



St Anthony's School

School Development Plan

September 2022-23



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 – September 2022 - To be completed in September once numbers are confirmed

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 to 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 2022-23
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 on-site and off-site for secondary and primary in school to support the increasing numbers of pupils. • To review the infrastructure and services within school to enable school to support increasing pupil numbers. • To recruit high quality governors to address current vacancies in the Governing Body. • To review the outcomes from Ofsted and address areas to develop • To develop opportunity for the school to establish links with colleagues in other settings to further enhance and improve practice. • To fully implement Bromcom (school MIS) and embed across the school. • To review school funding formula in increasing costs ensuring the school maintains a balanced budget. • To review Middle leader roles across the school to ensure all curriculum areas are balanced including allocating new curriculum subjects such as forest schools.
<p>2. The Quality of Education</p>	<ul style="list-style-type: none"> • To implement Earwig Assessment System and review frameworks for primary and secondary. • To evaluate and implement a government approved systematic phonics programme • To develop our whole school reading policy and document progression of skills. • Expand outdoor provision to introduce Forest Schools into secondary department • To review and update the curriculum content and progression information across the school • To further review and develop the new guidance and expectations around the Early Careers Framework to support newly qualified staff. • All pupils leave school with appropriate and relevant qualifications. Staff to continue to review appropriate qualifications. • To implement whole school cross phase monitoring and collaboration- EYFS/Juniors to become part of whole school monitoring to improve staff understanding of strategies used across school. • To incorporate ML meeting with Governors to discuss their department as part of curriculum monitoring. • Develop the use of research to ensure high quality teaching so that staff develop detailed knowledge and skills in order to achieve the best possible outcomes. (NPQ staff to review and evaluate training undertaken. Share information from course and research outcomes teaching staff/SLT). • Frameworks such as Learning Outside the Classroom (LotC) and Forest Schools are scoped and developed to provide scaffolding for developing outdoor provision and activities related to this. Records to be kept of our wide range of experiences outside the classroom, including extended school activities, RDA, DoFE, LBS and one or more residential visits. • To document pupil access to our Inclusive Curriculum to gain data on holistic interventions.

3. Personal Development	<ul style="list-style-type: none"> • To review to careers programme in secondary and ensure it meets the Baker Clause standards. • To review and adapt the timing of work experience programme in Key Stage 4 • To review and adapt the assembly programme in school – both primary and secondary • To audit and track SMSC, RSE across the school and ensure it fulfils government guidance.
4. Behaviour and attitudes	<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 continue 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 monitor and support those pupils and families where attendance is below 90%. • To support and train new Pastoral support Assistant to work alongside Pastoral Manager
5. Resources, School Community and Staffing	<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 implement new programme/ support for staff returning from sickness absence • To review and evaluate the CPD programme and ensure it addresses key issues and priorities. • To move Teaching staff from FILIO onto SchooliP for our online Performance Management. • To maintain the focus on staff and pupil wellbeing. • To support staff pursuing additional qualifications that will benefit the school (Apprenticeships, NPQs, NASENCO, AO, Mentor training, CAT, documentation of FREE SEND courses, S&L).
6. Outreach and support	<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 • To continue to co-lead on ECT SEND training support Days for ECT's in West Sussex Schools (Year 2 of programme) This will include: StepLab and mentor training to develop skills, knowledge and confidence in developing teaching content and coherence, ensuring they are able to support pupils effectively, improving monitoring and evaluation skills, providing feedback to pupils, reporting to parents/carers etc. • To support ITT placements, AO and ECT's. To provide SEND experience for ECT's in SEN settings across West Sussex

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 on-site and off-site for secondary and primary in school to support the increasing numbers of pupils. 	Start : 09/22 End : 09/23	HB, GB, SLT, Local Authority	Funded through Local Authority	Who : LA/SLT GB When : On-Going	New buildings/provision are completed in readiness for September 2022 to address short term capacity issues. Feasibility study and plans agreed for temporary off-site provision to address growth 23-24. Longer term permanent plans discussed for growth on-site.	Funded by local Authority
<ul style="list-style-type: none"> To review school funding formula in increasing costs ensuring the school maintains a balanced budget. To review the infrastructure and services within school to enable school to support increasing pupil numbers. 	Start : 09/22 End : 4/23	HB, JB, GB	Meeting and budget planning time	Who : HB/JB/LA When : Termly	To meet with LA to review funding formula and current school budget to ensure budget is and continues to balance.	N/A

<ul style="list-style-type: none"> To recruit high quality governors to address current vacancies in the Governing Body. 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. 	Start : 09/22 End : 012/22	HB/ GB/ RH	Time	Who :HB/GB/RH When : 12/21	To ensure we have a full compliment of governors that have the skills and competencies to strategically support the school. Governors are allocated to key areas in school. Governors have improved knowledge of key areas within school.	N/A
<ul style="list-style-type: none"> To review the outcomes from Ofsted and address areas to develop 	Start : 09/22 End : 7/23	HB, SLT, GB, whole school	Staff Meeting Time Training	Who :HB/SLT When : October 2022	Staff and governors are clear about the areas of development and plan in place to address these.	
<ul style="list-style-type: none"> To develop opportunity for the school to establish links with colleagues in other settings to further enhance and improve practice. 	Start : 09/22 End : 12/22	HB, LDe, SLT, ML		Who :HB/SLT When : Feb 2023	To investigate opportunities to formally link with other outstanding schools to share and improve current practice in school. To provide formal opportunities for staff to work with colleagues in other setting	Possible cost to join an established programme £2000
<ul style="list-style-type: none"> To fully implement Bromcom (school MIS) and embed across the school. 	Start: 06/22 End : 12/22	HB, JB, MH, CT,MF, admin team	Training time	Who :HB/JP/MH When : on-going	Bromcom is migrated and adapted to meet the needs of the school.	

<ul style="list-style-type: none"> To review Middle leader roles across the school to ensure all curriculum areas are balanced including allocating new curriculum subjects such as forest schools. 						
--	--	--	--	--	--	--

Objective 2		The Quality of Education				
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and how often)	Success criteria	Cost
<ul style="list-style-type: none"> To implement Earwig Assessment System and review frameworks for primary and secondary. 	Start : 07/22 End : 12/22	HB,SLT, curriculum leaders, teaching staff KTh (to support SLT as part of NPQ)	Staff time, license for package	Who: SLT, Curriculum Leaders When : Termly	New assessments system in place. Frameworks are selected and embedded to enable pupil progress to be demonstrated. All staff are using same package to enable consistency and progression between key stages.	Approx £2,000
<ul style="list-style-type: none"> To evaluate and implement a government approved systematic phonics programme To develop our whole school reading policy and document progression of skills. 	Start : 07/22 End : 12/22	SLT, SP, KD, LA, MA, SL, all staff	Purchase of programme and resources. Staff training	Who: SLT, SP, KD, LA, MA, SL, When : ½ termly	Phonics programme in place to support current reading provision in school. Staff are trained to deliver consistently. Pupils reading progress is tracked.	Approx £1500
<ul style="list-style-type: none"> Expand outdoor provision to introduce Forest Schools into secondary department Frameworks such as Learning Outside the Classroom (LotC) and Forest Schools are scoped 	Start : 09/22 End : 07/23	LSp, SLT, NC, Curriculum Leaders and key staff supporting LotC	Forest School Leaders training programme. Forest schools support on programme Year 1 Staffing admin and training time.	Who: LSp/RA When : ½ termly	Pupils have enriched and appropriate opportunity to access purposeful learning and curriculum outside the classroom.	Approx £3,000

and developed to provide scaffolding for developing outdoor provision and activities related to this. Records to be kept of our wide range of experiences outside the classroom, including extended school activities, RDA, DofE, LBS and one or more residential visits.						
<ul style="list-style-type: none"> To further review and develop the new guidance and expectations around the Early Careers Framework to support newly qualified staff. To support AO process 	Start : 09/22 End : 07/23	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	ECF, AO planning and paperwork in place and fully embedded to support induction for ECT	
<ul style="list-style-type: none"> To implement whole school cross phase monitoring and collaboration- EYFS/Juniors to become part of whole school monitoring to improve staff understanding of strategies used across school. 	Start : 09/22 End : 07/23	LDe/SLT/ML, teaching staff	Staff meeting time	Who: LDe/SLT/ML When : Termly	Staff develop understanding of practices and approaches in different phases and are confident and consistent in making judgments when monitoring across the school.	

<ul style="list-style-type: none"> Develop the use of research to ensure high quality teaching so that staff develop detailed knowledge and skills in order to achieve the best possible outcomes. (NPQ staff to review and evaluate training undertaken. Share information from course and research outcomes teaching staff/SLT). 	Start : 09/22 End : 07/23	LDe/SLT/ML, teaching staff	Staff meeting time	Who: LDe/SLT/ML When : Termly	Staff have the opportunity to access high quality CPD and research to develop and share knowledge with colleagues and continue to improve practice.	
<ul style="list-style-type: none"> To incorporate ML meeting with Governors to discuss their department as part of curriculum monitoring. 	Start : 09/22 End : 07/23	LDe/SLT/ML, teaching staff, GB		Who: LDe/SLT/ML When : Termly	Governors have the opportunity to discuss with CL the 3i's and this is evidenced in lessons and work scrutiny.	
<ul style="list-style-type: none"> To document pupil access to our Inclusive Curriculum to gain data on holistic interventions. 	Start : 09/22 End : 07/23	LSu/SLT/ teaching staff,		Who: LSU/SLT/ When : Termly	Overview of those pupils accessing additional support is evidenced and impact is measured.	
<ul style="list-style-type: none"> All pupils leave school with appropriate and relevant qualifications.. 	Start : 09/22 End : 07/23	LSp, Curriculum Leaders, teaching staff	Costs of examinations course – taken from exam budget	Who :SLT When : 07/23	All pupils achieve at least 4 qualifications.	

Objective 3		Personal Development				
Action	Timescale	Person responsible	Budget/resource implications	Monitoring (Who by and	Success criteria	Cost

				how often)		
<ul style="list-style-type: none"> To review to careers programme in secondary and ensure it meets the Baker Clause standards. 	Start : 09/22 End : 12/22	LSp, HC, KT	Staff meeting time	Who : LSp, SLT When : 12/22	Careers programme is reviewed and meets all standards, where appropriate as set out in Baker clause.	
<ul style="list-style-type: none"> To review and adapt the timing of work experience programme in Key Stage 4 	Start : 09/22 End : On-going	LSp/HC	Staff meeting time	Who : LSp, HC, SLT When: 12/22	Work Experience takes place in the school calendar to enable pupils to access appropriate preparation and follow up as part of the experience.	
<ul style="list-style-type: none"> To review and adapt the assembly programme in school – both primary and secondary 	Start : 09/22 End : 07/23	SLT		Who :SLT, When : Termly	Assembly programme covers key areas and dates that are relevant and important for our pupils.	
<ul style="list-style-type: none"> To audit and track SMSC, RSE across the school and ensure it fulfils government guidance. 	Start : 09/22 End : 12/22	KT/ CL Primary	Staff meeting time	Who :KT/SLT When : 12/22	SMSC and RSE programme is reviewed and meet all standards,	

Objective 4	Behaviour and Attitudes
--------------------	--------------------------------

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 : 09/22 End : 07/23	SD, LSu	Staff meeting / inset time	Who :SLT When : Termly	Planned programme of CPD in place	
<ul style="list-style-type: none"> To continue 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 : 09/22 End : 07/23	SD, JB	Planning and delivery time including development of resources	Who :SLT When : 07/23	Planned programme of training in place	
<ul style="list-style-type: none"> To monitor and support those pupils and families where attendance is below 90% 	Start : 09/22 End : 07/23	SD	Pastoral Manager admin time	Who : HB/SD When : ½ termly	Those pupils under 90% are highlighted and work is done with individual families	
<ul style="list-style-type: none"> To rewrite to school behaviour policy to encompass the ranges of needs and strategies to be adopted to meet the wide range of needs in school. 	Start : 09/22 End : 12/22	LSu, SD, KTh	Staff meeting time	Who :SLT When : 12/22	Policy in place and adopted.	
<ul style="list-style-type: none"> To support and train new Pastoral support Assistant to work alongside Pastoral Manager 						

Objective 5	Resources, School Community and Staffing
-------------	--

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 : 09/22 End : 07/23	SLT	School Staffing Budget	Who : SLT/GB When : 07/23	Astute financial planning to ensure current levels with a reducing budget	
<ul style="list-style-type: none"> To implement new programme/ support for staff returning from sickness absence 	Start : 09/22 End : On-going	LSp/JB	Staff Time	Who : LSp/JB/SLT When: Termly	Update protocol and procedures in place to support staff returning from sickness absence to provide consistency in approach.	
<ul style="list-style-type: none"> To review and evaluate the CPD programme and ensure it addresses key issues and priorities. 	Start : 09/22 End : On-going	LDe/JB	Staff CPD Time	Who : LDe/SLT When: Termly	CPD programme is well designed, purposeful and addresses key issues/areas of development to meet school priorities.	

<ul style="list-style-type: none"> To move Teaching staff from FILIO onto SchooliP for our online Performance Management. 	Start : 09/22 End : 10/22	LDe/ SLT	Staff meeting time	Who : LDe/SLT When: Termly	All staff are using SchooliP for appraisal.	
<ul style="list-style-type: none"> To support staff pursuing additional qualifications that will benefit the school (Apprenticeships, NPQs, NASENCO, AO, Mentor training, CAT, documentation of FREE SEND courses, S&L) 	Start : 09/22 End : 07/23	SLT/ CL	Time to access training	Who : SLT When: Termly	Staff have the opportunity to access further CPD and qualifications to support and enhance their job role.	CPD budget

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 : 09/22 End : on-going	RA, LA, SLT	Release time for staff to go out to support pupils in school (Approx 1 day per week)	Who : SLT/LA When : Termly	Outreach work continues to support mainstream colleagues	Funding needs to be agreed from LA
<ul style="list-style-type: none"> To review the college transition provision and pathways for pupils leaving school. 	Start : 09/22 End : On-going	HC, LSp, SLT	N/A	Who : HC/ LSp/ SLT When : 06/22	The hub provides high quality support for pupils leaving St Anthony's and moving to HE	
<ul style="list-style-type: none"> To continue to co-lead on ECT SEND training support Days for ECT's in West Sussex Schools (Year 2 of programme) This will include: StepLab and mentor training to develop skills, knowledge and confidence in developing teaching content and coherence, ensuring they are able to support pupils effectively, improving monitoring and evaluation skills, providing feedback to pupils, reporting to parents/carers etc. 	Start : 09/22 End : On-going	LDe, SLT	Release time for staff to access programme and release time for CL to mentor.	Who : LDe When : Termly	Staff in school access high quality support as an ECT.	

