[](http://www.google.co.uk/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0ahUKEwitl-622PDVAhUC2BoKHWHeDWcQjRwIBw&url=http://www.christchurchfolkestone.com/&psig=AFQjCNHqLWO1fM1URIeGnNwb-GCZ5Nz59w&ust=1503692285319306)

**School Development Plan 2021-2022**

Headteacher: [](http://www.google.co.uk/url?sa=i&rct=j&q=&esrc=s&source=images&cd=&cad=rja&uact=8&ved=0ahUKEwiZx6G12PDVAhVmIMAKHXOCBE4QjRwIBw&url=http://www.christchurchfolkestone.com/&psig=AFQjCNHLwgHSwP0ZfoStT_DwauXsQcBw-A&ust=1503692285065392)

Robin Flack

Email Address: [headteacher@christ-church-folkestone.kent.sch.uk](mailto:headteacher@christ-church-folkestone.kent.sch.uk)

**Vision Statement:**

Inspired by God’s love, we humbly strive to be the best version of ourselves every day, in every way. We cherish the dignity of each precious person. Thankfulness, friendship, forgiveness and hope are at the heart of our inclusive community.

**Rationale:**Our overarching aim is to provide a quality education enabling our entire community to reach their full potential in all areas of life and learning. Guided by God’s love for us, we demonstrate love through actions which underpin everything that we do in our school. Everyone, no matter where they are from, their religion or economic standing is actively welcomed into our school family.

The story of Zacchaeus (Luke 19 1:10) exemplifies our vision and ethos clearly and guides us on a positive life journey. Jesus highlights to us that re-education is always possible and shows that everyone has value and worth and a God given path that they can choose to follow.

Through our four Christian values; Thankfulness, Friendship, Forgiveness and Hope we support our Christ Church family to flourish. All of these values are integral parts of the ability to lead an independent and responsible life, within the arms of God. It is our desire to empower our family to continue embedding these values in their lives beyond their time at Christ Church.

Through the education that we provide, lively and inquisitive minds are developed to promote enquiry and rational debate thus fostering self-confidence and a sense of moral responsibility. Each member of our community is nurtured through our education, to ensure they are equipped to understand and contribute, with compassion and reflectiveness, to the world outside the class.

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| **Striving to be the best version of ourselves every day** | | **Summary Overview 2021-2022** | **C:\Users\jim.CCP\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\EM5M4YTW\Christ Church ACADEMY logo Blue.jpg**School Logo |
| **Aims:** | | | |
| **The Quality of Education** | **To ensure all children make at least expected progress and achieve well by:**   * Ensuring the Christ Church Experience (Curriculum) is broad and balanced and is clear about the knowledge and skills pupils will gain at each stage of their learning (See Christ Church Experience and Progression of Skills Document). * Ensure the Curriculum is taught well allowing children to develop and retain knowledge and develop skills which they will need in life. * Ensure the Curriculum is clearly sequenced and planned and ambitious for all our pupils. * Developing a system of assessment for Foundation Subjects. * Ensure 90% of children in all cohorts make at least expected progress in Reading, Writing and Maths. * Implement, develop and embed the new Maths Curriculum ‘White Rose’ ensuring Mastery permeates throughout the school and Reasoning becomes a high priority with children make good progress in their Reasoning Skills. * Ensuring Art & Design and Design & Technology continue to be developed to ensure all children are taught and learn important skills needed to develop their creative thinking and reflects cultural capital. * Ensuring the Assistant Headteacher for Curriculum has appropriate support and training to continue to develop the Curriculum. * Ensuring Subject Leaders receive necessary CPD and opportunities to lead CPD across the school to promote high standards in their subject and appropriate development. * Regularly reviewing Curriculum coverage to ensure gaps which were caused by the COVID-19 pandemic are addressed in lessons to ensure children continue to make good progress across the curriculum. * Review and revise the Reading System in school to ensure children are reading age-appropriate texts, develop their reading choices and opportunities to read across the curriculum. * Revising data collection and ensuring this is less frequent but more impactful and meaningful. * Ensuring disadvantaged children and children with SEND are given equal opportunities to succeed and appropriate and high-quality provision is in place to ensure they are successful in making good progress. * Developing intervention and support for children who leave Key Stage 1 without passing the Phonics Screening. * Increasing the number of children achieving Greater Depth in Reading, Writing and Maths. * Implementing the new Christ Church Writing Assessment Framework ensuring teachers are skilled in making secure judgements in regards to the children’s writing. * Focus on developing the ICT/Computing Curriculum to ensure children are skilled in computing and can apply this across the curriculum. * Developing Geography, MFL and Music to ensure the subjects have a broad and balanced curriculum coverage and a clear progression of skills in place. * Ensuring PE continues to develop making sure all children are physical active and enriched by sporting activities. * Continuing to develop Science ensuring assessment is robust, children are retaining knowledge and the skills and progression across year groups is clear and effective. | | |
| **Behaviour & Attitudes** | **To ensure Christ Church is a safe, calm, orderly and positive environment which impacts on the positive behaviour and attitudes of every pupil by:**   * Ensuring the Gold Award for P4C remains a high priority for the school and that P4C continues to permeate throughout the school giving children the opportunity to develop their speaking and listening skills and ability to challenge and be critical respectfully. * Continue to embed the work of The Class Dojo System ensuring positive behaviour is acknowledged and rewarded and individuals and classes are rewarded for their efforts in following excellent behaviour and our Christian Values. * Overhauling the Attendance System to reward individual and class attendance; introducing the ‘Five for Five’ initiative and Class Attendance awards. * Improving Attendance and Punctuality for those below 95% by supporting families and making relevant referrals if deemed necessary. * Ensuring our Christian Values remain at the heart of the School and constantly modelled and taught explicitly (supported by the Church and Diocese). * Implementing new Jigsaw CPSHE Scheme of Work across the School to develop a positive and respectful culture where children can talk about issues which affect them in the world. * Ensuring children with low attendance and are vulnerable increase the percentage of time they are present at school and have appropriate strategies in place to allow them to be successful. | | |
| **Personal Development** | **To provide high-quality personal development for all pupils by:**   * Continue to develop and embed links with Holy Trinity Church and Rev Bob ensuring children are impacted by the deliverance of Collective Worship and other church events. * Ensure a spirituality policy and progression of skills is in place. * Developing the role of the School Council to play a more active role in the Academy and ensuring School Council Representatives are aware of the School Development Priorities. * Ensuring opportunities for children to experience and develop an understanding of British Values and our Christian Values. * Providing equal opportunities for all children to be enriched through Enrichment Lessons via other schools, visitors and trips; providing opportunities for pupils to flourish according to their needs, skills and interests. * Ensuring the school continues to be inclusive irrespective of children’s backgrounds. * Develop Starfish to ensure it meet the individual needs of every child. * Ensure pupil and staff’s mental health is at the heart of everything we do; eliminate unnecessary workload and pressure. * Continue to embed P4C practice throughout the curriculum so children have the confidence, resilience and knowledge to speak and share their opinions in a respectful and safe manner. * Providing opportunities throughout the school, explicitly taught in P4C and Jigsaw, for children to discuss issues which could impact on them e.g. abuse, exploitation etc and ensuring children are aware of support in place and empowering them to understand and tackle such issues. * Developing Upper Key Stage 2’s understanding of the dangers of inappropriate use of mobile technology and social media. * Develop the PE Curriculum Offer to ensure all children are physically active. * Develop the role of the Swimming Instructor and the pool to ensure more children are water confident. * Ensure children actively participate in the Daily Mile to impact positively on physical and mental health. * Developing our Relationships and Health Education Policy and Curriculum as well as our non-statutory Sex Education Programme. * Ensuring safeguarding systems in school allow bullying and discrimination to be reported, tackled and challenged. * Ensuring children learn and understand bullying, discrimination and peer-on-peer abuse and how to deal with this and the role they play. * Ensure vulnerable families are identified and continued to be supported by the Food Bank. * Continuing to develop the new Kids’ Club Wraparound Provision. * Ensuring a range of clubs are widely available for children to have enriched experiences. | | |
| **Leadership & Management** | **The leadership team ensure the education they provide has a positive impact on all its pupils by:**   * Ensuring the education and curriculum the children receive leads to good outcomes for all pupils. * Continue to develop relationships with parents ensuring parents feel supported and engaged with their children’s education. * To ensure Staff Workload and Well-Being remains a high priority to ensure they can focus on their job successfully. * Ensuring Governors are appropriately trained to conduct their role successfully proving a ‘critical friend’. * Continuing to work with the FESI schools and explore how to grow the model to impact on our own school as well as others. * Ensuring school policies are up to date and meet statutory legislation and recommended guidance. | | |
| **Quality of Early Years Education** | **To ensure the Quality of Early Years Education is highly effective by:**   * Ensuring the new EYFS Framework is rolled out and embedded across the EYFS Curriculum. * Continuing to ensure all EYFS staff are trained and developed in the recording and monitoring of evidence. * Ensuring EYFS staff receive high-quality CPD to deliver the curriculum. * Ensuring outdoor learning has a high focus to develop children’s skills and knowledge and opportunities are provided for the outdoor curriculum. * Developing White Rose Maths across the EYFS to lead to high outcomes in Maths. * Continuing to ensure high-quality Phonics Sessions are taught to ensure children can learn sounds rapidly and confidently allowing them to read a range of age-appropriate texts. | | |

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| **Striving to be the best version of ourselves every day** | | **The Quality of Education** | | | | | C:\Users\jim.CCP\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\EM5M4YTW\Christ Church ACADEMY logo Blue.jpg |
| **Target**  What do we want to achieve? | | **Actions**  How are we going to go about it? | **Timetable & Milestones**  When will we do it? | **Resources**  What will it cost? | **Monitoring & Evaluation**  How and who will check on how things are going? | **Success Criteria**  How will we know we have achieved it? | **Questions for Governors to Ask** |
| **1** | Ensure the Christ Church Experience has a clear focus on the knowledge and skills pupils will gain at each stage of their learning at Christ Church. | * Ensure the Curriculum is carefully sequenced. * Ensure LOs reflect the Progression of Skills Document. * Begin to develop an assessment system for non-core subjects which is purposeful and useful. * Continuing CPD for Assistant Head (Curriculum) * Subject Leader Support and Development (ongoing CPD). | Ongoing | Staff CPD/Twilights | Updated at L&D Committee Meeting  SMT Meetings  Curriculum Meetings  Progress Meetings  Book Looks/Observations  Becky Wyatt | The Christ Church Experience, by July 2022, will have a clear outline of the skills and knowledge pupils will develop at each stage of their learning with a clear progression in place. | *What impact does the curriculum have on pupil standards?*  *What impact does the curriculum have on pupil’s mental health, engagement and well-being?*  *What are standards like in each subject?* |
| **2** | Ensure 90% of children in all cohorts make at least expected progress in Reading, Writing and Maths. | * Developing White Rose Maths Scheme (see below). * Intervention groups implemented to ensure children’s individual needs are met. * Robust assessment system in place to track children’s progress and attainment accurately. * Revise data assessment to ensure it is meaningful and impactful. * Development of Personalised Plans via the SENCo. | Ongoing | Pupil Progress Meetings SMT  SENCo Time | L&D Committee Meeting  FGB  Progress Meetings  SEN Meetings  Team Leaders | 90% of all children at Christ Church will have made at least expected progress in R, W and M. | *What strategies are in place for children to make progress?*  *How are children assessed?*  *How do we know what we are doing is having an impact?*  *How do we support vulnerable pupils?*  *How do we support children with SEND and PP?* |
| **3** | Increase the number of children achieving Greater Depth in Reading, Writing and Maths. | * CPD for staff on writing critique and teaching GD. * New Writing Framework rolled out across the school. * Staff meetings to moderate writing judgements. * Ensuring White Rose Maths challenges children to achieve GD. * Revising Reading Scheme. | Ongoing | Pupil Progress Meetings  Moderation  Staff Meetings  Training from Robin, Becky and Jo | SMT  Moderation | 30% of children achieving GD in Reading, Writing and Maths in every year group. | *How do you know what Greater Depth looks like?*  *How do teachers target Greater Depth children?*  *What strategies are in place to develop Greater Depth?* |
| **4** | Implement, develop and embed the new ‘White Rose’ Maths Curriculum ensuring Mastery is evident in lessons and children’s books and Reasoning becomes a high priority. | * Ongoing CPD for White Rose. * Year group planning/Staff Meeting Time. * Delivering high-quality lessons from WR. * Purchasing additional resources required to support learning. | Assess Maths Progress each term to measure impact on pupil progress and achievement. | £1500 Maths Budget | FGB  L&D Committee Meeting  SMT | By July 2022, 90% of children will have made at least expected progress in Maths.  Books and lessons will demonstrate a clear focus on mastery and reasoning. | *What impact is White Rose having? How do you know?* |
| **5** | Continue to review curriculum coverage to ensure gaps (caused by COVID-19) are addressed in lessons ensuring children continue to make good progress across the curriculum. | * Ensure MTP are reflective of content taught. * Ensure the Christ Church Experience is clear about topics being taught. * Book Looks to feedback about progress and achievement. * Assessment of core and non-core subjects. | Progress Meetings  SMT | Curriculum Budgets (separate allocations for each subject) | L&D Committee Meeting  SMT  Becky Wyatt | By July 2022, any gaps in children’s knowledge will have been rapidly closed through curriculum teaching and lessons. | *How are we addressing children’s gaps in their knowledge?*  *What impact does this have?* |
| **6** | Ensure Art & Design and Design & Technology continue to be developed to ensure all children are taught and learn important skills needed to develop their creative thinking and reflects cultural capital. | * Continued CPD for and led by Art/Design/Technology Lead. * Ensure skills progression is embedded across the school. * Enrichment opportunities to develop children’s art, design and design technology skills. | Termly | £1000 Curriculum Budget for Art/Design/DT | SMT  L&D Committee Meeting  Jo Conybeare | By July 2022, a comprehensive curriculum will be in place for Art and Design and Design and Technology with a progression of skills. | *How are children assessed in Design and Technology and Art and Design?*  *What are the priorities for this subject?*  *How do we know Cultural Capital is evident?* |
| **7** | Review and revise the Reading System in school to ensure children are reading age-appropriate texts, develop their reading choices and opportunities to read across the curriculum. | * Reviewing the book banding system. * Purchasing new RWI resources to ensure children in EYFS and KS1 are reading book with the sounds they have learnt. * Developing ‘Free Readers’ earlier. * Restocking the Library and Free Reading Books to ensure children are increasingly reading for pleasure. | Termly | £10,000 for Reading Resources including RWI (additional funding included from Catch-Up Premium) | L&D Committee Meeting  FGB  Anna Carter | By July 2022, all children will be reading books appropriate to the phonics they have learnt. | *How do children progress in reading?*  *How do you know how well they are achieving?* |
| **8** | Develop intervention and support for children who leave Key Stage 1 without passing the Phonics Screening. | * Children who do not pass KS1 Phonics are clearly identified and tracked. * Children are supported with appropriate provision in place for them. * Research alternative methods/schemes to use to allow these children to succeed. | Ongoing | As above | As above | By July 2022, 90% of children who do not pass Phonics Test, make at least expected progress in Reading. | *How do you support children who leave KS1 not being able to read?*  *What phonics provision is in place for Key Stage 2?* |
| **9** | Ensure disadvantaged children and children with SEND are given equal opportunities to succeed. | * High-quality provision in Starfish to reflect the children’s needs and enable them to make progress. * Quality provision in place for EYFS children with high needs. * Increase High Needs Funding to support specific children. * Personalised Plans for children who have specific targets to work on. * Pupil Premium used to allow much smaller teaching groups in core subjects. | Termly | High Needs Funding to fund interventions and staffing  SEN Budget | Resources Committee  L&D Committee  FGB  Pupil Progress Meetings  Rebecca Hogben | By July 2022, 90% of children who are disadvantaged or have SEND make at least expected progress. | *How are disadvantaged children identified?*  *What additional things do they get?* |
| **10** | Develop the ICT and Computing Curriculum to ensure children are skilled in Computing and can apply their skills across the curriculum. | * CPD for teaching staff on how to teaching the Computing Curriculum. * Overhaul ICT equipment and upgrade ICT suite. * Opportunities for children to use ICT within lessons via the use of devices. * Develop and ICT/Computing Club to develop more able pupils. | Termly | £35,000 in ICT/Computing Budget | Luis Lozano  Rachel Tapley  Simona Boghici (ICT Technician)  Robin Flack  Resources Committee  FGB | By July 2022, children will feel confident with ICT/Computing and have necessary skills to successfully follow the curriculum. | *What is the vision for ICT/Computing?*  *How do we know it raises standards?* |
| **11** | Develop Geography, MFL and Music to ensure the subjects have a broad and balanced curriculum coverage and a clear progression of skills in place. | * Develop and embed the teaching of Geography, MFL and Music to ensure lessons reflect the Christ Church Experience and National Curriculum expectations. * Ensure the progression of skills is clear on each subject. * CPD for teachers to successfully teach these subjects. * Ensure long-term memory is developed in curriculum subjects so children can recall facts. | Termly | £1400 for Geography  £500 for Music  £200 for MFL | Becky/Liz/Robin  Cherry  Kasia/Angela RB | By July 2022, 100% of lessons taught will meet the Christ Church Experience. | *As above* |
| **12** | Ensure PE continue to develop making sure all children are physically active and enriched by sporting activities. | * Swimming Instructor Training for 5 staff members. * Revising the PE Curriculum to focus on less sports but stronger progression. * Revise school timetable to ensure PE has a high priority on the timetable. * Development enrichment opportunities for sport. * CPD for Teaching Staff. | Termly | PE Budget | Esther & Becky  L&D Committee | By July 2022, all children will be physically active and engaged with PE lessons.  By July 2022, all children will be water confident with 90% reaching the 25 meters award. | *As above*  *Also…*  *What impact is the Sports Premium having on pupils?* |
| **13** | Continue to develop Science ensuring assessment is robust, children are retaining knowledge.  Ensure skills and progression in Science is clear and evident through the school. | * Implement new Science Assessment across the school. * Ensure Progression of Skills and Knowledge is clear in each year group. * CPD for Teaching Staff on the teaching of Science. * New equipment/resources purchased to deliver the curriculum effectively. | Termly | £1800 Science Budget | Science Team  L&D Committee | By July 2022, a clear progression of skills will be in place for the Science Curriculum. Children will retain knowledge and understand new concepts from carefully sequenced learning. | *What do standards look like in Science?*  *How do you ensure that skills are adequately covered?* |

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| **Striving to be the best version of ourselves every day** | | **Behaviour & Attitudes** | | | | | C:\Users\jim.CCP\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\EM5M4YTW\Christ Church ACADEMY logo Blue.jpg |
| **Target**  What do we want to achieve? | | **Actions**  How are we going to go about it? | **Timetable & Milestones**  When will we do it? | **Resources**  What will it cost? | **Monitoring & Evaluation**  How and who will check on how things are going? | **Success Criteria**  How will we know we have achieved it? | **Questions for Governors to Ask** |
| **1** | Ensure the Gold Award for P4C remains a high priority in the school and the excellent practice of P4C permeates throughout.  Ensure children develop, through P4C, the skills they need to speak and listen and the ability to challenge and be critical respectfully. | * P4C Gold Follow-Up Visit in Summer 2022. * Ensure the Christ Church Experience explicitly teaches and has opportunities for P4C skills to be practised. * Level 2 Training for Staff (delivered by P4C Champions). | July 2022 | £1000 for P4C | SMT  FBG  Staff Meetings/Curriculum Meetings | By July 2022, Christ Church will have been awarded the Gold Award for a further 3 years. | *What does P4C look like across the curriculum?*  *How do you know it’s having an impact?* |
| **2** | Continue to embed the successful work through The Class Dojo System ensuring positive behaviour is acknowledged and rewarded. | * Rewarding positive praise and training on this across the school. * Individual prizes for reaching key milestones. * Class prizes for reaching key milestones. * Continuing to use the Dojo as a communication platform with parents and build on its success. | Ongoing | Attendance and Rewards Budget | SMT | Improved behaviour and reduced number of fixed-term exclusions. | *How is behaviour rewarded?*  *Have we had any exclusions? Why?*  *How are we reducing/addressing low-level behaviour?*  *What support and training are staff getting?* |
| **3** | Overhaul the Attendance System to focus on those whose attendance is less than 95%. | * Introduce ‘Five for Five’ initiative to celebrate 100% weekly attendance. * Introduce Class Attendance Rewards. * Family Reward each term to celebrate 100% attendance. * Supporting families who struggle with attendance and making relevant referrals if deemed necessary. | Weekly monitoring of Attendance  Termly monitoring of Attendance | Attendance and Rewards Budget | SMT  FGB  Pupil Progress Meetings/Vulnerable Pupil Meetings | By July 2022, children with attendance and punctuality below 95% will have improved (case by case basis). | *Is there a link between lateness and outcomes?*  *How are we supporting families who are late?*  *What strategies are in place?* |
| **4** | Ensure our Christian Values remain at the heart of the school and are constantly modelled and taught explicitly. | * Continue to work alongside Holy Trinity Church and the Diocese. * Collective Worship has a strong focus on our Values. | Ongoing | Collective Worship Budget | FGB  Rev Bob/Diocese/Church  Anna | Children will have a strong understanding of the Christian Values of the school and be able to exemplify this and describe what this looks like in practice. | *How does the school work with the church?*  *How are the values of the Church and our Christian Vision shared and taught?* |
| **5** | Implement new Jigsaw CPSHE Scheme of Work across the school to develop a positive and respectful culture where children can talk about issues which affect them in the world. | * CPD for Jigsaw. * Increase percentage of time spent on the school timetable to Jigsaw. * Pupil Voice from Jigsaw to gain children’s views across the school | Ongoing | Jigsaw/CPSHE Budget | L&D Committee Meeting  SMT | By July 2022, the school will be teaching statutory requirements as well as covering a breath of issues via Jigsaw. | *What impact is Jigsaw having?* |

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| **Striving to be the best version of ourselves every day** | | **Personal Development** | | | | | C:\Users\jim.CCP\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\EM5M4YTW\Christ Church ACADEMY logo Blue.jpg**School Logo** |
| **Target**  What do we want to achieve? | | **Actions**  How are we going to go about it? | **Timetable & Milestones**  When will we do it? | **Resources**  What will it cost? | **Monitoring & Evaluation**  How and who will check on how things are going? | **Success Criteria**  How will we know we have achieved it? | **Questions for Governors to Ask** |
| **1** | Continue to develop and embed links with Holy Trinity Church and Rev Bob ensuring children are impacted by the deliverance of Collective Worship and other church events. | * Continuing to develop our successful partnership with Holy Trinity Church. * Opportunities to take part in days with Canterbury Cathedral. * Working alongside the Church to support vulnerable families. * Attending events at the church at key parts of the year. * Confirmation for children who wish for this. | Ongoing | Collective Worship Budget | L&D Meetings  SMT | Christ Church will continue to demonstrate strong links to Christian Values. | *What impact does worship have on the children and their spirituality?* |
| **2** | Develop a ‘Spirituality Policy’ and a clear progression of skills as to what Spirituality looks like at Christ Church.  Ensure children have the opportunity to be spiritual. | * Implement a Spirituality Policy. * Ensure children are clear and understand what Spiritual Thinking is. * Ensure staff are clear and understand what Spiritual Thinking is. * Opportunities to develop, practice and embed spirituality across the curriculum. | Termly | RE Budget | L&D Committee Meetings  SMT  Staff Meetings | By July 2022, a clear spirituality policy will be in place. | *What does spirituality look like at Christ Church?* |
| **3** | Develop the role of the School Council to play a more active role in the Academy and ensuring School Council Representatives are aware of the School Development Priorities. | * Child-friendly SDP to be created so children can understand and contribute towards priorities. * Child-led initiatives across the school to develop Pupil Voice. | Termly | School Council Budget | FGB  SMT | By July 2022, pupil voice and School Council will play an active role in the school. | *What impact does the School Council have?*  *How do we ensure Pupil Voice?* |
| **4** | Ensuring children have the opportunity to experience and develop their understanding of British Values and our Christian Values. | * School events to celebrate British and Christian Values. * Continuing to work with the church. * Collaboration with FESI schools. * Diversity days to celebrate Folkestone. * Work with The Creative Quarter. | Termly | Collective Worship Budget | L&D Committee  FGB  SMT | By July 2022, the school will have provided opportunities for children to demonstrate British and Christian values. |  |
| **5** | Develop equal opportunities for children to be enriched throughout the curriculum via visits to other schools (secondary), having visitors in school and trips. | * Revising Curriculum Trips. * Inviting visitors to school as part of curriculum learning. * Enrichment days to support the curriculum. | Ongoing | Hardship Fund | SMT  L&D | 100% of year groups will have cost-effective trips to enrich the children’s curriculum opportunities. |  |
| **6** | Develop the Starfish provision to ensure it meets the individual needs of every child. | * Ensure high-quality CPD for staff in relation to SEND. * SENCo development and working with outside agencies. * Developing relationships with SEND KCC and STLS. * Develop the new Sensory Room in the Annexe Building. | Ongoing | SEN Budget  Support from STLS  Support from HNF  Support from SEN  HNF | SMT  F&R (Value for money)  Staff Meetings/CPD | By July 2022, 90% of children in Starfish will have made expected progress. | *How are Starfish accessing the curriculum?*  *What progress are the children making?*  *What external support is being provided?*  *How are staff and children supported?* |
| **7** | Ensure pupil and staff’s mental health is at the heart of everything we do; eliminate unnecessary workload and pressure and support staff to conduct their role successfully. | * Reducing unnecessary workload. * Revising Staff Meetings to be meaningful and impactful. * Reviewing and reducing data collection. * Changing report format. * Introduce and keep Report Writing Days. * Appropriate PPA to continue. | Ongoing | NA | SMT  FGB  Staff CPD | 100% of staff will provide positive feedback throughout the year in the staff survey. | *How are staff being supported in their role?* |
| **8** | Continue to embed P4C practice throughout the curriculum so children have the confidence, resilience and knowledge to speak and share their opinions. | * Continue to ensure links to P4C throughout the curriculum. * Achieve the Gold Mark Renewal in Summer 2022. * Pupil Voice and Staff Voice and Survey into P4C. | Termly | P4C Budget | SMT  L&D | By July 2022, the Academy will have their Gold Award extended by 3 years. |  |
| **9** | Provide opportunities, through Jigsaw and P4C, for children to discuss issues which could impact on them e.g. abuse, exploitation etc. | * CPD for teaching staff on delivering Jigsaw. * Visitors to school (including Police) to talk about issues like abuse and mobile technology. * Parent workshops on topical issues to develop their understanding and awareness. | Ongoing | Jigsaw Budget | SMT  Staff CPD  L&D | By July 2022, Christ Church will be compliant with the statutory requirements of the curriculum. |  |
| **10** | Develop Upper Key Stage 2’s understanding of the dangers of inappropriate use of mobile technology and social media. | * CPD for teaching staff on delivering Jigsaw. * Visitors to school (including Police) to talk about issues like abuse and mobile technology. * Parent workshops on topical issues to develop their understanding and awareness. | Ongoing | Jigsaw Budget | SMT  Staff CPD  L&D | By July 2022, Christ Church will be compliant with the statutory requirements of the curriculum. |  |
| **11** | Develop our Relationships and Health Education Policy and Curriculum as well as our non-statutory Sex Education Programme. | * Parent consultation to discuss key changes. * Parent support leaflet outlining the curriculum (website). * Continued Jigsaw CPSHE CPD for teaching staff. | Ongoing | Jigsaw Budget | SMT  Staff CPD  L&D | By July 2022, Christ Church will be compliant with the statutory requirements of the curriculum. |  |
| **12** | Ensure safeguarding systems in school allow bullying and discrimination to be reported, tackled and challenged.  Ensure children learn and understand bullying, discrimination and peer-on-peer abuse and how to deal with this and the role they play. | * CPOMS Training to ensure all incidents are captured, reported and actioned. * Workshops for children to understand topical issues which could affect them. * Parental workshops to support the good practice in place. | Ongoing | Jigsaw Budget | SMT  Staff CPD  L&D | By July 2022, Christ Church will be compliant with the statutory requirements of the curriculum.  Pupil Voice/Surveys will demonstrate children feel positive in how to report, tackle and challenge bullying. | *How is safeguarding developing?*  *How are families and children supported?* |
| **13** | Ensure vulnerable families are identified and continued to be supported by the Food Bank. | * Fundraising to support the Food Bank. * Continue good partnerships with supermarkets and Magic Breakfast. | Ongoing | Hardship Fund  Donations from the Church/Community | FGB  SMT | 100% of families identified as requiring support will be accessing the Food Bank. |  |
| **14** | Continue to develop the new Kids’ Club Wraparound Provision.  Ensure a range of clubs are widely available for children to have enriched experiences. | * Develop Wraparound Care offer and promote it to new families and existing families. * Review provision in place and increase activities children can engage with. * Development for Club Manager to develop her vision and ideas for the Wraparound Care. | Ongoing | Kids’ Club Budget/Account | F&R  FGB  SMT | 100% of children attending Kids’ Club will enjoy the provision in place. | *What impact does wraparound care have on the children?* |

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| **Striving to be the best version of ourselves every day** | | **Leadership & Management** | | | | | C:\Users\jim.CCP\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\EM5M4YTW\Christ Church ACADEMY logo Blue.jpg |
| **Target**  What do we want to achieve? | | **Actions**  How are we going to go about it? | **Timetable & Milestones**  When will we do it? | **Resources**  What will it cost? | **Monitoring & Evaluation**  How and who will check on how things are going? | **Success Criteria**  How will we know we have achieved it? | **Questions for Governors to Ask** |
| **1** | Ensure the education and curriculum the children receive leads to good outcomes for all pupils | * Curriculum CPD via Staff Meetings. * Monitoring Curriculum provision each term. * Ensure MTP reflect Curriculum Coverage. * Ensure school timetabling devotes an appropriate amount of time to each subject. | Weekly Staff CPD  Termly monitoring | Curriculum Budgets | Staff Meetings/Subject Leaders  SMT  L&D | By July 2022, the Christ Church Experience will lead to good outcomes for all pupils and expected progress. | *What impact does the curriculum have on pupil outcomes?* |
| **2** | Continue to develop relationships with parents ensuring parents feel supported and engaged with their children’s education. | * Continue to support vulnerable families. * Parental meetings – tea/coffee mornings. * Making relevant referrals to support families who are struggling. * Continue the good communication on Dojo. | Ongoing | NA | SMT | Parents and families will feel supported by the school. |  |
| **3** | To ensure Staff Workload and Well-Being remains a high priority to enable staff to focus on their jobs successfully. | * Ensure unnecessary tasks are removed. * Give staff the time they need to action tasks. * Use Staff CPD wisely to ensure best use of time. * Supporting staff to make the best use of their time. * Review workload and well-being continuously so staff feel supported. | Ongoing | NA | SMT  FGB | Staff questionnaire will demonstrate staff feel valued and their workload and well-being is a priority. |  |
| **4** | Ensure Governors are appropriately trained to conduct their role successfully providing a ‘critical friend’. | * Governor Training programme. * Developing Governors to ensure they are skilled to conduct their role. * Monitoring of school practice and policy by Governors with staff. | Termly | NA | FGB | Governors will feel confident in their role and have the necessary skills they need to fulfil their role successfully. |  |
| **5** | Continue to work with the FESI schools and explore how to grow the model to impact on our own school as well as others. | * Collaborative work with the FESI schools. * Working with the HTs to formulate a monitoring plan to assess school practice. * Networking Subject Leaders to ensure curriculum remains a priority. | Termly | FESI Budget | FGB  SMT | Strong collaboration evident in FESI school partnership. | *What impact does the FESI have on Christ Church?* |
| **6** | Ensure school policies are up to date and meet statutory legislation and recommended guidance. | * Review statutory policy list and ensure all policies reflect statutory legislation. * Ensure school policies are updated and reviewed regularly. * Write new policies to reflect the changing educational climate. | Termly | NA | FGB  SMT | By July 2022, all statutory polices will be in place for Christ Church CEP Academy |  |
| **7** | Continue to develop leadership capacity and ensure leaders have quality CPD. | * DHT and 1 x AHT to complete NPQH. * 1 x AHT and 1 x SENCo to complete NPQSL. | Ongoing | NA – Free owing to DfE funding | FGB  SMT | By Autumn 2022, all leaders will have acquired the NPQ qualification. | *What impact does the NPQ have on leaders?* |

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| **Striving to be the best version of ourselves every day** | | **Quality of Early Years Education** | | | | | C:\Users\jim.CCP\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\EM5M4YTW\Christ Church ACADEMY logo Blue.jpg |
| **Target**  What do we want to achieve? | | **Actions**  How are we going to go about it? | **Timetable & Milestones**  When will we do it? | **Resources**  What will it cost? | **Monitoring & Evaluation**  How and who will check on how things are going? | **Success Criteria**  How will we know we have achieved it? | **Questions for Governors to Ask** |
| **1** | Ensure the new EYFS Framework is rolled out and embedded across the EYFS Curriculum. | * CPD for staff on the new EYFS Framework. * Working collaboratively with other schools to develop EYFS curriculum and offer. * Ensure the provision in place reflects new EYFS framework. | Termly | EYFS Budget | SMT  L&D | By July 2022, 80% of children in EYFS will have reached the GLD. | *How is the new framework different?*  *What needs to be put in place?*  *What impact is it having?* |
| **2** | Continue to ensure the EYFS Staff are trained and developed in the recording and monitoring of evidence. | * CPD for staff on the new EYFS Framework. * Working collaboratively with other schools to develop EYFS curriculum and offer. * Ensure the provision in place reflects new EYFS framework. | Ongoing | EYFS Budget | SMT  L&D | By July 2022, staff will be confident with the assessment of EYFS. | *How are staff being supported?* |
| **3** | Develop child-initiated play so it’s at the heart of the EYFS Curriculum | * Collaboration with other schools to observe outside EYFS practice. * Implement a clear child-initiated policy for staff to follow. * Working with Year 1 to improve transition from EYFS to Year 1. | Ongoing | EYFS Budget | SMT  L&D | By July 2022, child-initiated will be an intrinsic to EYFS with outstanding practice taking place. | *What does child-initiated look like in EYFS?* |
| **4** | Ensuring EYFS Staff receive high-quality CPD to deliver the curriculum. | * CPD for staff on the new EYFS Framework. * Working collaboratively with other schools to develop EYFS curriculum and offer. * Ensure the provision in place reflects new EYFS framework. | Ongoing | EYFS Budget | SMT  L&D | By July 2022, staff will be confident with the assessment of EYFS. |  |
| **5** | Develop outdoor learning ensuring it has a strong focus to develop children’s knowledge and skills. | * Investigate and observe outstanding outdoor provision. * Develop outdoor learning curriculum with a clear focus. * Ensure the curriculum facilitates opportunities for outdoor learning. | Ongoing | EYFS Budget | SMT  L&D | By July 2022, a clear outdoor learning scheme will be in place to support children in EYFS reach their milestones. | *What does outdoor learning look like in EYFS?* |
| **6** | Develop the White Rose Maths Curriculum across the EYFS to lead to high outcomes in Maths. | * CPD using White Rose Maths for all staff. * Ensure resources are purchased for children to use to deliver the WR curriculum. * Parental workshops to support parents with maths at home. | Ongoing | Maths Budget | SMT  L&D | By July 2022, 80% of children will be achieving the expected outcome in Maths. | *What impact is White Rose Maths having on pupil outcomes?* |
| **7** | Continue to ensure high-quality Phonics Sessions are taught to ensure children can learn sounds rapidly and confidently. | * Quality CPD for EYFS staff to deliver RWI. * Reviewing reading books to ensure children read books aligned to the phonics they have learnt. * Ensure reading has a high focus throughout the EYFS curriculum. | Ongoing | RWI Budget  (Anna) | SMT  L&D | By July 2022, 80% of children will learn the sounds they require for the EYFS. | *What impact does phonics have on children’s reading ability?* |