



St Anthony's School
School Development Plan
September 2021-22



St. Anthony's School aims :

- *A school where every member's unique contribution to the school community is valued and given the support and encouragement necessary to meet the demands of education and personal change.*
- *A school where each child receives a broad and balanced curriculum that is personalised to enable each child to fulfil their full potential.*
- *A school to allow all pupils to develop positive relationships, build skills in tolerance, patience, trust and compassion and to value themselves, others and the world around them.*
- *A school to foster in our pupils a 'can do' attitude and positive approach to learning.*
- *A school that recognises the value of education as a life-long process to assist them in acquiring the necessary skills and confidence to develop and adapt as individuals.*

School context – June 2021									
Number of pupils on roll	222	Number of pupils eligible for pupil premium		83	Number of pupils with statement of special educational needs (SEN) or education, health and care (EHC) plan		100%		
Pupil intake information (% of pupils with low (L), middle (M), high (H) prior attainment)	L: 100%	Most recent Ofsted grade		1	Number of Teaching Staff		32		
	M:				Number of Support Staff		AT/SSA/TA/MMS	85	
	H:				ADMIN/ IT		10		
					PREMISES/ CLEANERS		9		
Percentage of pupils with English as an additional language (EAL)	6.3%	Percentage of pupils who are CLA		4.1%	Overall absence		7.1%		
					Unauthorised absence		0.5%		
Key Ofsted actions from last report Nov 2016	Staff and leaders further extend their outreach work with other schools, colleges and professionals. The new curriculum for older pupils and new scheme of assessment are fully established to enhance pupils progress and preparation for their next steps.								
Breakdown of primary need %	Communication and Interaction		Cognition and Learning			SEMH	Sensory and Physical	OTHER	
	SLCN	ASC	SpLD	MLD	SLD		VI/HI/MSI		
	35%	34%	0.5%	12%	0.5%	4.5%	2.5%	11%	

**Objectives for 2021-22
STRATEGIC PLAN**

<p>1. Leadership and Management</p>	<ul style="list-style-type: none"> • To work with the LA regarding proposed building work to create additional accommodation both secondary and primary in school to support the increasing numbers of pupils. This includes reviewing and growing the infrastructure and ensure that appropriate classroom, sensory, office, toilets can meet the needs of everyone staff and pupils. • To review and evaluate to continuing impact of COVID19 and ensure CPD/ Mental Health and well -being opportunities are available to support both staff and pupils. • To review Governor strategic roles with the appointment of two new governors and ensure that governor skills sets are allocated to working groups are implemented in key areas with named governors. • To ensure staff are aware of and are prepared for new Ofsted framework. • To develop opportunity for CL to reflect on their roles and establish links with colleagues in other settings. • To update SIMs and move across to electronic registration across the school.
<p>2. The quality of Teaching and Learning and the curriculum</p>	<ul style="list-style-type: none"> • To audit the quality of teaching to ensure school continues to provide outstanding T&L opportunities and practice • To review and maintain the remote learning platform and ensure it is accessible to all and supports work in school • To investigate Google Classroom and how this can be utilized to further support pupils/staff access to remote learning and collaboration. • To base T&L feedback from lesson observations on Teaching Standards to evidence Filio. • To develop curriculum monitoring with ML taking a lead on the focus of observations. Feedback on lesson observations to be re-trialed • To review the curriculum content and progression information across the school • OFSTED lesson observation criteria shared with staff in preparation for OFSTED. ML Training on being OFSTED ready • To implement the new guidance and expectations around the Early Careers Framework to support newly qualified staff. • To support ECT's in West Sussex special schools through joint collaboration opportunities. • To support new member of staff undertaking AO route into teaching. • To review lesson observation template with input from ML • To rewrite the T&L policy, gain input from all teaching staff and add a Blended Learning Appendix In response to Covid19
<p>3. Personal Development, behavior and</p>	<ul style="list-style-type: none"> • Whole school focus on supporting pupils Mental Health and Well-Being . To facilitate opportunity for staff to develop knowledge of key areas around mental health to support themselves, colleagues and pupils. • To implement new programme/ support for staff returning from sickness absence

<p>welfare</p>	<ul style="list-style-type: none"> • To provide information and training for parents in Internet safety and other appropriate safeguarding areas particularly social media and pupils access on-line platforms at home. • To introduce an additional Support Centre Tutor Group.
<p>4. Outcomes for pupils</p>	<ul style="list-style-type: none"> • All pupils leave school at least 4 qualifications. • To assess the impact of COVID 19 on pupil progress and implement strategies/ support for those pupils most disadvantaged. • To review the Pathways provision and requirements in light of modules missed due to COVID19 • To review and evaluate the assessment systems and frameworks for primary and secondary. • To implement the baseline assessment for EYFS.
<p>5. Resources and School Community</p>	<ul style="list-style-type: none"> • To ensure that staffing both teaching and support continue to be well deployed, appropriate and effective in providing a high quality education to all pupils. • To provide a high quality learning environment that adapts to the changing needs and population of the school. • To review the success of ParentMail and explore how to further utilize to support communication with parents. and develop efficiency in communicating with parents and payment system • To review the use of school booking as a virtual platform for parents evenings.
<p>6. Outreach and support</p>	<ul style="list-style-type: none"> • To extend the outreach work already established through liaison with the LA to commission services to mainstream colleagues. • To review the college transition provision and pathways to support and increasingly complex cohort of pupils

Strategic Plan

Objective 1	Leadership and Management					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (who by and how often)	Success criteria	Cost
<ul style="list-style-type: none"> To work with the LA regarding proposed building work to create additional accommodation both secondary and primary in school to support the increasing numbers of pupils. This includes reviewing and growing the infrastructure and ensure that appropriate classroom, sensory, office, toilets can meet the needs of everyone staff and pupils. 	Start : 09/21 End : 09/22	HB, GB, SLT, Local Authority	Funded through Local Authority	Who :LA/SLT GB When : On- Going	Infant adaptations to be completed ready for September 2021 to cater for additional reception pupils with ASD New buildings/provision are completed in readiness for September 2022 to address short term capacity issues. Long term provision may not be in place until 23/24	Funded by local Authority

<ul style="list-style-type: none"> To review and evaluate to continuing impact of COVID19 and ensure CPD/ Mental Health and well-being opportunities are available to support both staff and pupils. To maintain a robust system that ensures staff emotional health and well-being is being addressed. 	<p>Start : 09/21</p> <p>End : On-going</p>	SLT/ all staff	Staff PPA/meeting time/	<p>Who :SLT</p> <p>When : Termly</p>	Focused programme of CPD/ well-being activities in place to support and facilitate mental health training and well-being opportunities. Staff morale is high	CPD budget
<ul style="list-style-type: none"> To review Governor strategic roles with the appointment of two new governors and ensure that governor skills sets are allocated to working groups are implemented in key areas with named governors. 	<p>Start : 09/21</p> <p>End : 012/21</p>	HB/ GB/ RH	Time	<p>Who :HB/GB/RH</p> <p>When : 12/21</p>	Governors are allocated to key areas in school. Regular meetings are timetabled in for governors to meet with key person responsible in that area. Governors have improved knowledge of key areas within school	N/A
<ul style="list-style-type: none"> To ensure staff are aware of and are prepared for new Ofsted framework. 	<p>Start : 09/21</p> <p>End : 12/21</p>	HB, LDe, SLT,	Staff Meeting Time L De ML Training	<p>Who :HB/SLT</p> <p>When : December 2021</p>	Staff and governors are clear about the framework and how this will be measured/ assessed in an inspection.	N/A
<ul style="list-style-type: none"> To develop opportunity for CL to reflect on their roles and establish links with colleagues in other settings. 	<p>Start : 01/22</p> <p>End : 02/22</p>	HB, LDe, SLT, ML	Inset day	<p>Who :HB/SLT</p> <p>When : Feb 2022</p>	Middle Leaders have the opportunity to visit and make links with member of staff in other Special schools in similar roles.	N/A
<ul style="list-style-type: none"> To update SIMs registration f and move across to electronic registration across the 	<p>Start: 09/21</p> <p>End :</p>	HB, JB, MH, CT,MF, admin team		<p>Who :HB/JP/MH</p>	SIMs is updated and set up for each teacher to enable electronic registration to	

school.	12/21			When : January 2022	be implemented via remote server. Trail to start in September.	
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Objective 2	The quality of Teaching and Learning					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	Success criteria	Cost
<ul style="list-style-type: none"> To audit the quality of teaching to ensure school continues to provide outstanding T&L opportunities and practice 	Start : 09/21 End : 07/22	LDe, SLT, curriculum leaders and teaching staff	Staff time	Who: LDe, SLT, Curriculum Leaders When : Termly	Quality of teaching audited through scheduled lesson observation, learning walks, unannounced drop-ins and pupil progress data analysis. Support given to help teachers to maximise their skills & learning for pupils (including possibility of subject specialists teaching non specialist subjects due to social distancing requirements or timetabling)	
<ul style="list-style-type: none"> To review and maintain the remote learning platform and ensure it is accessible to all and supports work in school. To investigate Google Classroom and how this can be utilized to further support pupils/staff access to remote learning 	Start : 09/21 End : 12/21	LDe, CT,MF curriculum leaders and teaching staff	Continue to provide remote learning opportunities online and through packs of work where required. Training on Wordpress to set home learning activities as an alternative to MOODLE.	Who: LDe/ LSp CT ML to oversee their areas. When : ½ termly	Online learning audit of parents views undertaken - resulting analysis presented to SLT & governors. Results actioned. Remote learning platform reviewed and updated	

and collaboration.						
<ul style="list-style-type: none"> To review the curriculum content and progression information across the school 	Start : 09/21 End : 12/21					
Lesson Observations <ul style="list-style-type: none"> To base T&L feedback from lesson observations on Teaching Standards to evidence Filio. To develop curriculum monitoring with ML taking a lead on the focus of observations. OFSTED lesson observation criteria shared with staff in preparation for OFSTED. ML Training on being OFSTED ready 	Start : 09/21 End : 07/22	LDe/SLT/ML ML taking a lead on the focus of observations.	Cover to release to complete observations. ML Dept meetings scheduled	Who: LDe/SLT/ML When : Termly	T&L feedback based on Teaching Standards to evidence FILIO.	
<ul style="list-style-type: none"> To implement the new guidance and expectations around the Early Careers Framework to support newly qualified 	Start : 09/21 End : On-going	LDe/SLT/ML	Cover to release ECT/ Mentor time to meet.	Who: LDe/SLT/ML When :	ECF, planning and paperwork in place and fully embedded to support induction for NQT	£1000 to join EFC programme

staff.				07/22		
<ul style="list-style-type: none"> To support ECT's in all West Sussex special schools through joint collaboration opportunities. 	Start : 07/21	L De jointly co-lead with VM from Woodlands Meed	Cover to release Mentor/ECT	Who : L De When : Ongoing	Joint opportunities provide for ECT's to discuss ECF in relation to SEN context.	Cover implications
<ul style="list-style-type: none"> To support new member of staff undertaking AO route into teaching. 	Start 07/21 End 12/21	L De	Cover for Initial Assessment Visit 1 st July	Who: L De, L Ap When: weekly	HB completes Assessment Only Route and starts as an ECT Spring 2022	AO cost- see JB
<ul style="list-style-type: none"> To review lesson observation template with input from ML 	Start 09/21 End 09/21	L De	N/A	Who :L De When : 09/21	Staff agree lesson obs template is appropriate for purpose.	N/A
<ul style="list-style-type: none"> To rewrite the T&L policy, gain input from all teaching staff and add a Blended Learning Appendix In response to Covid19 	Start 09/21 End 10/21	L De	N/A	Who : L De When : 11/21	Staff have input, ownership and awareness of new T&L policy	N/A

Objective 3	Personal Development, behaviour, and welfare					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	Success criteria	Cost
<ul style="list-style-type: none"> Whole school focus on supporting pupils Mental Health and Well-Being . To facilitate opportunity for staff to develop knowledge of key areas around mental health to support themselves, colleagues and pupils. 	Start : 09/21 End : On-going	Pastoral Manager, LSu	Inset	Who :SLT/All Staff/ GB When : 02/22	All staff have completed a mental health first aid course.	Part of SSSCPD subscription
<ul style="list-style-type: none"> To implement new programme/ support for staff returning from sickness absence 	Start : 09/21 End : On-going	LSp/JB	Staff Time	Who : LSp/JB/SLT When: Termly	Updates protocol and procedures in place to support staff returning from sickness absence to provide consistency in approach.	N/A
<ul style="list-style-type: none"> To provide information and training for parents in Internet safety and other appropriate safeguarding areas particularly social media and pupils access on-line platforms at home. 	Start : 09/21 End : 07/22	Pastoral Manager/ IT team	Staff Time 1 Training/Information session each term	Who :SLT, Pastoral Manager When : Termly	Parents access information. Less issues on social media	N/A
<ul style="list-style-type: none"> To introduce an additional Support Centre Tutor Group. 	Start : 09/21 End : 07/22	LSu/ AGr	N/A	Who :LSu/AGr When : Termly	Targeted group of pupils allocated to Support Centre Tutor group to focus pastoral support	

Objective 4	Outcomes for pupils					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	Success criteria	Cost
<ul style="list-style-type: none"> All pupils leave school with at least 4 qualifications 	Start : 09/21 End : 07/22	LSp, Curriculum Leaders, teaching staff	Costs of examinations course – taken from exam budget	Who :SLT When : 07/22	100% of pupils achieve at least 4 qualifications.	N/A
<ul style="list-style-type: none"> To assess the impact of COVID 19 on pupil progress and implement strategies/ support for those pupils most disadvantaged. 	Start : 09/21 End : On-going	All staff	PP list provided to staff Data analysis and tracking of targeted pupils by ML and teaching staff.	Who : DSLs When : Termly	Academic attainment, personal, social and emotional well-being is in line with non-disadvantaged peers.	Any cot implications to be met through Covid catch up funding or Pupil Premium
<ul style="list-style-type: none"> To review the Pathways provision and requirements in light of modules missed due to COVID19 for current Year 10 	Start : 09/21 End : 12/21	LSp, Year 10 teaching staff/ ML	Consider impact of missed modules and options based on timetable in September.	Who : LSp/ ML When 12/21	Pathways reviewed to ensure pupils gain an accreditation this year.	N/A
<ul style="list-style-type: none"> To review and evaluate the assessment systems and 	Start : 09/21	SLT/ CL	Staff Inset taking place on 2 nd September	Who : SLT/ CL	Staff are confident and	£600

frameworks for primary and secondary.	End : 10/21			When : Termly	can use information in these systems to accurately report on pupils progress and achievement	
<ul style="list-style-type: none"> To implement the baseline assessment for EYFS. 	Start : 09/21 End : 10/21	KD, LA, SLT	Training for delivery of assessments		All pupils in Year R have baseline assessment completed	

Objective 5	Resources and School Community					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	Success criteria	Cost
<ul style="list-style-type: none"> To ensure that staffing both teaching and support continue to be well deployed, appropriate and effective in providing a high quality education to all pupils. 	Start : 09/21 End : 07/22	SLT	School Staffing Budget	Who : SLT/GB When : 07/22	Astute financial planning to ensure current levels with a reducing budget	
<ul style="list-style-type: none"> To continue to provide a high quality learning environment that adapts to the changing needs and population of the school. 	Start : 09/21 End : 07/22	SLT, ST, LC	School Staffing/Curriculum Budget	Who : SLT/ ST/ LC When : 07/22	School Environment continues to meet the needs of the school and pupils. Infant Department is re-configured to accommodate increasing ASD population.	

<ul style="list-style-type: none"> To review the success of ParentMail and explore how to further utilize to support communication with parents. and develop efficiency in communicating with parents and payment system 	Start : 09/20 End : on-going	JB, ER, MH Admin team	Office staff time	Who : JB/ MH When : ½ termly	Improved and efficient communication/ systems in place and developed for parents	Subscription
<ul style="list-style-type: none"> To review the use of school booking as a virtual platform for parents evenings. 	Start : 09/21 End : 07/22	KT, HB, LSp	Office staff time	Who : LSp/KT When : ½ termly	Parents evening are well attended.	Subscription (£200)

Objective 6	Outreach and support					
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	Success criteria	Cost
<ul style="list-style-type: none"> To extend the outreach work already established through liaison with the LA to commission services to mainstream colleagues. 	Start : 09/20 End : 07/21	RA, SLT	Release time for staff to go out to support pupils in school (Approx 1 day per week)	Who : SLT/LA When : Termly	The hub provides high quality support for pupils leaving St Anthony's and moving to HE	£50k provided by LA to backfill for staffing being released for Outreach
<ul style="list-style-type: none"> To review the college transition provision and pathways for pupils leaving school. 	Start : 09/20 End : 07/21	HC, LSp, SLT	N/A	Who : HC/ LSp/ SLT When : 06/22	Outreach work continues to support mainstream colleagues	N/A