



**Sir Tom Finney Community High School**  
**School Improvement Plan 2023 – 2024 - Summary**

Informed by OFSTED inspection March 2023; evaluation of previous 2022-23 plan; parent and student surveys; National and Local developments and our own strategic future thinking and changes.

The school remains committed to our vision whereby: -

Sir Tom Finney Community High school  
**Challenges; Inspires; Empowers** and **Prepares**  
*OUR learners for adulthood*  
***'Learn and Achieve Together'***

**BY**

Having an inclusive community that develops the opportunities to release and build upon an individual's personal, social, emotional, and academic potential; to enrich their quality of life; in an environment that is safe and secure with a climate that supports, celebrates and values the success, achievements and attainments of everyone. Where the challenge of diverse individual learning is met by a responsive curriculum and adaptive teaching to ensure access, engagement, and participation.

**CORE VALUES**

- A commitment to equality and inclusion
- A broad, rich, relevant, and stimulating curriculum
- Quality teaching and learning
- Personalisation to meet individual need
- High aspirations and expectations
- Teamwork

- Flexibility, adaptability, and responsibility
- Positively respond to developments in SEND provision

### **Context**

*In the academic year 2022-23 the upper floor development was handed over for operation with a standard snagging period in place. This increases the overall capacity of the school to 245 students in support of the local authority's strategic SEND sufficiency plans. The increases are likely to be staggered over the next few years, although admissions have meant another increase for September 2023 to between 220-226 overall depending upon 'actual' leavers from year 11 and post 16, with the largest increase within our semi-formal and experiential department. This will require annual strategic organisational and operational reviews to ensure that the 'whole' building is being used efficiently and effectively to meet the needs and demand of a growing, ever changing, and complex student population. The school underwent an OFSTED inspection in March 2023, the outcome is positive and the final report due toward the end of May 2023. The outcome of which will have influence on improvement planning objectives. After a period of stability in terms of staffing, whilst carrying vacancies across the year, several staff have also decided to retire, relocate, or obtained promotional posts or decided to take up alternative opportunities outside education. Others have given an intention to retire within the next 12 months. This means a significant recruitment drive and will also require strategic consideration of staffing structures, financial implications, resources, professional development and training and any other aspects of school that may impact on or be impacted by the continuing growth of the school.*

### **Annual objectives 2023 -24 summary**

#### **Quality of Education**

- Review and revise the English curriculum across 14-19yrs, using KS3/SFX as the blueprint, bringing KS4/FE together to form one upper school 14-19 department.
- Accelerate the role out of Evidence for Learning into the 14-19 department.
- HOD's and senior leaders to resume structured monitoring and observation across school in all subject areas– informed by department action plans.
- Co-ordinators to continue to develop subject action plans consistently: - including how each subject fulfils its intent, implementation, and impact; and how they will monitor and evaluate.

- Maintain the outstanding practise in KS3/SFX as recognised and reported from the inspection.

#### Behaviour and Attitudes

- Monitor the consistency of approaches to Behaviour policy and practise.
- Ensure consistency in communication with parents and families across the school.

#### Personal Development

- Restructure individual Emotional and Mental Health Support; family Liaison and individual student outreach under a banner of Early Help, EMHWP support, attendance, and outreach support.
- Restructure ELSA to strengthen pastoral responsibilities.
- Develop a summative recording methodology that captures when individual student ambitions and aspirations are met.
- Establish a diversity and culture working group.
- Review and revise online safety audit (via SWGFL)

#### Leadership and Management

- Governance to continue being knowledgeable about the school and able to articulate to external agencies inc. any new Governors and take up any relevant training opportunities available.
- Review, revise, and recruit to post across the range of staffing structures, roles, responsibilities reflecting the needs, abilities and curriculum requirements in the context of continued school expansion.
- Continue with outdoor development - trees, horticulture, shelter, fencing etc

- Engage with new wellbeing offer from LCC and explore a new offer from Art of Brilliance Company – individual staff wellbeing award
- Middle leaders (department leads) analysis and action planning intervention from internal/external assessment data.
- Subject leader development – critical evaluation and action planning for subject improvements

#### Safeguarding/PREVENT/GDPR

- Annual training and regular updates, briefings and newsletters

#### Staff professional and personal development (to inform appraisal):

To meet statutory requirements and accountabilities

To enhance subject and SEND knowledge and skills

To develop Leadership and Management at all levels

To support Succession planning

To enhance individual personal development

#### INSET DAYS to include:

Preparation and planning – for September cohorts

First aid and administering of medication update

Safeguarding/GDPR training

Staff wellbeing

14-19 department development inc. curriculum/subject offer

KS3/SFX department updates

#### Dates 2023-24

Friday 1<sup>st</sup> September 2023

Friday 20<sup>th</sup> October 2023– Medical training/health and wellbeing updates

Friday 9<sup>th</sup> February 2024

Friday 24<sup>th</sup> May 2024

Monday 22<sup>nd</sup> July 2024