

**St Mary's C.E. Primary School**  
**Draft School Improvement Plan 2023-24**

**Believe and Achieve Together**





# St Mary's C.E. Primary School AREA 1 - Quality of Education

	Key Objectives	Strategies How?	Responsibility	Monitoring / Evaluating How?	Success Criteria	Resources / Costing
1.1	Subject leaders to observe pupils learning their subject	Subject leads to visit other classes (3) to observe and interact with children. JJ will complete Maths Learning Walk with QEP	RB, SMC, GS, CC, EF, JJ	I will join Gillian Talbot (QEP) and JJ on the Maths Learning walk	Each subject leader can observe part of one lesson in 3 other classes.	LA funds the QEP visit. Time out of class to observe learning
1.2	To ensure all literacy material is progressive	Produce progression documents for Play scripts, Poetry, Class readers etc	SMC	The documents will be published on website and displayed in English Leader File.	Knowledge will build through a well planned progressive curriculum	Additional resources will need to be purchased to ensure text are progressive.
1.3	Monitor all pupils and support progress particularly in target groups.	Y3 pupils in Reading (74% expected in Y2) Progress from KS1(2020) to present Year 6 in all subjects but especially Maths.	SMC EF JJ	Using assessment data, talking to the class teacher, reading end of year reports.	All pupils will be supported to make at least expected progress through school.	Time to monitor assessment outcomes for all children.
1.4	Add more detail to Knowledge Organisers.	Science - which flowers, trees, animals? Identify links to previous learning. The information is also available in the Progression of Skills documents on the website.	Class teachers	The additional detail will be found on the website.	Parents who view the website will be able to access detailed information on the Curriculum.	Time to add the detail to the website
1.5	KS2 knowledge and skills to build on KS1	Each Subject Lead to ensure KS2 Curriculum builds on KS1. Y3 to be taught foundation subjects with Y4.	RB, SMC, GS, CC, EF, JJ	Subject Leader book/work scrutiny. Checking Progression of Skills documents from KS1 to KS2. Check 2 Year Planners	For every subject, the curriculum builds on previous learning making explicit links.	Time to review the resources, topics and skills taught from R-Y6
1.6	Review of Topic titles to allow THREADS to be made clear from R to Y6	Subject Leads to review the titles of all topics eg Entertainment rather than Toys	All teachers	Staff will refine topic titles to promote meaningful threads.	We will have a connected curriculum for each subject.	Time to consider hoe topics can be linked through common threads.

1.7	Display subject pathways for different subjects in the hall/library	Subject Leads, on a rota, display learning from R-Y6 in their subject	RB, SMC, GS, CC, EF, JJ	Displays will be visible for children, parents and visitors	The displays will illustrate subject progression and skills from R to Y6	Time to gather and display examples of children's work.
1.8	To use enquiry questions to assess learning eg 'What was the most important contribution to democracy by the Romans?	Subject Leads to suggest enquiry questions for assessing each topic. Use Kahoot quiz before and after Science topics. New MFL assessments as part of Primary Languages Network	RB, SMC, GS, CC, EF, JJ	The assessments will be evaluated.	The children will be able to demonstrate their knowledge and understanding of the topic as a whole, not just isolated facts.	Time to assess.
1.9	To provide enrichment activities to enhance the Curriculum	Develop the wider curriculum with opportunities for visits, visitors, trips, residentials Arrange SALAD days Travelling Science Show	All staff	The Wider Curriculum will be recorded and shared at a BFoCS Showcase event with 7 other schools.	The children will respond positively to the planned enhancements.	Cost of visitors Eg Travelling Science Show. PTA and PP will contribute to enable all children to access the opportunities.
1.10	Review Maths Curriculum	Review the effectiveness of Maths No Problem. Deepening understanding through other subjects eg Maths and Design, Journaling Developing Fluency Audit of resources QEP discussion EF & JJ to observe a Y6 MNP lesson	JJ EF GW	We shall review as a staff.	We will have consistency and follow a very effective Maths Curriculum.	The cost of maintaining Maths No Problem, plus additional resources.
1.11	To provide a high quality Art and Design and Design Technology Combined Curriculum	To research Kapow DT and A&D Curriculum To discuss with Link Governor To agree the order of the 2 year rolling programme using the Knowledge Organisers To purchase resources for first term	GS RB	GS and RB to observe teaching, learning and product produced Displays Plans	The children will learn skills progressively. The products will be high quality	£400 for subscription £200 for resources



# St Mary's C.E. Primary School    AREA 2- Behaviour and Attitudes

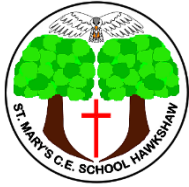
	Key Objectives	Strategies How?	Responsibility	Monitoring / Evaluating	Success Criteria	Resources / Costing
2.1	To promote courageous advocacy	Weekly collection for Ramsbottom Pantry Staff to complete sponsored events Children in Need, Red Nose Day Harvest -DAQM celebration	School Council will plan events. SMC will lead.	We shall have regular fund raising events for a range of charities.	Money and food will be used to help others.	Time to plan events and share information.
2.2	To promote the schools approach to bullying, racism and all forms of unacceptable behaviour	Promote effective Anti Bullying strategies Anti Bullying display to include the Child friendly Anti Bullying Policy Anti Bullying Week 'Make a Noise About Bullying' Raise awareness of LGBTQ+a Share activities on Instagram and Website	All staff	GW will monitor the Bullying and Harassment Records and add incidents to CPOMS. All incidents will be reported in the Head Teacher Report for governors	All incidents will be thoroughly investigated. There will be a very clear message shared by all staff and children	Time to investigate. CPOMS subscription
2.3	Celebrate Cultural Diversity	Diwali Day with parental involvement- Dance Workshop Eid Christmas- Experience Christmas Easter- Spring Dance Company Jewish New Year	All staff	Governors have been invited to share the day.	Children will respect and embrace cultural diversity.	Diwali dance workshop £400 paid for by PTA. Spring Dance Company will cost about £900.
2.4	Enforce the message that bullying and racism is not tolerated at St Mary's.	Anti Bullying Week activities 13 <sup>th</sup> Nov 'Make Noise About Bullying' Anti Bullying display shared on website. Promote the child friendly Anti Bullying Policy,		Records will be kept of all incidents and investigations	Children will tell if they feel bullied	Time to investigate
2.5	Pupils to understand equality and know about protected characteristics.	Be aware that we must not discriminate with regards to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.	CC, EF, JJ	Any discriminative views will be challenged. Awareness of equality will be monitored via pupil voice.	The children will respect others and embrace equality	Time to plan and deliver equality activities.



# St Mary's C.E. Primary School

## AREA 3 - Personal Development

	Key Objectives	Strategies How?	Responsibility	Monitoring / Evaluating How?	Success Criteria	Resources / Costing
3.1	Offer a range of after school clubs to interest all	Ask the children which clubs they'd like. All staff to lead at least one KS1 and one KS2 club during the year. To have	All staff plus sports coaches	The year plan will be published on the website	The children will be motivated and excited by the range of clubs. The clubs will be well attended	Materials for Art and Textile Clubs. Time for staff to
3.2	Support good mental health in children	Starlight Crew led by nurses Friendship Groups Meeting with parents Outdoor learning Heartsmart Collective Worship	GS	Pupil response	Children feel able to share their worries	6 sessions in the library
3.3	Provide opportunities for pupil voice	School Council set up Regular meetings	SMC	Regular meetings and feedback during assembly	The children will be able to influence decisions and share ideas.	Meeting time, time to organize charity events
3.4	Provide a range of wider curriculum experiences	High Adventure Residential Guest Speakers eg Road Safety Forest School Project, Science Show, Experience Easter, Experience Christmas, travelling pantomime	All staff	Each experience will be evaluated Pupil response	The children will be stimulated by the events.	Some visitors fees are paid by the PTA. Some experiences are provided by volunteers
3.5	Children to contribute to our strong Christian ethos	Create an Ethos Squad to enhance sensory reflection areas, lead collective worship, attend faith days with other schools eg Light Day at St Thomas's	CC	The Ethos Squad will lead whole school assembly Brew Book	Our strong Christian ethos will be apparent in all we do and say.	Meeting time, Cost of conferences, Cost of BFoCS theme days



	Key Objectives	Strategies How?	Responsibility	Monitoring / Evaluating	Success Criteria	Resources / Costing
4.1	Ensure website is populated effectively	Publish Subject Overviews and class newsletters on Class pages. Publish Subject overviews on Curriculum page. Knowledge organisers on Curriculum page. Put link buttons between Progression of Skills and Termly Overviews. Accessibility Plan Review SEND information Review Safeguarding information Equality Policy Dyslexia Friendly Policy	All teaching staff	Weekly monitoring by GS and Office Manager Matthew to act as Link Governor ensuring the website is compliant.	The website will entice more families to join St Mary's School. We have an easy to navigate website. The information is up to date.	PTA have paid for the website. Staff have used staff meeting time to populate subject and class pages
4.2	To manage the Out of School Club 'Busy Bees' effectively	Review documentation- Policies, payments, rotas Balance payments Monitor financial viability of the club Job descriptions agreed Zero hours contracts Regular staff meetings Ensure staff have appropriate qualifications Publish information on the website Report to Governors	CC with GS's support	Regular meetings Parental views Financial reports will be created and presented to governors.	The club is financially viable The club is enjoyed by children Staffing remains stable	We hope to make a small profit which would be used to buy resources.
4.3	To complete the process to join Sycamore Trust	Consult DfE, Diocese, Governors, staff, PCC. Complete forms Conduct due diligence Work with Bury Family of Church Schools	Governing Board	We will follow the set process Updates will be given at governor meetings	We shall move towards joining a MAT in 2024.	Legal fees Time to complete forms
4.4	To finalise a Cleaning and Caretaking Contract	Liaise with Aspen FM Peter to complete TUPE process Have contract checked by Legal	GS	Once the one year contract starts, Aspen FM will regularly monitor standards	The caretaking service will be well managed. The school will be clean. The staff will be trained	The complete SLA will cost £20,686 plus consumables, plus sickpay

4.5	Recruitment of Office Manager	Advertise with a recruitment pack Shortlist Request references Interview Follow Safer Recruitment procedures Apply for DBS	GS, CC, Paul Sumsion	We shall shortlist, devise questions and tasks, and interview together	We will appoint an effective Office Manager who will enhance our school team.	Time to produce recruitment pack, request references and prepare interview materials
4.6	To produce Case Studies; How was the need identified? What did you do? What was the impact?	SEND Team Around the Family Attendance Punctuality Safeguarding Bullying Racism	CC SMC GS	The SLT will monitor all the Case Studies	The Case Studies will demonstrate our effective support systems	SLT Time to produce the Case Studies
4.7	Be mindful of workload and work/life balance	Finish Staff meetings at 5pm promptly Rota for PTA events Staff meeting time to produce documents Rota to support PTA events PPA at home	GS	Staff feedback	Consideration will be made when workload is increased eg Report writing, Parents' Evening	Focused use of time
4.8	Ensure excellent attendance for all children	Monitor Attendance of all children but particularly Ivy, Lily, Poppy J and Oddriana Work with Early Help Jillian Wilson	GS	Monitor attendance and punctuality carefully. I will meet termly with Suzanne Ross - EWO	All children will be above 90% attendance	Time to communicate with parents. Monitoring data time.
4.9	Prepare for Ofsted initial phone call	5 main points for impact of Covid 5 main developments since last inspection 5 ways we have supported children since Covid 5 strengths, 5 areas we are working on	GS SMC CC	Gather focused lists in file ready for phone call	We will be prepared for the initial conversation thus reducing stress.	Time to respond to Alan Torr's advice and prepare documents
4.10	Monitor and filter usage on devices and school networks	Install Securly portal, monitor weekly, record, check back, and respond appropriately.	GS and CC	Weekly monitoring and recording	Any breeches will be investigated and challenged to prevent further incidents.	Time to check portal weekly No additional cost for the portal
4.11	Link governors to know how effectively the subject is taught	Link governors to meet subject leads twice a year, discuss developments, produce and share reports with other governors.	All teachers	Governors to share reports at meetings	Governors to show interest and awareness of their chosen subjects	Time for teacher and governor to meet and write a report.
4.12	Be ready to implement new Manchester Diocese RE Syllabus by Sept 2024	Attend training Lead Staff Meeting Attend Diocesan Conference Discuss at Hub Meetings	CC	Planning Books Folders of work	Staff will feel ready to deliver the new RE Syllabus	Supply cover cost to attend training.