



Ox Close Federation Improvement Plan

2021 - 2022

VISION, VALUES AND ETHOS

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To ensure that there is a consistent vision across the Ox Close Federation. OFSTED 1, 2, 3, 4, 5,	 BE THE BEST YOU CAN BE mantra to be embedded across the Federation. Mantra to be displayed consistently across school and Nursery. Federation staff meeting week 4- Why are we here? Vision. WSPPL to work with leaders to support on the implementation of a consistent culture. Alignment of School and Nursery on Investors in People. Joint assessment in July 2022. WSPPL to collate metrics on surveys and data- pupil outcomes, pupil, staff and parent surveys, staff absence, charity, volunteering and to produce 3 year analyses and trends Nursery and School Improvement Plans to cross reference against the Federation vision. Values and staff charter to be revisited and consistent approach instated across Federation. (small working party) Nursery and School to revisit values and behaviours and refer to these in staff meetings. Values to be displayed prominently across the Federation. Consistent Performance Development model to be implemented across the Federation. Model to refer to values and behaviours. Nursery staff to reference values in professional discussions in which 		SH SH	Autumn Term 2021 Ongoing Autumn Term 2021	

- Alignment of systems and procedures, including administration the academic year	they identify training needs with WSPPL. - Ensure that there are consistent, fair and equal opportunities for Professional Development across the Federation. WSPPL to create a Staff Learning and Development Plan. - Research and evidence based school improvement implemented in school through TDT and NEPRC. WSPPL to liaise with JP and to lead on the use of evidence and research from the EEF in Nursery. - Triads to be based upon Lesson Study model in School and Nursery. Inter school triads within EYFS.	JP, DH, AB, HS, LW,SH,JT	Autumn Term 2021 and throughout the academic year Autumn Term 2021 and throughout
	•	DH,JT,AB, PS	

COVID SECURE MEASURES

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To ensure that safe COVID secure procedures and policies and fluid risk assessments are in place in line with DCC advice and the emerging needs of the organisation OFSTED 4	 School and Nursery to review and produce updated COVID risk assessments for the site in light of the national and local situation, which is likely to fluctuate throughout the year Risk assessments to be shared with all staff Risk assessments and practice to be reviewed continuously Individual risk assessments to be put in place for staff where appropriate Executive Headteacher to liaise with DCC Health and Safety team to ensure that all measures are in line with the advice which is current at that time Sensible precautions from 2020-2021 to remain in place, subject to review Arrangements and procedures for pick up and drop off to be communicated to parents. Review and update arrangements when appropriate. 		DH, AB, JT, JC, GB, NG, HO,JS	September 2021 Ongoing	

PROGRESSION IN LEARNING AND TRANSITION

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To further establish and improve the transition process between the Nursery and the Primary School. OFSTED 1, 2, 5	 Monthly meetings between Head of Nursery and the school's EYFS leader, virtual if necessary. SENDCO to continue in as Federation SENDCO. School office to continue to support NG 		JT,MB, AB JS,HO, NG	Autumn and ongoing	
To improve outcomes for pupils by ensuring clear progression in learning from Nursery entry to the end of Reception. OFSTED 1, 2, 5	 Joint staff training for Nursery and Reception staff where appropriate- eg Launchpad for Literacy, EYFS reforms Ensure consistency in assessment: EDA to assist with assessment and provision, especially for most able alongside leaders in both settings. To confirm and support Baseline judgements in the autumn term alongside leaders in both settings either virtually or in person. EDA to assist staff in ensuring that provision meets the needs of all learners, including the most able, from the start of the academic year · EDA to provide further support as above in January. Further contract to follow in the summer term from new SLA allocation. 	SLA HOURS to be arranged	JT, MB and all Nursery and Reception staff Monitored by DH	Ongoing	

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To improve outcomes for pupils by ensuring clear progression in learning from Nursery entry to the end of Reception. OFSTED 1,2,5	CONTINUED FROM 2020-2021): Communication Language and Literacy Project across the EYFS over the Federation, comprising of Ox Close Primary Reception and Oxclose Nursery. SLCN presents as a relative issue in both Nursery and Reception · Progression in CLL across EYFS · Creating language rich environments · MB, EYFS lead at Ox Close, to work with Nursery and Reception over the course of the year (advice from EDA if necessary) · Look at the age appropriate developmental statements and establish steps in progression- e.g. how would this look in Nursery term 2, how would it look in term 3, how would it look in Reception term 1? · Further training in the spring to check in on progress and identify next steps. NB EYFS reforms	Staff meeting time	MB, JT, all Nursery and Reception staff	Ongoing	
	 BLAST intervention to be facilitated across Nursery, Reception and Year 1. Triads to be based upon Lesson Study model in School and Nursery. Inter school triads within EYFS. 		MB, JT, TR MB,JT,JP,SH	Ongoing	

LEADERSHIP, PROFESSIONAL DEVELOPMENT AND STAFF WELLBEING

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To further develop leadership capacity.	 Executive Headteacher to develop personal capacity by supporting other schools if the opportunity arises and to allow further 		DH	Ongoing	
OFSTED 1, 5	development opportunities for the Head of School and Head of Nursery. Executive Headteacher to lead the North East Primary Research Collaboration (11 Primary Schools) in conjunction with ALP.				
	 Executive Headteacher to work closely with the Head of School and Head of Nursery as part of the Federation leadership structures- hands on approach post restrictions. Staffing and organisation alignment, 		DH, AB, JT		
	 School's EYFS lead to work closely with Nursery, reciprocal arrangement in place with Head of Nursery. 		MB, JT		
	 Expertise to be shared across the Federation- e.g. SEND, triads, CLL, BLAST, Maths, Data Protection, Safeguarding, Website, parental engagement. 		DH, AB, JT, LS, MB, JP, SH, JS, NG, RB		
	 Alignment of systems and administration procedures to be in place by end of academic year (NB New structures pre amalgamation) WSPPL to implement a Federation Learning Development Plan. To work with Nursery staff on values, professional development 		SH		
	requirements and the use of education research through the Education Endowment Foundation - Consistent staff wellbeing opportunities and		AB,JT		
	events across the Federation. Joint training with SAS, plus access to SAS services for all staff.				

 Head of Nursery to ensure that effective marketing is in place in order to attract 	JT,DH, MS	
January starters		

PARENTAL ENGAGEMENT

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To improve attendance across the Federation. OFSTED 1, 3	 PSA/Attendance Manager to identify families who present attendance concern. PSA/Attendance Manager to work closely with the above families to support them and improve engagement. PSA/Attendance Manager to organise parent events across the Federation, virtual if necessary. 		RB	Ongoing	
To increase parental engagement across the Federation. OFSTED 1, 2, 3, 4, 5	 Calendar of events to be advertised and offered- RB to carry out survey PSA/Attendance Manager to hold regular virtual 'surgeries' in Nursery, focussing upon needs identified by parents. Offer of support with Mental Health initial focus 	Questionnaire	RB	Autumn and then ongoing	
To continue to provide flexible, high quality wraparound care to parents from across the Federation OFSTED 2,3,4,5	 Staff to complete questionnaires on provision, resources and training needs Pupils to complete questionnaires on provision Local Authority to carry out virtual review of provision (EDA contract) Training to be arranged and resources to be purchased in line with outcomes of questionnaires and review School to support Wraparound Care 	SLA Hours- Staff Questionnaires Parent Questionnaires Pupil Questionnaires	JT, DH, SD, AL, MW	Autumn and then ongoing	