

Southview School – School Development Planning for Academic Year 2022/23

Introduction:

This plan has been written by school leaders, with input from other stakeholders to include the Executive Head Teacher. This plan represents a significant development in the history of Southview School with the build of our new college, planned opening in September/October 2022. There have been lessons learnt from the Covid pandemic and the school is determined to take the positives from the pandemic and weave them into the core school offer. The plan, this year, will be under constant review and is flexible enough to mould to the changing needs of the school and any external developments. The plan will be reviewed regularly by the schools' Leadership Team and Executive Head, as well as being a standing agenda item at Governor meetings. This is a forward thinking development plan that is mindful of the continuing impact of Covid on a small number of our students, but also a statement of determination that we will continue to provide a bespoke and exceptional high quality experience for all our students and their families.

Priority Area: Leadership and Management

Monitored by: Executive Head Teacher/Governing Body/relevant Trustee

Planned outcomes:

- **There is more collaborative working between the Trustees and FGB.**
- To develop representation by Southview's LGB at Trust level.
- **To develop the role of Southview in the wider trust:**
- To work in conjunction with the Leadership Team of the Chatten School to share resources and expertise and assist as the Chatten School expands from September 2022.
- To continue to ensure that highly effective current monitoring arrangements for safeguarding are maintained and developed. To ensure that the Executive Head and Trustees are holding school leaders to account on safeguarding arrangements, and continue with the external scrutiny arrangements. The lead Trustee responsible for Pupil Premium and LAC, will effectively hold school leaders to account, work collaboratively with school leaders and feedback to the LGB and Trustees.
- To continue to develop the provision for blended learning within the Local Authority and to further establish links within the Trust and wider Trusts, in particular the SEAX Trust.

- To ensure the smooth opening of the new college build and ensure the newly appointed College Lead is supported and trained appropriately.

Outcomes	Timeframe	Personnel Leading	Resources required	Monitored By	Key point update
Governors, Trustees and the EHT will continue to ensure they can satisfy themselves that they monitor and hold the school to account on key areas, including funding, development of blended learning across the county and safeguarding.	In place and ongoing from September 2022	Head Teacher LGB – Chair. EHT who will in turn report to Trustees.	No financial resources	Executive Head LGB Trustees/Safeguarding Trustee (S.)	Ongoing regular reviews and final review at the end of the academic year.
Students are kept safe and early monitoring and intervention procedures are robust so the school does everything in its power to prevent students coming to harm whether in or outside of school. Looked after children and those eligible for pupil premium will receive high quality support to maximise their progress. The CIC/ Pupil Premium	Currently in place – ongoing Currently in place – ongoing	Head Teacher DSL Identified Trustee Identified Trustee (S.F) Executive Head Led by Deputy Head Teacher (C.P)	No financial resources No financial resources	LGB Trustees Executive Head External moderation Head Teacher Identified Trustee (S.F)	Ongoing regular reviews and final review at the end of the academic year. Termly safeguarding visits by Trust Excellence Partner.

<p>and Safeguarding Lead Trustee can effectively hold leaders to account and report back to the EHT / Trustees.</p> <p>School leaders and Designated Safeguarding Leads continue to ensure the school's safeguarding systems remain at an exceptionally high standard.</p>	<p>Currently in place – ongoing</p>	<p>Head Teacher in conjunction with DSLs</p>	<p>No financial resources</p>	<p>Head Teacher Executive Head Teacher Identified Trustee (S.F)</p>	
<p>Leaders have established and promoted a respectful and purposeful working environment contained in the professional expectations, which all members of staff have signed up to. Staff are aware of the high expectations leaders place on them, and the rationale for what they are required to do.</p> <p>Leaders are mindful of the workload of staff and provide support where appropriate, but will not</p>	<p>Currently in place – ongoing</p>	<p>Head Teacher</p>	<p>No financial resources</p> <p>Inclusion of professional expectations in the staff questionnaire July 2022.</p>	<p>LGB Trustees Executive Head Review of staff questionnaire results.</p>	<p>Ongoing regular reviews and final review at the end of the academic year.</p> <p>Refer to staff questionnaires.</p>

compromise from the high standards demanded from all staff.					
School leaders continue to effectively manage and continuously review the curriculum (including the two fundamental 'pillars') and assessment procedures to ensure all students achieve all they can. Creative methods using internal and external resources are deployed to effect this.	Formal review July 2022 /ongoing review	School leaders Deputy Head Teacher (CP) FR – Curriculum Lead AH – Assessment Lead	2X TLR (Temporary) for respective leads.	Head Teacher FGB Executive Head Teacher	Ongoing regular reviews and final review at the end of the academic year.

Priority Area: Behaviour and attitudes

Monitored by: Executive Head Teacher/Governing Body

Planned outcomes / to consolidate:

- Student's behaviour is exceptional and staff model and apply principles consistently where appropriate.

Leaders have ensured that staff model appropriate behaviour when engaging with students and with each other. Leaders will ensure the expectations dictated by the professional expectations are upheld at all times.	From September 2022/ongoing	Head Teacher School Leaders / all staff		Head Teacher FGB	Ongoing review with a formal review at end of each term.
Leaders have updated current arrangements with behaviour management plans. Staff are appropriately trained in de-escalation and physical intervention techniques in conjunction with parents and other appropriate stakeholders. Where necessary BMP are rigorously applied with corresponding records of incidents which are regularly reviewed.	DHT	Head Teacher		Head Teacher FGB Trustee monitoring of incidents of physical intervention.	Ongoing review with a formal review at end of each term.

Priority Area: Quality of Education: Intent, Implementation and Impact

Monitored by: Executive Head Teacher/Governing Body

Planned outcomes:

Intent:

- ❖ Ensure the curriculum is ambitious, relevant and inclusive for everyone at Southview.

Implementation:

- ❖ Staff are aware and have the appropriate knowledge and skills to deliver the new curriculum.
- ❖ The standard of teaching is at least ‘good’ and the school will aim to ensure that 50% of teaching is ‘outstanding’.
- ❖ The assessment system is directly linked to the curriculum and encompasses all aspects of learning and personal development.

Impact:

- ❖ The school will target itself for 85% of all students and students to make good or outstanding holistic progress (with one third making outstanding progress) in all areas of academic and social progress.
- ❖ To ensure the concept that progress using qualitative data, and progress using quantitative data, is given equal status when considering overall student progress.
- ❖ Students working at early developmental levels have an assessment system which captures and celebrates their progress.

<p>The curriculum is now firmly established and teachers are jointly planning across the school. The subject leader roles need further development and subjects will be monitored across the school.</p> <p>The school continues to take a holistic approach to assessment and progress and is on track to meet the</p>	<p>From July 2022</p>	<p>Head Teacher / DHT Curriculum Lead</p>	<p>No financial resources. Staff meeting time for training.</p>	<p>Head Teacher Executive Head Identified Governor (R.G)</p>	<p>Ongoing regular reviews and final review at the end of the academic year.</p>
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ambitious targets set around student progress, based on EHCP targets. The assessment system will include physical development targets and all assessment judgments are quality controlled both internally and externally.		Assessment Lead.		for curriculum and assessment.	
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Priority Area: Personal Development

Monitored by: Executive Head Teacher/Governing Body

Planned outcomes / to consolidate:

- Students have a range of opportunities to experience the world outside Southview and develop their own skills and interests.
- Staff will model and promote holistic wellbeing.
- British values will underpin every aspect of life at Southview.
- Student’s mental health will be a prime consideration in the aftermath of Covid.
- Leaders will be mindful of staff’s ongoing issues around the impact of Covid and make supportive and sympathetic arrangements wherever possible.

The school will aspire that students will have access to a range of afterschool/holiday club provision as well as a rich variety of school trips and outings. The school acknowledges the importance of external experiences for our cohort and this will be encouraged and facilitated as much as possible.	From September 2022.	Leadership Team	No internal funding	Head Teacher Executive Head Teacher	Ongoing regular reviews and final review at the end of the academic year.
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<p>The school has actively engaged with the mental health ambassador's programme and where appropriate staff have engaged with the EWMHS surgeries and the impact on students is measurable. The school will endeavour to support student's mental health by sourcing and employing a qualified counsellor to work with students.</p> <p>The school will monitor (wherever possible) the impact of the new staff support/counselling system, but we appreciate this will probably be anecdotal evidence.</p>	<p>From September 2020.</p>	<p>DHT leading Pupil Wellbeing Coordinator</p>	<p>£500 set aside for miscellaneous expenses. £9.5K included in the budget for Music Therapy.</p>	<p>Head Teacher Executive Head Teacher</p>	<p>Ongoing regular reviews and final review at the end of the academic year.</p>
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