education as the cornerstone of our school community
 - To further develop restorative practices and the use of protective behaviours to facilitate conflict resolution (embed peaceful problem-solvers)
 - To 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
- 4: to develop the courage to try again (Resilience and Growth Mindset)
 - To develop student resilience
 - To develop staff resilience
- 5: to provide support in our darkest moments (we can talk with someone about anything even if it is awful or small)
 - To further develop safeguarding practices
 - To further develop student wellbeing
 - To further develop staff wellbeing
 - To further develop communication systems