

Review of the Strategic Plan

Autumn 2021

This area is in place and functions well.	This area of work is underway and needs to continue to develop	This area of work poses an issue at the time of review.

	Area	Progress
Children	<ul style="list-style-type: none"> • Children at all stages will achieve outcomes at least in line with national expectations with a significant proportion above this standard • Children will be able to explore their beliefs, free from prejudice • Children will experience opportunities to enhance their citizenship abilities through the curriculum and beyond school • Children will have a strong voice in the school 	<p>Y2 children being put through phonics screening in November – no other formal assessments in place until May 2022 Gaps in pupils’ knowledge and skills is evident post-pandemic lockdowns. Nursery children in particular are low in language skills Daily additional support being targeted through catch-up premium. Currently focused in Y3/4 with FSM children having daily small groups. Will move to Y1/2 in November.</p> <p>New School council in place September 2021 Pupil Monitors in place September 2021 Wide range of RE impacting positively on opportunities to think and consider and form opinions. Y6 pupils running their own lunchtime clubs</p>
Standards	<ul style="list-style-type: none"> • The pupils of Mary Dean’s CE Primary will receive a high quality education following a rich and varied curriculum • Teaching will be of a high standard, consistently applied across the whole school • Disadvantaged pupils will be supported to achieve in line with their peers in all areas of the curriculum • Staffing plans will be driven by the needs of the pupils 	<p>Curriculum work re-focused after disrupted period. Reading is a strong focus (DfE Document July 2021).</p> <p>Standards Days Autumn 2021 indicate strong teaching of reading across the school. Release time for Y1/2 (Early Career Teacher) teacher provided by HT End of term Progress meetings to focus on disadvantaged SEND Timetables and support varied as required following review. Heavy burden on this team.</p>
SIAMS	<ul style="list-style-type: none"> • The school will implement the expectations of the Church of England’s vision for education by embedding and living the vision of the school throughout its work. • Policies and procedures will reflect the vision of the school • All stakeholders in the school will be able to articulate the school’s vision 	<p>Governors increasingly involved in the evolution of the strands. Inspection not expected prior to 2023 due to pandemic delays</p>

	<p>and recognise the impact this has on learning and standards</p> <p>The school will continuously develop awareness of all British Values</p>	
<p>Health and well-being</p>	<ul style="list-style-type: none"> • Staff will be supported and encouraged to achieve a suitable work-life balance • The school will promote positive mental health attitudes towards staff, pupils and parents • The sport premium will be utilised to maximise opportunities for engagement in sport and exercise of a wide variety of types • Emotional support will be extended to all pupils who require it 	<p>Staff well-being survey carried out July 2021 and results shared with all. Following are now in place as a result:</p> <ul style="list-style-type: none"> • Well-being board in the staff room • Opportunities for staff training offered in-house 3 x per term (subjects as requested) • Staff social get-togethers planned (walk, cream tea, Christmas event) • Half termly sharing breakfast laid on for all • PPA taken at home if preferred • Parent/Teacher meetings can be virtual/telephone rather than all face to face • Non-pupil days at Summer half term to be taken as holiday • One week per term has no planned meetings. <p>All staff have been offered a free flu vaccination (completed on 29th September)</p> <p>Sport premium is used to invest in life-long fitness.</p> <p>Bike track huge success and has increased number of children who can ride a bike.</p> <p>Climbing wall planned for KS2 playground</p> <p>Sport events are back on through the Sports Partnership</p> <p>Working towards Platinum games award</p> <p>Number of staff are ELSA trained and identified on their ID badges. Regular and flexible support in place for both children and staff.</p>
<p>Leadership and management</p>	<ul style="list-style-type: none"> • Leaders at all levels will ensure their areas of responsibility function effectively and will understand and monitor the impact of their work • Governors will monitor progress against agreed criteria and challenge under-performance • Consultation processes will be extended to all stakeholders • Links will be strengthened with other partner schools in the South West Church Schools Group, engaging staff at all levels. 	<p>Single performance management target has focused teachers on home and remote learning. Will be replaced by whole school target of teaching of reading/phonics this year to support curriculum drive.</p> <p>Under-performance will be challenged as required.</p> <p>New agreement signed with South West Church Schools' Group (summer 2021) and work continues.</p>

<p>Finance</p>	<ul style="list-style-type: none"> • The school will seek cost saving opportunities to maintain a balanced budget • The school's finances will be stringently monitored by the Board of Governors to achieve the best possible value for money • Opportunities to maximise external funding will be sought by all leadership groups • Plans to expand the school will be implemented as pupil numbers increase • The needs of the school building will be addressed by sourcing additional funding 	<p>The budget has been hugely impacted by staff absence due to COVID-19. Breakfast Club and After School Club have rising numbers so income is increasing. Governors have regular finance meetings to stay informed about the impact on the school's budget</p> <p>Increase in energy charges will be another pressure point from 2022. No financial support or additional funding being earmarked for schools in the pandemic. Limited cost applied for any new staff to reduce expenditure where possible.</p> <p>There are few additional funding pots with the majority of funding going to either academies or to disadvantaged children. Capital funds being directed to new secure gates to ensure safety of pupils on site.</p>
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