

Ox Close Primary School School Improvement Plan 2021 - 2022

Aspirational Targets for 2021 - 2022

Aspirational Target - EYFS 2022:

Good Level of	76%*
Development	76%

*To be reviewed following Baseline monitoring in October 2021.

Aspirational Target – Phonics Screening:

Pass Y2 Phonics Screening Autumn Term 2021	82%
Pass YI Phonics Screening Summer Term 2022	82%

Aspirational Targets - Key Stage One 2022:

	Expected Level	Working at Greater Depth
Maths	76%	22%
Reading	75%	25%
Writing	69%	15%

Aspirational Targets - Key Stage Two 2022:

	Expected Level	Higher Score
Maths	86%	36%
Reading	85%	37%
Writing	79%	20%
GPS	84%	32%
RWM	70%	15%

Target/Outcome	Actions	Resources	Person responsible	Timescale	Evaluation
	 Pupil Premium: Monitor provision of intervention through learning walks. Monitor outcomes of intervention through talking to staff and pupils. Focus on improving writing outcomes with a focus on continuing this across the wider curriculum. Ensure that there is a focus on improving attainment of pupil premium children. 	Intervention Tracking System EDA support if required	DH and AB DH and AB DH. AB, SH and MB	Termly Ongoing Ongoing	
To further accelerate progress of vulnerable groups in order to narrow the attainment gap.	 SEND: Work alongside outside agencies to ensure interventions match the needs of the children. Monitor provision of intervention through learning walks. Time to be built in so that SENCo can strategically monitor and manage SEND across the school. 	Use of SENCO Time	AB/SENCO AB/SENCO	Ongoing Termly Ongoing	
	 Boys: Staff to plan topics around current boy interests. Additional Vulnerable Groups: New Reception Reception to YI Y2 to Y3 Children identified as making less than expected progress in the Summer Term. 		DH and AB – to monitor subject areas. DH and AB	Ongoing Share with staff in September 2021 and then ongoing	

	- Monitor provision of intervention through		DH and AB	Ongoing
To increase the proportions of children working at greater depth in all areas of the curriculum, with a particular focus that a greater number of children leave KS2 working at greater depth.	learning walks. - Monitor outcomes of intervention through talking to staff and pupils. - Explore and incorporate the use of educational research into practice - Use of EDAs to moderate and evaluate practice and moderate end of key stage judgements. - Look at in class groupings of children to ensure that they match the needs of the	EDA Support - £600	DH and AB DH and All Staff DH AB	Ongoing Ongoing Ongoing Summer Term 2021 Ongoing
	children. - Half-termly pupil progress meetings to be held with SLT.		AB	Half Termly
	 Targets to be reviewed by class teachers, Executive Head Teacher and Head of School on a termly basis. 		DH and AB	Termly

Effectiveness of Leadership and Management

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To continue to ensure that safeguarding is effective.	 Update and implement Keeping Children Safe in Education policy in September 2021. All staff to have refresher training following KCSIE updates in September 2021. New staff to receive induction and training in Safeguarding. Complete new Section 11 Safeguarding Audit alongside Lead Governor for Safeguarding. Weekly meetings to held between Designated Lead and Deputy Designated Lead. Implement monthly reviews with PSA/Attendance Manager to review caseloads. Continue SLA with Assistems to ensure that Single Central Record continues to meet all legal requirements. Minute staff meetings to show where safeguarding updates have been shared with staff. 	£1500	Designated Lead – Daniel Harrison Deputy Designated Lead – Anna Bowden	Sept 2021 Sept 2021 Sept 2021 Oct 2021 Ongoing Ongoing Dates to be set in Sept 2021 Ongoing	
To ensure that there is a strategic focus of leadership upon teaching and learning.	 Regular sampling of planning and books – DH and AB to have a fortnightly focus. This is also to be carried out with subject leaders where appropriate. Needs led focus on ensuring that gaps in learning identified are being implemented as part of the recovery curriculum. Needs led focus on improving writing across all phases. Needs led focus on greater depth children ensuring that they are being catered for effectively in lessons. Cross reference educational research to ensure best practices are being followed and regular updates been given. 		AB DH and AB DH, AB and Subject Leaders	Ongoing	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
	- Governors to continue to update Governor School Improvement Plan.		GIP Governor	Ongoing	
	- Governors to write newsletter for parents on a termly basis.		COG	Termly	
	- Termly Full Governing Body Meetings.		All Governors	Termly	
Governors to continue to	- Regular committee meetings, aligned to the		Committee	Termly	
hold leaders to account.	Ofsted Framework, to give governors the opportunity to work with and challenge key		Governors		
	leaders – these meetings may be held virtually.		COG and AB	Autumn 2021	
	 Governors to apply for Governor Mark to evaluate the impact of the Ox Close 		COG and AB	Autumn 2021	
	Federation Governing Body				
	- Subject leaders to audit staff and subject and	£600 for	Subject Leaders	Autumn 2021	
	use this to use a range of different leadership	additional			
	strategies to improve practice and outcomes for pupils in their subjects.	resources			
	- Subject leaders to confidently talk about intent,		Subject Leaders	Ongoing	
	implementation and impact of their subject and		•		
To continue to improve the	how it fits in to the wider curriculum of the				
accountability and capacity of Middle Leaders.	school Opportunities for Middle Leaders to work and		DH and AB	Termly	
riiddie Leaders.	be challenged by Governors.		DH and Ab	Termiy	
	- Subject Leaders to consider the recovery plan				
	needed for their subject and share with SLT.		Subject Leaders	September	
	This is to be incorporated into their Subject			2021	
	Action Plans for 2021 – 2022. In addition, refer to information regarding TDT and NEPRC.				
	- Celebrate National Awareness Days / Weeks		AB	Ongoing	
	through assemblies.			0.180.118	
To embed Equality, Diversity	- Increase the opportunities to bring in visitors		GR	Ongoing	
and British Values across the	from other faiths, linked to the RE curriculum.		134/	. 2022	
curriculum.	- Educate and Celebrate events to be		LW	June 2022	
	incorporated into curriculum with a final showcase held.				
	- Show Racism the Red Card – Years 5 and 6.		DH	Summer 2022	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
	- Creation and implementation of CPD Transformation Plan.		JP	Sept 2021	
To develop leadership capacity through the Teacher	- Introduction of evidence-based school improvement through the use of a lesson-		JP	Spring 2022	
Development Trust (TDT).	based study. - Evaluation of all CPD with feedback gathered		JP	Ongoing	
	from staff and impact monitored Attend TDT training and network events.		DH and JP	Ongoing	
	- Lead North East Primary Research Collaboration.		DH	Ongoing	
To develop leadership capacity through the North East	Create a change readiness diagnostic evaluation tool.		DH	Autumn 2021	
Primary Research Collaboration (NEPRC).	 Evaluate change readiness at Ox Close and facilitate peer review with partner school. Through this, enhance conditions in advance of metacognition training. 		DH and AB	Autumn 2021	
	Network with colleagues across the primary collaboration.		DH, AB, LW, HS and JT	Ongoing	
	- Take part in NEPRC workshops and feedback key information to all staff.		DH, AB, LW, HS and JT	Ongoing	
	- Create an implementation plan for the incorporation of metacognition.		HS and LW	Autumn 2021	
	- Lead metacognition staff training which is based upon educational research.		HS and LW	Spring 2022	
	- Model, share best practice and coach others in metacognition.		HS and LW	Ongoing	
	- Disseminate key learning to all and produce NEPRC journal entry.		HS and LW	Summer 2022	
	- Train and develop metacognition envoys for 2022-2023.		HS and LW	Summer 2022	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
	- Pupil Premium Strategy for 2021 and 2022.		DH and AB	Sept 2021	
	- Continue to manage and monitor the intervention tracking system, which monitors the progress of Pupil Premium children in		DH and AB	Ongoing	
To continue to ensure that pupil premium funding is used effectively to accelerate the progress of disadvantaged	 interventions. Ensure that Government Catch Up funding is used to target those who have suffered as a result of lockdowns. This funding is to be reviewed termly in light of updated data. 		DH and AB	Ongoing – termly reviews	
children.	Monitor provision of intervention through learning walks.		DH and AB	Ongoing	
	- Monitor outcomes of intervention through talking to staff and pupils.		DH and AB	Ongoing	
	- Executive Headteacher to meet with Premiums Governor on a termly basis.		DH and Premiums Governor	Termly	
	 Ongoing commitment to workload management from Leaders and Governors and the continuation of Me Days. 		DH and AB	Termly	
	- Half Termly Wellbeing events to be organised for all staff.		AB and DRP Team	Half Termly	
	- Continued participation in Durham Resilience Programme with DRP action plan being implemented and review		DRP Team	Ongoing	
To promote the wellbeing of staff.	 Staff wellbeing questionnaire to gather views in a confidential manner. 		DH and AB	Jan 2022	
	 SAS Wellbeing Package – all staff to participate in this through staff meetings, 		DH	Autumn 2021	
	Ongoing access to SAS Packages to support the health and wellbeing of staff.		All Staff	Ongoing	
	- Meeting with Staff Wellbeing Governor to review actions and impact.		DH, AB and Staff Wellbeing Governor		

- Regular review safeguarding procedures in school and these will be audited by the Safeguarding Governor.
- Executive Headteacher Reports which are linked to the outcomes within the SIP.
- EDA and Governor Notes of Visits.
- Questionnaires pupils, parents and staff.
- Termly analysis of Pupil Premium and Catch-Up Strategies and review of the impact of the spend.
- Performance Development reviews.

Quality of Education

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
	 Opportunities for all teachers to observe best practice within the school – through triads and dedicated CPD time. Introduction of lesson study model. 	Release Time	DH, AB and JP	Termly	
	 Planning in teams to be continued to ensure consistency and provide a further opportunity to learn from each other. 		AB and Phase Leaders	Ongoing	
To increase proportion of the Quality of Education which is outstanding.	 Regular phase meetings to be held to discuss teaching and learning incorporating relevant research. 	Phase Meetings	Phase Leaders	Fortnightly	
-	 Opportunities to work with professionals from other setting to share ideas and disseminate good practice and educational research. This will include colleagues from TDT programme and NEPRC. 	Release Time	DH	Ongoing	
	 Regular monitoring of staff with an identification of needs being shared after. 		DH and AB	Ongoing	
	 Whole school staff training on the Talk for Writing Approach. 	£500	AB	Sept 2021	
To implement a new whole	 Implementation of the 3 stages of Talk for Writing – imitation, innovation and independent throughout KSI and KS2. 		AB	Autumn 2021	
school approach to writing in order to increase the proportion of children	 Writing to be a focus for Triads – staff to observe each other and have dedicated time to discuss. 		DH, AB, JP and SH	Autumn 2021	
working at the expected standard in writing.	 Writing to be a focus for the Monitoring Week in Autumn 2021. 		DH and AB	Autumn 2021	
	 Termly reviews to monitor implementation of Talk for Writing, impact on children's writing and moderate writing assessments. 		AB and SH	Termly	
To enhance the provision for	 Increase teacher confidence through working with other schools to look at what greater 				
Greater Depth writers and GPS.	depth writing in each year groups looks like. - Year 2 and Year 6 to take part in County Moderation process and receive EDA support.	EDA Support -	DH	Termly	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
	 Introduce Jane Considine approach to Spelling in Y2 to Y6. 	£200	All Staff	Sept 2021	
	- Staff to receive training and becoming familiar with resources.		AB	Sept 2021	
To develop a new approach to spelling in Years 2 to 6.	 Monthly phase reviews of how the programme is going with these notes being feedback to SLT and English Lead. 		Phase Leaders	Monthly	
	- Learning Walk to observe the teaching of Spelling to be arranged for the Spring Term.		DH, AB and SH	Spring 2022	
	- Work alongside Archimedes Maths Hub attending training and network events.		JP	Ongoing	
	- Take part in Sustaining Mastery project.		JP	Ongoing	
To continue to embed the Mastery for All approach in	 Lead and support the Maths Mastery Specialist Programme in other schools in County Durham. 		ĴР	Ongoing	
Maths.	 Key messages to be shred with staff at regular intervals with update training provided. 		JP	Ongoing	
	 Continue to monitor the impact of lockdowns and alter curriculum accordingly. 		DH, AB and JP	Ongoing	
To ensure that all groups of pupils, particularly the most	- Class teachers to ensure that writing opportunities are embedded across all subject areas. The new Talk for Writing approach should be referred to and embedded.		Class Teachers	Ongoing	
able, are challenged to think harder about their learning in subjects across the wider curriculum.	- Subject Leaders to monitor writing opportunities within their subject.		Subject Leaders	Ongoing	
	- Staff to work with local schools to share opportunities for wider curriculum writing and discuss the best practice surrounding this.		DH and AB	Summer 2022	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To continue to embed the	 Review subject in light of lockdown and ensure that a recovery plan is in place. Continue to embed the progression of skills for each subject area and identify milestones. Ensure that children are gaining knowledge and developing skills in each subject. 		Subject Leaders AB and Subject Leaders	Sept 2021 Autumn 2021	
curriculum and assessment approach with consistency so that pupils' gaps in learning are identified and addressed.	 Subject leaders to confidently talk about intent, implementation and impact of their subject and how it fits in to the wider curriculum of the school and feed this to all staff and children. 		Subject Leaders	Ongoing	
	 Review wider curriculum assessments on a termly basis and track children's progress. 		All Staff	Termly	
	 Work alongside colleagues within school and externally to identify best practice and share knowledge regarding subject. 	Release Time	All Staff	Spring 2022	
	 Classrooms in Y1/2 to be organised differently to cater for Continuous Provision. 	£500	JP and YI/2 Staff	Sept 2021	
To continue continuous provision in Year I/2 to aid	 Groupings in Y1/2 to reflect the children's needs. 		JP	Ongoing	
with transition from EYFS and also accelerate progress.	 Regular update training for all staff in KSI on how best to promote the use of continuous provision. 		JP	Ongoing	
	- Ensure new children all have Microsoft Teams		DH, AB and Class Teachers	Sept 2021	
To ensure that we continue to 'Covid-proof' the Quality of Education so we are fully prepared for the potential of	 logins. Set up all new classes on SeeSaw. Continue to ensure that all children are familiarised with Microsoft Teams and regularly provide refresher training. 		AB Class Teachers	Sept 2021 Ongoing	
local lockdowns, COVID absences and also families self-	 Ensure that when families are isolating, they have continued access to live learning. 		Class Teachers	As and when required	
isolating.	 Continue to support families who require additional technology to assist them with accessing live learning. 		DH and AB	As and when required	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
	- See individual subject action plans.	Enrichment Budget	Subject Leads	Ongoing	
To continue with holistic provision in order to have a broad and balanced curriculum and provide a range of opportunities for the children at Ox Close.	Examples of additional provision: - Outdoor Education from Sc.Out.Ed - Monday - Music - The Arts - Sporting Opportunities - Educate and Celebrate - British Values - Virtual Events - Charity Links	Budget	DH and AB	Ongoing	

- Regular sampling of planning and books DH and AB to have a fortnightly focus. Subject leaders to be involved termly during monitoring cycle.
- Regular Monitoring Activities see Monitoring Timetables produced on a termly basis.
- Pupil and Parent Feedback / Questionnaires following parent workshops / development of e-learning materials.
- Staff Feedback.

Behaviour and Attitudes

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To reinforce school behaviour	- Behaviour Policy refresher for all staff as well as refresher on effective behaviour for learning strategies.		AB	Sept 2021	
system and ensure that a consistent approach is being	- Consistent implementation of behaviour system.		All Staff	Ongoing	
used throughout school.	- Revisit the school code of conduct with children in classes and ensure that this is reinforced at every opportunity.		All Staff	Sept 2021 and then ongoing	
	- Continue with in staggered lunchtimes for each phase.				
To encourage positive behaviour during all parts of the school day – lunchtime focus.	 Review of play provision during a lunchtime – consulting with children and staff. From this, a new plan of provision to be implemented. 		SH	Sept 2021	
	- 'Top Table' to be reintroduced in dining hall to promote good behaviour in dining hall – this will be completed in phases.		SH	Ongoing	
	- Lunchtime Supervisors to continue with restorative questioning approach and receive update training from SH.		SH	Ongoing	
	 Monthly meetings with lunchtime supervisors. Observations of lunchtime procedures as part of monitoring procedures. Feedback to be given to lunchtime supervisors. 		SH DH, AB and SH	Monthly Termly	

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To improve overall attendance and punctuality in school. Attendance Target -96%	 Monitor attendance and punctuality on a weekly basis. Attendance board to be updated weekly and information shared with children. 		RB and Class Teachers	Ongoing	
	 Attendance initiatives to be termly. Continue to address the gap between pupil premium and non-pupil premium children in terms of overall attendance and persistent absenteeism. 		RB DH, AB and RB	Termly Ongoing	
	 Consult with Attendance Intervention Team to discuss impact of term time holidays on attendance and create a strategy to reduce term time holidays especially in the Summer Term. 		RB	As and when required	
	 Continue to send out termly colour coded attendance sheets. 		RB and HO	Termly	
	 Letters to be sent to potential persistent absentees and meetings to be held in order to address issues and establish strategies. 		RB	As and when required	

Pupil questionnaires
Parental questionnaires
Lesson observations
Observations of lunchtimes
Staff questionnaires
SIMs Data - Attendance

Personal Development

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To ensure that children know how to keep themselves safe	- Ensure children are questioned in pupil questionnaires about feeling safe in school.		DH and AB		
and healthy.	- Curriculum focus on keeping safe and healthy during citizenship actions of subjects and		All Staff		
To promote positive mental health and emotional wellbeing with the children.	through RSE curriculum. - Anti-Bullying Week to be held in November 2021 with the theme to be linked to national one of 'One Kind Word'.		SH		
	- Apply and work towards achieving Anti Bullying Quality Mark.		SH		
	- Safety assemblies to be held on a termly basis: Autumn – Firework Safety, Spring – Water Safety and Summer – Sun Safety.		AB		
	- Local PCSO assemblies and workshops.		DH and AB		
	- School nurse puberty talks for Year 5 and 6 PSA to continue to work with families who		Y5/6 Staff		
	require additional support with mental health and emotional wellbeing.		RB		
	- Meeting with Pupil Wellbeing Governor to		AB and Pupil		
	review actions and impact.		Wellbeing		
			Governor		
To continue to develop a greater awareness of online	- Review Online Safety and Acceptable Use Policies.		AB and RC		
safety with both pupils and parents.	- Regular newsletter items to alert parents to current online safety issues. Social media and school website to be used for this as well.		DH, AB and RC		
	- Organise Online Safety week around Safer Internet Day within school. Children to participate in classroom activities and share learning in whole school assembly.		RC		
	- Continue to hold regular meetings of the Online Safety committee.		RC		
	- Ensure key messages about staying safe online at home are conveyed to the children.		DH, AB and RC		

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
	 Active role for Children's Leadership Team – meetings to be held with key stakeholders across the whole school. Representatives from CLT to feedback ideas at SLT meetings and Full Governing Body meetings. 		DH	Ongoing throughout academic year	
To involve skildness on leave	- Election of Children's Champion and new CLT to take place in September 2021.		DH	Sept 2021	
To involve children as key stakeholders in school.	 Introduction of a Children's Improvement Plan. The following groups to run with children as key stakeholders: 		DH	Oct 2021	
	o SNAG		KL	Ongoing	
	E-CadetsCLTBEE Group		RC DH RB	throughout academic year	
To involve parents as key stakeholders in school.	 PSA to maximise parental engagement through support groups and individualised tailored support. These to include: Child Mental Health Home Routines Learning at Home 		RB DH and AB to monitor	Ongoing	
stakeholders in school.	 Learning at Home PSA to hold monthly drop ins which are advertised regularly through the school newsletters. Times for these drop ins to be varied to suit all parents. 		RB	Monthly	

Pupil questionnaires
Parental questionnaires
Lesson observations
Observations of lunchtimes
Staff questionnaires
SIMs Data - Attendance

Early Years Provision

Target / Outcome	Actions / Strategies to facilitate target	Resources	Person responsible	Timescale	Evaluation
To review EYFS practice in light of new Government reforms.	- Review as a SLT the current practices and adapt in view of new statutory EYFS Framework.		DH, AB and MB	Sept 2021	
reiornis.	- EYFS Lead to ensure all staff are trained to use		MB	Summer 2021	
To implement the new EYFS Framework.	the new EYFS Framework. - Carry out DFE Baseline Assessment with all children in Reception.		MB and SP	and Sept 2021 Sept 2021	
	- Use of EDS SLA to support Baseline Data judgements.	EDA Support - £600	MB	Oct 2021	
To moderate Baseline Data to ensure the accuracy of on entry assessment.	- To work alongside the Head of School at Oxclose Nursery to ensure data is aligned. Meetings will initially have to be held virtually.		MB and JT (OCN)	Oct 2021	
and y assessment.	- Use of education research to further improve quality of education in EYFS.		DH and MB	Ongoing	
	Pupil Premium: - Use of the intervention tracking system, which monitors the progress of Pupil Premium	EDA Support - £600	DH, MB and AB	Ongoing	
To ensure that the EYFS provision meets the needs of children including vulnerable	children in interventions.Ensure interventions change on a regular basis according to pupil need.				
groups.	 Monitor provision of intervention through learning walks. 				
To accelerate progress of	More Able:				
vulnerable groups in order to narrow the attainment gap.	 Ensure that children are given more problem solving and reasoning opportunities in Maths. 				
	 Provide additional writing opportunities to challenge and extend the more able children. 				

	 Work alongside Oxclose Nursery to create language links and shared practice and 		MB and JT (OCN)	Ongoing
To develop language and communication skills in order	expertise.Implement BLAST and LaunchPad for Literacy in Reception.	Release Time	МВ	Autumn 2021
for the children to make accelerated progress.	 To create a language rich environment which immerses the children in language. 		All EYFS Staff	Ongoing
To increase the children's	 To ensure questioning is strong and consistent in all areas by providing key questions and 		All EYFS Staff	Ongoing
vocabulary bank.	vocabulary for each area.			
	 Use of EDA to assist staff with looking at the progression of communication, language and English skills across EYFS in both settings. 	EDA Support - £600	MB and EDA	Ongoing
	- Use of EDS SLA to moderate end of year data.	EDA Support -	MB	June 2022
To moderate end of year data	- To share data and moderation judgements with	£600		July 2022
to ensure consistency and	Governors.			
accuracy of judgements.	 Transition with YI staff to discuss data and potential intervention required. 		EYFS and KS1 Staff	July 2022

- Regular sampling of planning and learning journals.
- Regular Monitoring Activities see Monitoring Timetables produced on a termly basis.
- Pupil and Parent Feedback / Questionnaires following parent workshops
- Staff Feedback.
- Monitoring of attainment and progress throughout EYFS.