



**Bushey Meads
School**

**School
Improvement
Plan
2017 – 2020**

Aspire to Achieve

'Going for Greatness'



**BUSHEY
MEADS
SCHOOL**

The 5 'P's

Professionalism

Personalised Curriculum

Performance and Progress

Personal Development

Physical and Human Resources

Strategic Commitment, Purpose and Intent 2017 – 2020

We are committed to ensuring that all students enjoy reaching their full potential, becoming lifelong learners and positively contributing to society.





Key Statements of Intent

Professionalism

We will work towards consistently delivering outstanding educational experiences so that the learning journey for all students is positive.

Personalised Curriculum

We will develop a progressive curriculum that meets the needs of all students, continuously building on prior learning to create ambitious flights paths to success.

Performance and Progress

We will ensure that, working effectively with all stakeholders, students are supported and challenged to reach their full potential, embracing every opportunity.

Personal Development

We will ensure that all students strive to be kind, resilient and responsible citizens, equipped to meet the demands of an ever-changing society.

Physical and Human Resources

We will develop an inspiring environment in which all stakeholders are safe, motivated and enjoy and excel in their learning.

Whole School Priorities

Professionalism

1. To increase the number of outstanding lessons delivered across the school.
2. To ensure that high standards of literacy are embedded throughout our learning community.
3. To increase the level of stretch and challenge at every opportunity.

Personalised Curriculum

1. To ensure an inspiring personalised curriculum meets the needs of all learners.
2. To ensure our curriculum content provides progressive learning journeys across all years.
3. To ensure that our personal development, enrichment and extra-curricular activities enable students to flourish throughout their lives.

Performance and Progress

1. To ensure assessment data is accurate and informs interventions to close all gaps and achieve success.
2. To ensure progress in all subjects and for all groups of students, exceeds national measures.
3. To ensure More Able students in all subjects are stretched and challenged to achieve the highest possible outcomes.

Personal Development

1. To ensure all students are respectful and kind to themselves and others.
2. To ensure all students develop a growth mindset and demonstrate resilience throughout their lives.
3. To ensure students take responsibility for their own actions and positively contribute to their community.

Physical and Human Resources

1. To complete the current planned building works.
2. To create an inspirational learning environment across all subject areas.
3. Continue to review and refine current staffing structures, ensuring the recruitment, development and retention of the highest quality staff.



**Bushey Meads School
School Improvement Plan
2017 - 2020**



Professionalism (GS)

We will work towards consistently delivering outstanding educational experiences so that the learning journey for all students is positive.

Key Priorities

1. To increase the number of outstanding lessons delivered across the school.
2. To ensure that high standards of literacy are embedded throughout our learning community.
3. To increase the level of stretch and challenge at every opportunity.

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Priority 1: To increase the number of outstanding lessons delivered across the school.						
Objective 1: To further develop and utilise staff development sessions even more effectively.						
To further develop strategies that enable staff to be more time efficient.	GS	Jul 2018	Time Sharing good practice	Staff will feel organised, happy and be able to cope with their workload.	JT	
To provide staff with the additional skills to deliver even more practical activities in lessons.	GS	Apr 2019	Sharing good practice	Practical learning activities will be more evident during learning walks and lesson observations.	JT	
To provide staff with further opportunities to deliver more fun/ exciting lessons in different settings.	GS	Apr 2019	Sharing good practice Locations	A greater array of teaching methods / activities visible in lessons and classes being taught in different settings.	JT	
Provide staff with the opportunity to be even more creative with classroom displays and create WOW classrooms.	GS	Jul 2018 then ongoing	Sharing good practice £1460	Every classroom will be vibrant, interesting and supportive of student learning.	JT	
To ensure that every subject has quality Schemes of Learning fully embedded - for each Key Stage.	GS	Sep 2020	Sharing good practice Time	Staff will have a Scheme of Learning in place that is in line with the course specification and can be referenced for any year group and class.	JT	
Objective 2: To maximise the use and effectiveness of learning equipment.						

Ensure that all classrooms are stocked with appropriate equipment (highlighters, mini-whiteboards etc).	GS	Apr 2018	Stationery £1220	Every classroom will have the relevant stationary / materials visible and within easy access.	JT	
Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
To ensure that more teacher training resources are available in the PLA (relevant academic literature to support staff development).	GS	Sep 2018	Literature Shelves £250	A bookcase/shelf on which there are books, journals, magazines etc relating to contemporary pedagogy to support staff.	JT	
To explore and pilot one to one device distribution for students to enhance learning.	SA	Sep 2020	Money PP funds	Every student at BMS will have access to an online device in which they can access the internet and relevant apps.	GS	
Objective 3: To ensure a high quality of behaviour for learning occurs in every classroom.						
Targeting behaviour management for key classes (utilising behaviour backup from HOD, HOF, AHT).	HOFs/KM	Sep 2018	Systems in place Communication	Every class across the school will be well ordered and focused on their learning.	GS	
Create an effective B4L team (similar to the TLT) who deliver specific inset sessions on the use of positive language, modelling emotional intelligence when handling situations etc.	SA/LW	Sep 2018	Support plans Time	A group of staff who are ready to support other teachers with BfL via coaching and/mentoring schemes.	GS	
Objective 4: To use student led learning to maximise progress.						
Providing students with continuous messages so that they know that learning is about getting it wrong sometimes.	GS	ongoing	Constant messages (assembly/lessons)	Students will increase in confidence and be prepared to try things/take risks, safe in the knowledge that failing is part of the learning process.	JT	
Allowing students to influence the learning more by receiving feedback from them.	GS	ongoing	Feedback forms Access to SLCs	The types of learning activity in lessons will more closely resemble what students want - in relation to progress being made.	JT	
To help staff develop the use of more able students as teachers.	GS	Sep 2019	Tips Time	Student leaders/student teachers will be seen regularly supporting others in lessons.	JT	
Objective 5: To improve collaboration across the school to increase student progress.						
Create an opportunity for all staff to visit a 'fantastic' school/department so they know what 'outstanding' looks like.	GS	Jul 2018 then annually	Monitoring Contact details Cover	Every teaching member of staff to have visited another school/faculty/department to gather new ideas to improve practice at BMS.	SA	
Encourage more teaching staff to share and develop lesson plans with TAs/TAPIs in advance of lessons.	RA	ongoing	SOW Google drive training	For all TAs and TAPIs to have access to every scheme of work across the school - at which point they can liaise with specific teachers and prepare appropriate resources for students.	GS	
To create opportunities for paired observations of outstanding lessons.	GS	Apr 2019	Monitoring Information Cover	Peer/paired observations will be more regularly witnessed across the school - every teacher to conduct a minimum of one per	JT	

				year.		
Create opportunities for staff to collaboratively plan and team teach - especially at KS3/B4L team teaching.	GS	Apr 2019	Time Cover	Schemes of work/BfL mechanisms to be refined via collaborative planning sessions and team teaching of a lesson/part of lesson.	JT	
Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Priority 2: To ensure that high standards of literacy are embedded throughout our learning community.						
Objective 1: To improve the quality, distribution and array of literacy equipment across the school.						
Ensure that literacy/grammar posters are displayed in every classroom.	DB	Jul 2018	Planning time Posters £160	Every classroom to have the relevant literacy posters displayed in a prominent position.	GS	
Ensure that every classroom has subject specific dictionaries.	HOFs	Dec 2018	Book lists £500	Dictionaries relevant to the subject to be visible and regularly used within lessons.	DB	
Ensure that dyslexic materials are available for all staff e.g. yellow overlays.	RA	Apr 2018	Name lists Overlays £50	All subject teachers who teach dyslexic students to use relevant overlays in class.	DB	
Ensure that books, magazines, newspaper articles are available for 'Read and Write Gold' users.	GB	Apr 2018	Book budget £150	BASE to own up-to-date engaging reading material for the Read and Write Gold students.	DB	
Develop the library stocks for students with dyslexia e.g. 'Stoke Barrington' and more enlarged books for the visually impaired (particularly of key texts e.g. 'An Inspector Calls').	RA	ongoing	Book budget £150	The LRC to have a section that is specific to SEND students - divided into sections accordingly.	DB	
Objective 2: To plan a range of events that encourage, improve and celebrate literacy in all its forms.						
Further develop the staff reading club/book club and encourage more staff to be involved.	FF	ongoing	none	A group of staff to meet on a regular basis to discuss a piece of literature - published updates.	GS	
Include student work (poems/creative writing/book reviews) in the newsletter on a regular basis to encourage students.	LC/GB/ KM	ongoing	Staff communication	Create a specific page in the BMS Newsletter each week that is focused on the celebration of student work.	GS	
Devise KS3 reading challenges - e.g. can you read a book this month written by someone from another country.	HL	Apr 2018	Planning time	A termly/half termly challenge set for students that is well advertised, monitored and participation rewarded.	LC	
Raise the profile of reading by creating a reading journey (staff reading footprints) around school.	GB	Jul 2018	Proformas Display area	Staff to complete a book review each term that is displayed in a specific location so students can read them and collect new titles of books they wish to read.	DB	
Plan a 'Drop Everything and Read' event and repeat regularly as appropriate.	DB	Apr 2018	Planning time	Deliver a DEAR event and based on the success, build on this to increase the size and/or frequency of the event.	GS	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Liaise with staff and plan a reading day/no pen day and repeat regularly as appropriate.	DB	Dec 2018	Planning time	Start with a 'no pen day' each term and based on the success, build towards a 'no pen week' each term/year.	GS	
Create and develop a reading corner (6th former reading a book at break and lunch for others to sit and listen).	Head Boy /Girl	Dec 2018	Location Seating Name list £350	Establish a quiet place with soft seating where various 6th form students are reading a book Monday - Friday so that other students can sit and listen - the selected novel will be advertised/voted for.	LW / MOK / DT	
Establish community reading groups - students to read at local care homes etc.	LC/HB	Jul 2018	Planning time Cover	Groups of students reading at various locations around Bushey (care homes, primary schools, hospitals etc) on a regular basis.	DB	
Objective 3: Establish appropriate intervention sessions and clubs so that every student requiring support with literacy receives it on a regular basis.						
Create and develop a handwriting club to help students improve the presentation of their writing.	RA/HL	Apr 2018	Planning time	Staff/ 6th formers/more able students to run a handwriting club for specific students every week.	SA	
Further develop literacy intervention - small groups, toe to toe, stride ahead, and stairway to spelling, reading dog groups.	RA	ongoing	Name lists Planning time Group leads	All students who require some form of additional support with their literacy to attend a specific intervention group every week.	SA	
Plan and prepare for 6th formers to run small reading groups in relevant subjects.	Head Boy /Girl	Start Sep 2018	Planning time	One 6th former per subject to run a reading club for a small group of students as part of their community service.	LW	
Objective 4: Ensure that staff development sessions contain a central literacy strand to improve the quality of listening, reading, writing and speaking at BMS.						
Encourage subjects to create a glossary/word bank for their subject and have these displayed in classrooms.	HOFs	Sep 2018	Time	Key word banks/glossaries to be visible in every classroom and be shared with relevant students.	GS	
Encourage subjects to create a reading list for learning outside of school (recommended reading lists for each subject).	HOFs	Apr 2018	Planning time	Reading lists for each subject and year group to be published, distributed and displayed so students can progress - reward students who are taking advantage of this.	GS	
Encourage correct and high quality spoken language at all times (verbal rehearsal of language).	All staff	ongoing	Training	Staff to witness an improved quality of students' verbal response in lesson and across the wider school.	DB	
To further develop staff training on SPaG, reading ages and other literacy related points.	DB	ongoing	Training	For all staff to be familiar and confident with their knowledge of SPaG, reading ages and literacy in general.	GS	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
To devise sessions where English staff can support other subjects with essay writing.	DB	Apr 2018	Training	Regular collaboration between English staff and other subject teachers and visible examination improvements to longer answer questions.	GS	
To continue to encourage subjects to plan for more extended writing tasks in KS3 SOW to prepare students for exams.	HOFs	Dec 2018	Time Training	Evidence of such tasks in student exercise books when the marking and feedback is being observed. Long term improvements when these students begin/sit their examinations.	DB	
Priority 3: To increase the level of stretch and challenge at every opportunity.						
Objective 1: To continue to try and maximise the impact of logistical elements in securing stretch and challenge.						
To further develop student mark sheets/lists to show which students are more able (possible use of SIMS app).	LW/BF	ongoing	Lists distributed	Every subject teacher to own a list of more able students in their classes.	SA	
Continue to encourage staff to experiment with the seating plan every term/half term to maximise student learning.	Subject teachers	Start Jan 2018	Training	Witnessing the change of seats occupied by students in lessons via learning walks and lesson observations - a rationale is required.	HOFs	
Objective 2: To further develop our collaboration with groups within BMS, BSJT, our Alumni and beyond.						
To encourage more teaching staff to send schemes of work via Google Drive to support staff.	RA	ongoing	Google drive training SOW	BASE to own up-to-date SOW for every year group and subject so they can familiarise themselves with the content prior to the lessons and make the necessary arrangements.	SA	
To further develop the use of associate staff in learning, supporting students and running activities.	RA	Sep 2018	Contacts shared	Associate staff to be involved in learning discussions relating to student progress (in class and beyond) so they can contribute to the process.	SA	
To further develop collaboration with Little Reddings and Hartsbourne to ensure stretch and challenge for Year 7 immediately.	LW	ongoing	Time Contacts shared	Key subject staff to liaise with the primary schools on a regular basis - information gathered to refine KS3 schemes of work to push the students further.	GS	
To further develop fun/inspiring staff insets - external speakers to deliver whole school training (e.g. Ian Warrick).	GS	Start Sep 2018	Wish list Contacts Time slots £1500 pa	External key note speakers to present staff development sessions in line with our aims - one per year.	JT	
Arrange for specialists from university to give lectures to students in specific subjects (especially for STEM subjects) - e.g. an annual Christmas lecture.	LW	Start Sep 2018	Wish list Contacts Time slots	Regular lectures from external speakers being attended by relevant students and staff.	GS	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Objective 3: To ensure that staff development sessions contain a stretch and challenge fiber that permeates through everything.						
Support staff in creating a “Miss I’ve finished” question bank by providing inset sessions and time to develop materials.	MG	Jul 2018 then ongoing	Time Tips	More extension tasks set in class.	GS	
Encourage staff to set an aspirational question from the next key stage in every lesson.	MG	Jul 2018 then ongoing	Planning time Tips	A question is posed either during the plenary or for HW from the year group/key stage above.	GS	
Encourage staff to set stretch and challenge home learning tasks in addition to normal home learning tasks.	MG	Sep 2019	Planning time Tips	The majority of HW tasks to offer a Bronze, Silver or Gold activity - student rewards based on their choice.	GS	
Encourage staff to further develop and set more project assessments/home learning tasks.	MG	Dec 2018	Sharing good practice	Evidence of more project style tasks visible.	GS	
Encourage staff to further develop and embed stretch and challenge into schemes of work.	MG	Sep 2020	Time Sharing good practice	All SOW to visibly contain extension tasks and higher order thinking activities.	GS	
Provide staff the opportunity to attend training to make their subject ‘cutting edge’.	GS	ongoing	Inset Sharing good practice	Visible advancements noticed within departments/faculties to modernise their subject areas and lesson plans to fully engage students.	JT	
Objective 4: Continue to improve our ability to utilise students effectively to further the regularity and quality of stretch and challenge.						
To further develop students so that they can stretch and challenge themselves e.g. how they can research a topic or read around the subject.	MG	Sep 2018	Planning time Student sessions	Generic study skills to be regularly taught to students throughout the year.	GS	
Encourage staff to give students access to the next years questions/content.	HOFs	Sep 2018	Time Google drive training	The current and following year’s SOW to be shared with students - particularly for examination students.	GS	
To further develop our use of 6th formers/Year 11 students teaching lessons to younger students.	MG/MSO/DT	Dec 2018	Planning time	To witness an array of lesson activities across all faculties of the school being delivered by students.	LW	
To develop and increase the number of independently run clubs by the more able students.	LW	Sep 2020	Planning time	To witness an array of clubs across all faculties of the school being run by students.	GS	

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Personalised Curriculum (WF)

We will develop a progressive curriculum that meets the needs of all students, continuously building on prior learning to create ambitious flights paths to success

Key Priorities

1. To ensure an inspiring personalised curriculum meets the needs of all learners.
2. To ensure our curriculum content provides progressive learning journeys across all years.
3. To ensure that our personal development, enrichment and extra-curricular activities enable students to flourish throughout their lives.

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Priority 1: To ensure an inspiring personalised curriculum meets the needs of all learners.						
Objective 1: To investigate and implement a wider range of accredited courses at KS4 & 5						
To explore the viability of courses not currently offered; such as additional subjects and double weighted subjects.	HoFs HoDs	4/2018 then annually	Cover to visit	Teachers and subject leaders to have investigated by visiting schools currently offering such courses and attending any relevant conferences. Progress to be shared within faculties and at middle leaders' meetings according to a timetabled rota.	WF	
To explore the viability of other vocational courses at KSs 4 & 5.	HoFs HoDs	4/2018 then annually	Cover to visit	As above.	WF	
Objective 2: To investigate and implement creative curriculum delivery models to help secure the continued viability of minority subjects						
Explore cross age lessons and lessons comprising students following the subject at different accredited levels.	HoDs of minority subjects	4/2018 then annually	Cover to visit	Teachers and subject leaders to have investigated by visiting schools currently offering such models. Schemes of work developed which differentiate and manage lesson time to support this; progress shared with middle leaders according to a timetabled rota.	WF	
To develop the effectiveness of supervised self-study, flip learning, and self-study groupings to support learning.	HoDs of minority subjects	9/2018 then annually review	Time	Evidence from students whose curriculum includes supervised self-study to indicate its effectiveness. Progress reported at middle leaders' meetings according to timetabled rota.	WF	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
To engage with other schools and to create a common timetabled half-day for minority subjects in order to share students and create viable group sizes.	WF/BF HoDs minority subjects	9/2018	Meeting time	Viable sized minority classes.	WF	
Objective 3: To further personalise curriculum delivery for more vulnerable students						
To explore the possibilities offered by external providers, such as Chessbrook, for providing alternative elements to student timetables.	WF/DJM	From 1/2018	Cover to visit	To have visited Chessbrook and/or other providers. To share with relevant subject leaders.	WF	
To explore the possibilities of extended life-skills courses, such as Prince's Trust, through into KS5.	WF/DJM LP	4/2018	Cover to visit	Evidence of investigation which will have included visiting providers.	WF	
To work with parents and carers, the SEN department, external agencies and subject leaders within school, to create personalised timetables for our most vulnerable students.	WF/DJM LP	4/2018	Meeting time	To have created and implemented individually personalised timetables which vulnerable students follow.	WF	
To continue to develop objective 3 actions.	WF/DJM LP	Annually	Meeting time	To annually review Objective 3 actions and report to SLT and governors.	WF	
Priority 2: To ensure our curriculum content provides progressive learning journeys across all years.						
Objective 1: To develop across the BSJT more strands of an all through curriculum, so that students engage and accelerate quickly from their prior knowledge and skills.						
Teachers and subject leaders to visit primary schools and work alongside primary colleagues to ensure prior learning forms the starting point to accelerated year 7 schemes of learning.	HoFs HoDs	7/2018 then annually	Cover to visit	Subject leaders to share at middle leaders' meetings, according to a rota, the schemes of learning that have been developed.	WF	
Subject leaders to invite primary colleagues to review learning materials produced by students in their year 7 classes and to take part in evaluating progress in year 7.	HoFs HoDs	1/2018 onwards	Cover for primary	Primary colleagues visit and meet with BMS colleagues to review learning in year 7. Reviews shared at middle leaders' meetings according to a rota.	WF	
Objective 2: To develop a curriculum that best prepares students for the next stage of their learning journey						
To review KS3 curriculum content in all subject areas, ensuring well-prepared schemes of learning and tracking fully prepare students for KS4.	HoFs	9/2018	Time	Schemes of learning are well-developed. Best practice is shared in middle leaders' meetings according to a timetabled rota.	SLT Line Manager	
To review KS4 curriculum content in all courses, ensuring well-prepared schemes of learning and tracking lead students toward successful outcomes at KS4.	HoFs	9/2018	Time	Schemes of learning are well-developed. Best practice is shared in middle leaders' meetings according to a timetabled rota.	SLT Line Manager	
To review KS5 curriculum content in all courses, ensuring well-prepared schemes of learning and tracking lead students towards successful outcomes and aspirational next steps beyond school.	HoFs	9/2018	Time	Schemes of learning are well-developed. Best practice is shared in middle leaders' meetings according to a timetabled rota.	SLT Line Manager	
Review all above schemes and adjust.	HoFs	Annually	Time	Best is practice shared annually at middle leaders' meetings.	SLT Line Manager	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Schemes of learning for all years and courses to be developed on a single platform with unified formats and made available to all stakeholders.	HoFs/GF/WF	1/2019	Time	Schemes of learning are available online in similar, compatible formats.	WF	
Objective 3: To develop the capacity of independent learning to accelerate progress						
To create reading lists for all subjects at all levels.	HoFs	7/2018	Time	Reading lists provided.	WF	
To compile tutorials, help guides and links to relevant on-line sources for all subjects at all levels.	HoFs	7/2018	Time	Tutorials, help guides, links to sources are provided.	WF	
To collate and present clearly, materials to support students in their self-study.	GF/WF	7/2018	Time	Support materials are available from the BMS website and are well formatted and easy to access.	WF	
To develop home learning provision which truly enhances learning and to incorporate home learning within overall schemes of learning.	HoFs	9/2018	Time	Home learning surveys are positive. Home learning is included in Schemes of Learning and best practice is shared at middle leaders' meetings.	SLT Line Manager	
To develop the summer GAP tasks, based on flip learning. To introduce GAP tasks at other times of the year as well.	HoFs	7/2018	Time	GAP task review is positive.	SLT Line Manager	
To continue the above objective 3 actions, reviewing, improving and sharing annually.	HoFs	Annually	Time	All objective 3 actions reviewed annually.	SLT Line Manager	
Priority 3: To ensure that our personal development, enrichment and extracurricular activities enable students to flourish throughout their lives.						
Objective 1: To further develop, and to raise the profile of, a varied range of work placements						
To create a directory of industry contacts that are available for teachers to use.	DJM	7/2018	Time	A directory is created, shared and kept up-to-date.	WF	
To explore enhanced placements for specialist high quality work experience provision.	DJM	7/2018	Time	To have visited providers and reported back.	WF	
Teachers and subject leaders to develop and utilise initial contacts with industrial links to enrich learning with speakers and visits.	HoFs	12/2018	Time	Visits and speakers enhance learning in all faculties. This to continue annually.	SLT line managers	
Objective 2: To increase the range of extra-curricular clubs and activities on offer						
All staff to benefit from running or supporting the extra-curricular activity programme.	All staff	9/2018	Overtime for non-teachers	A varied provision is created, involving all staff.	WF	
To utilise the skills and enthusiasm of the senior student population and of the school's student leadership programme to support and run extra-curricular activities.	All staff	9/2018	Time	Some clubs are run by and supported by senior students and student leaders.	WF/LW	
To improve the communication of our extra-curricular provision with a developed section of the website.	GF/WF	10/2018	Time	The website informs and enthuses about extra-curricular provision.	WF	
To develop a sixth form activity afternoon, running through period 5 and beyond, after-school.	MSO/BF	9/2018	Time	Sixth form activity afternoon is running, with varied provision	SA	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Objective 3: : To explore options for extracurricular activities which accredit student learning						
To explore and develop accredited courses that underpin some extracurricular activities, such as sports leaders, refereeing qualifications, first aid etc.	All staff	9/2019	Time	Extra-curricular provision incorporates three accredited activities.	WF	
Objective 4: To further develop enrichment days to offer more personalised options						
To further personalise enrichment days by increasing the range of staff organising minority and specialist events that are offered to students; for instance fishing, trampolining, gardening, golf.	All staff	From 7/2018	£2K	Increased personalisation to enrichment days. Cross-age activities and minority, specialist activities.	WF	
To annually review enrichment days, taking feedback from all stakeholders.	WF	7/2018	Time	An annual review, involving all stakeholders, takes place, with EBI/WWW to inform future developments.	WF	

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Performance and Progress (SA)

We will ensure that, working effectively with all stakeholders, students are supported and challenged to reach their full potential, embracing every opportunity.

Key Priorities

1. To ensure assessment data is accurate and informs interventions to close all gaps and achieve success.
2. To ensure progress in all subjects and for all groups of students, exceeds national measures.
3. To ensure More Able students in all subjects are stretched and challenged to achieve the highest possible outcomes.

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Priority 1: To ensure assessment data is accurate and informs interventions to close all gaps and achieve success.						
Objective 1: Develop further strategies to ensure internal assessment data is accurate						
Continue to utilise exam scripts and exam reports to ensure knowledge of exam expectations fully informs teaching.	HoFs	Dec 2017 Onwards	Time £500	HoFs collect exam scripts and reports each year and share with teaching staff to ensure up to date knowledge.	SLT	
Further develop links with outstanding schools to share best practice.	HoFs	Dec 2017 onwards	Time Cover	All leaders visit outstanding schools and share best practice within their faculty areas.	SLT	
Continue to utilise PiXL raising achievement strategies such as PLCs, APPs, DTT, etc.	Teaching Staff	Dec 2017 onwards	Time Huddle resources	Strategies used raise attainment at GCSE and A level.	HOFs	
Continue to provide opportunities for internal standardisation of marking to quality assure for accuracy.	HoFs	Apr 2018 onwards	Time	Teaching staff meet together during faculty meetings to standardise marking and improve faculty accuracy.	SLT	
Develop further understanding of exam requirements at GCSE and A level by encouraging more staff to take on the role of an external examiner.	Teaching Staff	Apr 2018 onwards	Time Cover	More teachers become external examiners and can share their knowledge with the wider teaching staff.	HOFs	
Objective 2: Explore data providers on offer to ensure the most accurate data possible for staff to use						
Investigate SISRA as an alternative to 4Matrix to help support data analysis across the school.	BF	March 2018	Time	Visit school that utilises SISRA, invite SISRA into school to present capabilities, change provider if deemed advantageous.	SA	
Investigate new Apps from SIMS to share data between school and home.	BF	July 2018	Time, training course	Training course attended, APPs launched to staff and parents.	SA	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Further develop staff skills in utilising available data by providing further training opportunities.	GS	Apr 2018 onwards	Time	Training is provided to upskill staff in analysis and use of data.	SA	
Objective 3: Provide targeted interventions for underperforming students						
Continue to analyse available data such as ATL, attendance, attainment, etc to identify student groups who are under performing and target for interventions.	SA	Dec 2017 onwards	Time Data	Student groups who are under performing are identified successfully and receive appropriate interventions to raise their achievement.	JT	
Further develop pastoral intervention groups e.g. More Able passport, Pupil Premium attendance, mentoring programmes to raise achievement of underperforming students.	SA	Jan 2018 onwards	Time	Identified students improve attainment levels through participating in the intervention strategies.	JT	
Further enhance strategies used to improve attendance, e.g. pupil premium breakfast club, reward postcards, etc to aid progress.	KM/DJM	Jan 2018 onwards	Time	Percentage attendance improves which has a positive impact on attainment.	SA	
Continue to review and improve bespoke interventions within faculty areas to improve attainment.	HoFs	Jan 2018 onwards	Time	HoFs analyse impact of interventions and make improvements as necessary to ensure students are engaged and successful.	SLT	
Objective 4: Continue to strengthen TA/TAPI & Teacher collaboration						
Further develop and strengthen faculty links with TAs and TAPIs to facilitate improved planning.	SENCo	Jan 2018 onwards	Time	TAs/TAPIs contribute to lesson planning and differentiation of tasks to enable better support in class for students.	SA	
Continue to review and refine schemes of learning with TAs and TAPIs.	SENCo	Jan 2018 onwards	Time	TAs/TAPIs contribute to lesson planning and differentiation of tasks to enable better support in class for students.	SA	
Strengthen interventions for SEN students through planned activities during the school day and through revision sessions.	Teaching Staff TAs/TAPIs	Jan 2018 onwards	Time	TAs/TAPIs attend revision interventions to support SEND students and assist in planning of interventions with teachers.	SENCo	
Objective 5: Further promote and explain the flightpath to all stakeholders						
Investigate creating a visual data sheet in planners/books for stakeholders to see progress over time.	SA	Apr 2018	Time	A visual diagram for all students in books so they can track progress is utilised.	JT	
Continue to raise awareness and understanding of the flightpath with stakeholders through training events.	SA	Dec 2018	Time	Events and workshops explain the flightpath to all stakeholders.	JT	
Priority 2: To ensure progress in all subjects and for all groups of students, exceeds national measures.						
Objective 1: Ensure external and internal baseline data accurately measures the students starting point						
Continue to utilise SATS data and information from primary schools to ensure needs of students are met on entry.	BF/KM	July 2018 and annually	Time Data	Pastoral team gather and share data from primary schools to aid effective planning, SATs data is shared with staff.	SA	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Further embed the use of internal baseline assessment such as reading and spelling tests to inform planning and appropriate interventions.	SENCo	Sept 2018 and annually	Time	Baseline testing is completed for literacy and numeracy and shared with all staff to inform planning.	SA	
Continue to track students' progress throughout the school using SIMS and the data provider to ensure students are making at least expected progress.	HoFs	Dec 2017 onwards	Time Data	Teaching staff are able to monitor progress and provide interventions where needed to support students further.	SA	
Objective 2: Further develop the understanding of national measures used with stakeholders						
Continue to raise awareness with stakeholders what the Progress 8 measure means for individual students, subject groups and the whole school.	SA	Dec 2017 Onwards	Time	Assemblies held with students to explain, evening events for parents and carers and INSET for staff take place to provide update on the measure.	JT	
Further develop the understanding of how aspirational targets are set using FFT20 and L3VA.	SA	May 2018 onwards	Time	Assemblies held with students to explain, evening events for parents and carers and INSET for staff take place to provide update on targets, letters to parents and carers.	SA	
Objective 3: Explore further opportunities to use interventions as early as possible to close gaps						
Continue to utilise reading schemes with students whose reading age is below average e.g. toe by toe, stride ahead, paired reading to enhance their ability to access exam papers.	SENCo/DB	Dec 2018 onwards	Time	Reading schemes help improve the reading age, speed and comprehension of students allowing them to access exam materials more effectively and improving attainment.	SA	
Explore the introduction of further reading schemes to accelerate the reading ages of students.	SENCo/DB	Dec 2018 onwards	Time	Research the use of programmes such as accelerated reading scheme and introduce to Bushey Meads if thought valuable.	SA	
Continue to utilise Read and Write Gold with SEND students and raise the profile with stakeholders	SENCo	Dec 2018 onwards	Time	Read and Write Gold is actively used in school and at home to support learning	SA	
Further develop literacy and numeracy interventions at KS3 through disapplication from non-core subjects.	SENCo	Dec 2018 onwards	Time	Targeted KS3 students have additional numeracy and literacy support to boost their core skills and close gaps.	SA	
Objective 4: Further develop strategies to ensure focused behaviour for learning in lessons						
Continue to provide staff training on positive behaviour strategies to ensure a focused learning environment is established in lessons.	LW/SA	Feb2018 onward	Time	Behaviour for learning strategies are included in staff training, low level disruption in lessons improves.	GS	
Further develop staff induction on the use of the positive behavior for learning policy and consistency of use.	SA	July 2018 annually	Time	New staff confidently utilise the positive behaviour for learning policy consistently to minimise low level disruption to lessons.	JT	
Continue to promote the reward scheme to effectively create a positive learning atmosphere.	SA	Jan 2018 onwards	Time	Staff foster a positive environment focused on rewards which supports focused learning.	JT	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Objective 5: Further develop study skills for students						
Continue to promote revision strategies for exam students and their parents and carers through evening events and resources.	SA	March 2018 onwards	Time Resource pack	Attendance at evening events such as the revision techniques evening supports students understanding of how to revise.	JT	
Further develop the revision clock concept to all students to aid revision of topics.	GS	Jan 2018 onwards	Time	Revision clock is explored through theme of the week activities, assemblies and newsletter articles to raise awareness and attainment of students.	SA	
Further develop the Going for Great programme with KS4 students to incorporate study skills.	WF/GS	April 2018 onwards	Time	Study skills are taught during the programme to aid attainment in exams.	SA	
Explore the use of PiXL Independence resources to support independent study skills at KS4 and KS5.	SA	Jan 2018 onwards	Time PiXL	Resources are available to all students to use to aid their study.	JT	
Priority 3: To ensure More Able students in all subjects are stretched and challenged to achieve the highest possible outcomes.						
Objective 1: Develop a More Able community across BSJT						
Create, monitor, update and review a More Able Policy across the Trust.	LW	April 2018 then Annually	Time	Trust policy is in place.	SA	
Explore further opportunities to collaborate with More Able students across the Trust.	LW	July 2018 onwards	Time	Trust events for More Able students.	SA	
Objective 2: To celebrate and further develop More Able students to raise aspirations						
Continue to celebrate More Able students through annual more Able evening and inspire More Able students to pursue a More Able curriculum.	LW	Nov 2017 then Annually	Time	More Able evening is well attended and students are inspired to engage in the More Able programme.	SA	
Expand and embed the More Able passport programme to help raise attainment and aspirations.	KM	Ongoing from Jan 2018	Time	Passport is launched and supports MS students to realise their potential.	LW	
Continue to promote More Able learning and activities through newsletter articles.	LW	Ongoing from Jan 2018	Time	Regular newsletter articles about More Able opportunities.	SA	
Further develop the Reach for the Stars programme for More Able Year 11 and 12 students.	LW	Feb 2018 then annually	Time	Reach for the Stars programme is relaunched and successfully embedded.	SA	
Explore opportunities for external providers and alumni to give practical tips for MA learners.	LW/AMC	Feb 2018	Time	External providers and alumni hold workshops for MA students.	SA	
Tasks to Achieve Target	Staff	Timescale	Resources	Performance Indicators	Monitored	RAG and

	Responsible		Needed		By	Comments
Objective 3: Provide further opportunities to develop skills for the More Able outside the classroom						
MA students develop presentation skills and lead staff training.	GS	Sept 2018	Time	MA students deliver sessions for staff.	LW	
Utilise eLearning Leaders to create website links for TED talks that stretch MA learners outside the classroom.	WF	July 2018	Time	Website has links for MA learners to access.	LW	
Explore further opportunities to develop the theme of Curiosity through workshops and activities.	LW	Jan 2018 Onwards	Time	Further opportunities to develop theme of curiosity are given to MA students.	SA	
Enable MA students to access materials to stretch and challenge themselves outside of school.	HOF	Dec 2018 Onwards	Time	Booklet created for students, parents and carers to give them materials to utilise outside of school.	LW	
Objective 4: Ensure More Able students are appropriately challenged in lessons						
Continue to review the More Able faculty lists annually to ensure the correct students are identified.	HoFs	Oct 2018 then Annually	Time	More Able register is updated via faculties.	LW	
Continue to provide training opportunities for staff to enable they stretch the More Able in lessons.	MG/GS	Feb 2018 onwards	Time	Visit a school that utilises a restorative justice approach and report findings to SLT.	SA	
Provide training for staff on appropriate seating plans for MA students to secure even better engagement and focus	GS	April 2018	Time	Training delivered.	LW	
Establish vertical communities within faculties that supports cross-age tuition.	HoF's	Sept 2018	Time	Vertical tuition within faculty areas is embedded.	LW	

**Bushey Meads School
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Personal Development (LW)

We will ensure that all students strive to be kind, resilient and responsible citizens, equipped to meet the demands of an ever-changing society.

Key Priorities

4. To ensure all students are respectful and kind to themselves and others.
5. To ensure all students develop a growth mindset and demonstrate resilience throughout their lives.
6. To ensure students take responsibility for their own actions and positively contribute to their community.

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Priority 1: To ensure all students are respectful and kind to themselves and others.						
Objective 1: To fully embed the mantra "Our school has a Mind to be Kind" and engage with the PiXL "Them and us" programme						
Promote the three principles to all stakeholders with regular newsletter articles.	SA/LW	Dec 2017 onwards	Time	Articles feature in the newsletter every fortnight.	JT	
Develop enrichment day events to allow deeper exploration into the three principles across all year groups.	SA/LW	Annually	Time, access to Huddle	Planned enrichment days for targeted year groups that explore and develop the three principles.	WF	
Create Theme of the Week resources and assemblies to develop understanding of the three principles.	SLT	Jan 2018	Time, access to Huddle	All stakeholders are aware of the three principles and are actively promoting the mantra.	SA	
Objective 2: Recognise and celebrate Acts of Kindness						
Promote Acts of Kindness through tutor time, house activities and the school rewards system.	SA/LW/HoH	April 2018	Time	Acts of kindness are celebrated in the newsletter every half term.	JT	
Celebrate Acts of Kindness through a display by the Pastoral office linked to house reward points and presentations in assemblies.	LW/JB	July 2018	equipment	Display in the pastoral office and featured in the newsletter.	SA	
Create a rewards ceremony based on Kindness Awards.	LW	July 2019	Time, rewards	Annual "Kindness Awards" ceremony is held.	SA	
Objective 3: Further develop the role of student Anti-Bullying Ambassadors						
Promote and appoint student Anti-Bullying Ambassadors.	HIM	Nov 2017 and annually	Time	Group of students appointed and held first team meeting.	LW	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Continue to raise awareness of role of the Anti-bullying Ambassadors.	HIM	Dec 2017 onwards	Time	Articles in the newsletter, display in corridor, ambassadors have visited assemblies and tutor groups to promote their role.	LW	
Further develop the skills of the Anti-bullying Ambassadors through training.	HIM	April 2018	Workshop provider	Stonewall or another external provider trains the student ambassadors on how to be good role models and what they should do.	LW	
Objective 4: Develop a culture of friendship to support vulnerable students						
Advertise and further develop the friendship groups.	HIM	From Jan 2018	Time	Regular attendance at club, students are given strategies to develop friendships.	KM	
Recruit and train student leaders to run the friendship groups.	HIM	Apr 2018	Time	Students are able to lead the friendship groups, vulnerable students feel supported and attend groups.	KM	
Further develop the role of the BMS buddies to support Year 7s during form tutor times, break and lunchtimes.	LJ	Sept 2018	time	Year 7s feel supported and have someone to talk to about any issues.	LW	
Build an outdoor friendship area which is manned at break and lunch times for drop in sessions.	HIM/RC	Apr 2019	£20 000 pp funds	New outdoor area is built and students are on a rota to supervise the use of the area as a safe space.	SA	
Objective 5: Strengthen activities where the school community can come together to build friendships						
Enhance the existing programme of embedded house events and competitions to create further opportunities for cross age activities.	HoH	Dec 2017 Onwards	Time	Events are advertised and promoted through the newsletter and website.	LW	
Following pilot scheme in 2015, relaunch vertical tutor system to support key moments in time in the school calendar	LW, HoH	March 2018	time	Links developed between older and younger students to give guidance and advice.	SA	
Explore opportunities for wider community “pop-up” events such as a winter ice rink or summer festival to promote community links.	LJ	Nov 2018	Space, money	Winter ice rink is trialled as a community activity.	SA	
Priority 2: To ensure all students develop a growth mindset and demonstrate resilience throughout their lives.						
Objective 1: Further develop and embed the Growth Mindset strategy throughout the school						
Continue to promote the concept of Growth Mindset through assemblies, Themes of the Week, newsletter articles and display.	LW	Dec 2017 onwards	Time	Growth mindset is visible at events, assemblies and within the newsletter.	SA	
Explore holding an annual “Growth Mindset Day” for students to develop skills.	LW	July 2018	Time	Growth Mindset themed day is an annual event where students develop their skills.	SA	
Objective 2: Strengthen alumni links to promote the school motto “Aspire to Achieve”						
Continue to profile alumni success stories through visual displays and articles in the newsletter.	MSO	Ongoing	Time	High profile displays in Sixth Form study centre, school corridors and faulty areas, articles in newsletters to promote university destinations.	SA	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Further develop links with alumni partner to increase numbers of alumni.	AMC	Dec 2017 onwards	Time	Numbers of alumni signed up to partner increases.	SA	
Invite alumni to talk at school events and lead workshops to help raise aspirations.	AMC	July 2018 onwards	Time	Alumni regularly speak at school events and lead workshops.	MSO	
Objective 3: Further develop study skills to support resilience						
Further develop study skills through tutor time activities and enrichment days.	LW	Feb 2018 onwards	time	Study skills programme incorporated into theme of the week activities and enrichment days.	SA	
Further develop student leaders to support and teach study skills to younger students e.g. exam mentoring, debating, etc.	DT	Ongoing	Time	Sixth form students share their advice and support younger students with their studies.	SA	
PiXL Edge programme is introduced to Year 7 students.	LW	Sept 2018	Time	Year 7s start completing the Edge programme and learn the LORIC characters.	SA	
Explore opportunity for army themed enrichment day focused on LORIC characteristics.	LJ/LW	Jan 2019	Time	LORIC characters fully embedded through enrichment day.	WF	
Objective 4: Continue to explore strategies to support vulnerable students						
Explore initiatives to identify and support Young Carers.	KM	April 2018 onwards	Time	Young Carers are confident to identify them and receive support.	SA	
Further strengthen themes of the week to strengthen resilience with vulnerable students.	SA	By February 2018	Time	Resilience strategies are given to aid students' ability to cope.	JT	
Enhance existing programmes to support disadvantaged students in order to further close the gap e.g. pupil premium lunchtime interventions, cultural trips, etc.	SA	Dec 2017 onwards	Time PP funds	Cultural trips and supportive programmes are embedded and help disadvantaged students make accelerated progress.	JT	
Objective 5: Explore opportunities to further enhance staff well-being						
Continue to annually review the Staff Calendar and receive feedback from staff to support work-life balance.	JT	Annually	Time	Calendar is reviewed annually and staff give feedback.	SLT	
Communicate more effectively strategies the school employs to support staff well-being.	SA	Ongoing	Time	Staff are aware of the support they receive through a variety of communication channels.	JT	
Facilitate a "Well-Being Week" to promote a positive work-life balance.	LW	Trial Jan 2018	Time	Staff have a range of strategies to use which contributes to their well-being.	SA	
Priority 3: To ensure students take responsibility for their own actions and positively contribute to their community.						
Objective 1: Further develop awareness of taking care of the environment						
Appoint and further develop the role of Eco-Leaders within the school community ensuring they raise their profile through tutor time and assemblies.	LW	From Dec 2017	Time	Student eco leaders appointed and in place and further develop job description.	SA	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Explore further opportunities to promote and develop recycling facilities at BMS.	SA	Dec 2017	Time	SA meets with Eco Leaders to ensure they understand the expectations.	LW	
Litter picking is reintroduced as a community service consequence.	SA	Nov 2017	Bin bags, litter pickers	Students walk the school site on a Friday detention to collect litter.	SLT	
Eco Leaders promote travel to school that does not impact on the environment and wider recycling opportunities which are promoted through posters, newsletters, assemblies and tutor groups.	SA	May 2018	Time	Eco Leaders design a campaign to raise awareness to the school community. Campaign forms part of the new travel plan.	LW	
Objective 2: To further enhance existing community links with BMS developing as a centre of excellence						
Ensure the House system runs charity events each term to support local charities such as the food bank, shoe box appeal, etc.	HoH	Ongoing from Sept 2017	Time	School wide fund raising activity.	LW	
Facilitate the Student Leadership Team to make links with local care homes and plan/host regular visits.	DT	Ongoing from Sept 2018	Time, link to care home	Regular visits take place to care home.	LW	
Explore literacy based exercise where students make links to local care homes and become pen pals.	HoH/DB	Ongoing from Sept 2018	Time	Literacy improves, students send and receive letters.	LW	
Enhance school events such as enrichment days and concerts by inviting the wider community to observe.	WF	Sept 2019	Time	Primary schools and Care homes attend special school events and enrichment days.	SA	
Explore opportunities via PiXL International to develop a link with a school in a Third world country.	HoH	Sept 2019	Time	Communication and fund raising activities take place for chosen school with a visit planned for a future date.	LW	
Objective 3: Develop opportunities for students to contribute to enhancing the school environment						
Develop an intervention programme where selected students participate in a gardening project through redevelopment of raised flowerbeds.	HIM	July 2018	£100	Community based projects to help improve students' well-being/behaviour through gardening.	SA	
Explore opportunities for students to participate in school based projects as an alternative provision e.g. sports coaching, work shadowing, pastoral/CIT/site support.	KM/DJM	Ongoing	Time	Successfully embedded school based alternative provision.	SA	
Explore further development of gardening project and alternative provision through creation of school allotment.	HIM/RC	Jan 2020	Space Time £500 pp	Area of land is redeveloped as alternative provision project.	SA	
Objective 4: Explore opportunities to enhance the use of the restorative justice principle						
Research a restorative justice approach to discipline.	SA	Sept 2018	Time	Visit a school that utilises a restorative justice approach and report findings to SLT.	JT	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Create a working party of stakeholders to review Positive Behaviour for Learning Policy and look to incorporate further restorative justice strategies.	SA	April 2019	Time	Policy reviewed, updated and shared.	JT	
Provide training to staff on the restorative justice principle and how to deliver.	SA	Sept 2019	Time	Staff receive training and are able to utilise restorative justice strategies effectively.	JT	

**Bushey Meads School
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Physical and Human Resources (JT)

We will develop an inspiring environment in which all stakeholders are safe, motivated and enjoy and excel in their learning

Key Priorities

1. To complete the current planned building works.
2. To create an inspirational learning environment across all subject areas.
3. Continue to review and refine current staffing structures, ensuring the recruitment, development and retention of the highest quality staff.

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Priority 1: To complete the current planned building works.						
Objective 1: Ensure all furniture/resources are provided for new E Block classrooms						
Ensure each classroom has IWB and IT resources as required.	JO	Oct 17	Expansion funds	IWB and IT resources are provided and used.	REC	
Ensure each classroom has a whiteboard, adequate storage units and display boards as required.	RC	Oct 17	Expansion funds	Whiteboard, storage and display boards are provided.	JT	
Objective 2: Ensure all works are completed and furniture/resources are provided for the new D Block classrooms						
Ensure each classroom has IWB and IT resources as required.	JO	Oct 17	Expansion funds	IWB and IT resources are provided and used.	REC	
Ensure each classroom has a whiteboard, adequate storage units and display boards as required.	RC	Oct 17	Expansion funds	Whiteboard, storage and display boards are provided.	JT	
Ensure new Music IT suite is fully equipped.	JO	Dec 17	Expansion funds	Apple Macs are installed and used.	REC	
Objective 3: Ensure all works are completed and furniture/resources are provided for the Sixth Form Extension and Theatre Space in H Block						
Complete installation of dividing sound proof doors in theatre space.	RC	Oct 17	2016.17 Funding	Sound proof doors are installed and theatre space is used for teaching and performances.	JT	
Complete building works as planned.	RC	Dec 17	Expansion funds	Building works are completed.		
Ensure new SSP has IWB and IT resources as required.	JO	Dec 17	Expansion funds	IWB and IT resources are provided and used.	REC	
Ensure SSP has a whiteboard, adequate storage units and display boards as required.	RC	Dec 17	Expansion funds	Whiteboard, storage and display boards are provided.	JT	
Ensure Sixth Form lockers are provided.	RC	Dec 17	Expansion funds	Lockers are installed and used.	JT	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Objective 4: Ensure all works are completed and furniture/resources are provided for the Art Block Extension						
Complete building works as planned.	RC	Mar 18	Expansion funds	Building works are completed.	JT	
Ensure new rooms have IWB and IT resources as required.	JO	Apr 18	Expansion funds	IWB and IT resources are provided and used.	REC	
Ensure new rooms have a whiteboard, adequate storage units and display boards as required.	RC	Apr 18	Expansion funds	Whiteboard, storage and display boards are provided.	JT	
Objective 5: Ensure all works are completed and furniture/resources are provided for the new PE Building						
Complete building works as planned.	RC	Mar 18	Expansion funds	Building works are completed.	JT	
Ensure PE Classroom has an IWB and IT resources as required.	JO	Apr 18	Expansion funds	IWB and IT resources are provided and used.	REC	
Ensure Multi Gym is resourced for lessons and staff use.	RC	Aug 18	Expansion funds	Fitness equipment is installed and used.	JT	
Explore the possibility of a climbing wall in the PE foyer.	RC	Aug 19	£10k	Climbing wall is costed and considered.	JT	
Priority 2: To create an inspirational learning environment across all subject areas.						
Objective 1: Enhance the corridor space around the school site						
Continue to roll out the display of outstanding student art work and inspirational display.	RC	Ongoing	£3k Achievement	Outstanding student art work and inspirational display is rolled out across the school.	JT	
Carpet H Block Corridor, remove old lockers and repaint the walls.	RC	Aug 18	£6k	H Block Corridor is carpeted and redecorated.	JT	
Replace the yellow doors on H Corridor with high quality wooden doors.	RC	Aug 18	£6k	Old doors are replaced.	JT	
Provide more interactive noticeboards around the school site.	JO	Aug 19	£3k	Interactive noticeboards are provided.	REC	
Arrange for classical music to be played in school corridors to facilitate calmness and a sense of inspiration.	RC	Aug 20	£1k	Sound system is installed and trialled in locations around the school site.	JT	
Objective 2: Explore the possibilities of providing further canopies/shelters and activities across the school site						
Explore the possibility of providing canopies for students queuing for lunch.	RC	Aug 17	£15k	Canopies are costed and considered.	JT	
Explore the possibility of creating an outdoor learning area (decking and canopy or conservatory) in the Sixth Form Study Area.	RC	Aug 18	£100k	Costings are obtained for an outdoor learning area (decking and canopy or conservatory) in the Sixth Form Study Area and considered.	JT	
Explore the possibility of creating a Friendship Area near Pastoral.	RC	Aug 19	£30k	Friendship Area near Pastoral is costed and considered.	JT	
Identify further playground activities that students might want and explore the possibility of providing them.	LW/RC	Aug 20	£10k	Students are consulted, ideas costed and considered.	JT	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Objective 3: Enhance key teaching and learning related areas for staff and students						
Provide additional conference style tables and business style chairs for LRC4.	RC	Oct 17	£4k	Conference style tables and business style chairs are provided.	JT	
Furniture for Restaurant Extension is installed and walling foil wrapped blue.	RC	Oct 17	£20k	Furniture is installed and walling completed.	JT	
Redecorate/refurbish existing offices, classrooms and practice rooms in D Block.	RC	Dec 17	£7k	Offices, classrooms and practice rooms in D Block are refurbished.	JT	
Refurbish the existing Art rooms: floors, decorating and furniture.	RC	Aug 20	£20k per year	Arts rooms are redecorated and refurbished.	JT	
Refurbish the H corridor classrooms.	RC	Aug 19	10 *£200 per room	H Block classrooms are redecorated.	JT	
Provide air conditioning in the main Sixth Form Study Area.	RC	Apr 18	£10k	Air conditioning is installed.	JT	
Provide cupboards and display boards in each classroom for students and staff where needed.	RC	Ongoing	£2k per year	Coat hooks, book shelves and display boards are provided on request.	JT	
Provide mini whiteboards and pens in each classroom in storage units for all staff to access, or on each table in the school for easy student access as required.	REC	Ongoing	£5k	Mini whiteboards and pens in storage units are provided where needed.	JT	
Refurbish BASE and explore the possibility of providing more interactive games and more storage In BASE.	RC	Aug 20	£5k	BASE is redecorated and games and storage costed and provided.	JT	
Provide textbooks in PDF versions and ensure all students have a device to access them as required.	JO	Aug 20	£2k	PDF textbooks and devices are rolled out as required.	REC	
Explore the possibility of providing an outdoor area/social room/area in BASE.	RC	Aug 20	£10k	Outdoor area/social room is costed and considered.	JT	
Explore the possibility of providing mini raked seating in the new theatre space in H Block.	RC	Aug 20	£20k	Mini raked seating is costed and considered.	JT	
Objective 4: To ensure that areas for staff and students are fit for purpose						
Provide canopy for student lockers.	RC	Oct 17	2016.17 funds	Canopy is installed.	JT	
Ensure all old blinds in classrooms are replaced with smarter roller blinds (prioritising L9 as a Physics Blackout Lab).	RC	Ongoing	£2k per year	Smarter roller blinds are provided as required.	JT	
Provide more litter bins in all outdoor/indoor areas as required.	RC	Ongoing	£4k	Litter bins are provided as required.	JT	
Improve the signage around the school site including door signs.	RC	Sep 18	£8k	All signage is replaced around the school site.	JT	
Provide smart storage solutions for the Pastoral Office.	RC	Sep 18	£8k	Storage is provided.	JT	
Explore the possibilities of re-siting the male toilets and data and exams office within the BSJT Main Office and refurbish both male and female staff toilets.	RC	Aug 19	£70k	Quotes for works are obtained and considered.	JT	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Objective 5: Create inspirational 'city style' IT teaching areas and support areas						
Refurbish the F Block IT rooms to inspire the students in this field with a business/corporate design.	RC	Aug 20	£60k	Quotes for works are obtained and considered.	JT	
Create a state of the art IT office and storage facilities.	RC	Aug 20	£20k	Quotes for works are obtained and considered.	JT	
Priority 3: Continue to review and refine current staffing structures, ensuring the recruitment, development and retention of the highest quality staff.						
Objective 1: Explore the possibilities of providing low cost childcare/nursery facilities for staff across the Trust						
Visit established centres of excellence to look at existing provision.	REC/RC	Dec 17	-	Visit to Hayden school and other centres takes place.	JT	
Look at feasibility of site location and staffing costs.	REC/RC	Jan 18	-	Feasibility study is conducted and report submitted.	JT	
Secure physical space/portakabin and plan installation by Aug 18.	RC	April 18	£70k	Space/portakabin established/installed.	JT	
Recruit staff.	CS	June 18	Staffing/off set by income	Staffing recruited and in place by August 2018.	JT	
Publicise provision and secure initial funding revenue.	REC	July 18	-	Publicity takes place and places secured.	JT	
Objective 2: Establish a Wellbeing Group and plan and publicise regular wellbeing activities						
Promote and create staff wellbeing group	LW	April 18	-	Staff wellbeing group promoted and established.	JT	
Publicise ideas and activities regularly to all staff across the School and the Trust (quiet space, trips, Fruity Fridays, tea and cakes, wellbeing days, sporting activities, use of multi gym and shower facilities etc.)	LW	Ongoing	£500	Ideas and activities publicised each week in the staff bulletin etc.	JT	
Review and evaluate provision.	LW	Ongoing	-	Provision reviewed and evaluated termly.	JT	
Objective 3: Continue to review and develop the Associate Staff structure to ensure greater flexibility and support can be facilitated across the organisation						
Conduct ongoing review of associate staff structure.	REC	Ongoing	-	Ongoing reviews take place each term and informs future planning.	JT	
Plan further developments to create greater flexibility of resource in areas of need.	REC	Ongoing	-	Appropriate planning takes place.	JT	
Recruit high quality staff as appropriate.	REC	Ongoing	Staffing budget	High quality staff are recruited to meet organisational needs.	JT	
Objective 4: Ensure appropriate and inspirational resources are provided to all staff to support continued high quality professional development						
Establish and build upon an inspirational CPD library and resource area in the PLA.	GS	July 2018 and ongoing	£500	Establish CPD library and resource area in the PLA and add to this area on an ongoing basis.	JT	

Tasks to Achieve Target	Staff Responsible	Timescale	Resources Needed	Performance Indicators	Monitored By	RAG and Comments
Ensure sharing best practice initiatives remain high on the agenda at BMS.	GS	Ongoing	-	Continue to regularly share best practice initiatives through MMM, FFF and school and Trust wide INSET opportunities.	JT	
Facilitate access to 'Top Tips from BMS' Resource book.	GS	July 2018	£3000	Publish and distribute book to all colleagues	JT	
Create and promote a central electronic resource area on intranet and further develop this resource over time.	GS	July 2018 and ongoing	-	Create and promote the central electronic resource area and evaluate impact.	JT	

RAG Rating		No progress made		Some progress made		Good progress made		Partially embedded		Fully embedded
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