

## The Grove School: School Development Plan 2024-25

(written May 2024, reviewed October 2024)

SEF Section: Behaviours and Attitudes Objective 1: To develop each child's understanding of diversity.		Responsibility: VH/HB	Timescale: Complete July 2025	Monitoring: PD
Targets	Actions	Success Criteria	Resources	Evidence
-Children will acknowledge at a level appropriate to them diversity that they see and experience.	-Staff will plan for activities that allow children to see and experience diversity, including genders, ethnicities and disabilities. <b>Point 1</b> -Staff will plan activities that support children to be curious about people around them, to see and understand similarities and differences. <b>Point 2</b> -Staff will plan activities which provide positive role models and which support children to question stereotypes. <b>Point 3</b> -Subject leads audit the school theme plans to ensure that they reflect the diversity of modern society. <b>Point 4</b> -Theme plans will be amended if required to ensure that there is breadth and balance within the teaching of diversity. <b>Point 5</b>	-Children will be able to show staff pictures that reflect diversity or to tell staff what diversity is. <b>-Staff will attend training on Diversity and the impact will be evident in planning and the activities that take place.</b> <b>-Theme plans will have been audited</b> -Theme plans will be amended if required	-Books and equipment that reflect diversity -Games that are diverse and revise what diversity is -Staff time to attend training	-IEP's -Planning files -Moderation meetings -Theme plans -Lesson observations -Book scrutiny -Equalities award file -Displays -Ethos and culture

Work completed towards target :-

- Gill Finch Schools Equalities co-ordinator - 2/9/24 Training on Diversity to teachers and TA's
- VH and HB to meet on Thursday 7<sup>th</sup> November to plan next steps - subject lead audit planned Points 4 and 5
- Book slot for staff discussion and training -March 27<sup>th</sup> Twilight to generate ideas for planning activities in each class team.

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**Green: complete**      **Amber: moving towards complete**      **Red: currently not completed**

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(written May 2024, reviewed October 2024)

SEF Section: Quality of Education Objective 2: To ensure that parents are informed of their child/young persons progress overtime.			Responsibility: LW/HBr	Timescale: May 2025	Monitoring: PD
Targets	Actions	Success Criteria	Resources	Evidence	
-Parents receive their child's targets and have these explained to them.	<ul style="list-style-type: none"> <li>-Review how we report progress to parents.</li> <li>-Review parent meetings.</li> <li>-Review how we share tracking sheets with parents, when and how often this happens.</li> <li>-Review how we share what children are learning.</li> <li>-School reports are written using the new format and their Education Health and Care Plans are updated in line with these.</li> </ul>	<ul style="list-style-type: none"> <li>-Parents will report that they are informed about their child's learning and progress overtime, using Ofsted Parent view.</li> <li>-Review meetings are planned to include time to share next steps of learning for each child.</li> <li>-Parents will have access to the children's individual IEP targets and these will be shared as and when they are updated.</li> </ul>	<ul style="list-style-type: none"> <li>-New report formats</li> <li>-Budget for staff time out of class to familiarise themselves with new format</li> </ul>	<ul style="list-style-type: none"> <li>-Ofsted Parent View</li> <li>-Minutes of review meetings</li> <li>-School reports</li> <li>-Pupil view where appropriate</li> </ul>	

Completed work:-

- Staff have been asked to send targets home three times a year to update parents when these are updated.
- Had a meeting to discuss next steps and track progress
- Letter to inform parents and staff
- Sending Autumn term IEPs' home
- Discussed template for the summer term which is on going and will help with workload and a prompt of things to discuss

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(written May 2024, reviewed October 2024)

SEF Section: Personal Development Objective 3: Every child is enabled to access a broad range of additional activities and experiences.		Responsibility: AW/MT	Timescale: June 2025	Monitoring: GG
Targets	Actions	Success Criteria	Resources	Evidence
<p>-Children have the opportunity to take part in a wide range of artistic, creative, performance, sporting, challenging, team and individual activities so that they can both discover new interests and develop existing ones.</p> <p>Completed :- Staff training completed on September training day by AW and MT Staff discussions collated and shared with staff All class groups now have an enrichment class passport book which is a live document.</p>	<p>-Staff develop an activity passport for their class group that reflects the different activities that the class has taken part in over the year in line with 'My Activity passport' from the DFE.</p> <p>-Staff ensure that a rich and wide set of activities are offered to the children.</p>	<p>-An activity passport is complete for the children for whom it is appropriate.</p> <p>-The schools spreadsheet of activities shows a rich and wide offer.</p>	<p>-Use of 'The Key' and 'Every Child Should' campaign article by Anita Kerwin-Nye to develop these.</p> <p>-'My Activity passport' from the DFE</p> <p>-Funding to ensure that access to activities can be supported</p>	<p>-IEP's</p> <p>-Training resources by Anita Kerwin-Nye</p> <p>-Triage meeting minutes</p> <p>-Spreadsheet of activities</p> <p>-Class daily plans</p> <p>-Photographs</p> <p>-Videos</p> <p>-Website (evidence from class groups)</p> <p>-Displays</p>

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## The Grove School: School Development Plan 2024-25

(written May 2024, reviewed October 2024)

SEF Section: School Leadership and Management Objective 4: To enable staff to develop their leadership skills.		Responsibility: PD	Timescale: July 2025	Monitoring: GM
Targets	Actions	Success Criteria	Resources	Evidence
-Staff will be enabled to access training and development opportunities in relation to leadership.	-Staff appraisal meetings include discussions regarding leadership pathways where appropriate. -Governors meet to discuss the possibility of additional funding for TLR's or other financial implications. -Training is planned for staff who wish to develop their leadership skills. -Timetables are developed to enable staff to attend training courses and complete work associated with these courses. -Timetable enables staff to shadow senior leaders and attend meetings such as budget setting meetings.	-A plan will be in place to develop the leadership capacity of the staff team. -Training is planned for staff who wish to develop their leadership skills. -Staff achieve the qualifications that they have applied for.	-Budget for training courses. -Budget for TLR's. -Training resources for staff.	-Timetables. -Succession map. -Meeting minutes. -Staff appraisals.

Completed :-

NPQSL has been started by staff member

ITT has been started by staff member, staff leads have been oved to enable this to happen

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