

INVESTED EDUCATION SCHOOL DEVELOPMENT PLAN – STRATEGIC VISION 2023/26

Our Intent

Our Implementation

Our Impact

Investing in the Child

A Behaviour Policy with an explicit set of expectations, sanctions and rewards adopted consistently by the whole school and embraced by students.

A nurture model to build resilience, addressing all needs so that students can achieve the best outcomes both academically and personally.

- Students enjoy coming to school and have high aspirations for their future.
- Students have a sense of belonging and feel valued.
- All students, regardless of their barriers to learning, receive a highly individualised programme of both academic and emotional support to ensure the best possible outcomes.
- The school has achieved quality marks in Trauma Informed Schools, SMSC and Careers which have provided students with improved mental and physical well-being, cultural capital, and high aspirations for their futures.

Investing in Excellence

A culture of behaviour for learning with high expectations of engagement, progress, and aspiration.

Delivery of a broad curriculum including a robust Personal Development Programme that is linked to careers and accredited which ensures good academic outcomes.

- Students are well behaved and engaged in both lessons and unstructured times, making demonstrable academic progress and improved wellbeing.
- The Personal Development programme is linked to the strong and stable Careers Programme and meeting the Gatsby Benchmarks. It is also accredited where relevant.
- The broad and balanced curriculum, offers students well planned, sequenced and differentiated lessons that drive their academic progress.
- Students leave with strong qualifications and clear post 16 pathways.

Investing in Staff

A system for Performance Management with targets, timescales, and lines of accountability.

A detailed CPD programme for all staff aligned to the school's development plan and staff PM targets.

Prioritise staff well-being.

- Concise staff structure in place with clarity of roles, responsibilities and CPD pathways identified and articulated with clear lines of accountability.
- A culture of life-long learning throughout the whole school.
- CPD Programme is broad and linked to individual and whole school targets for continuous school improvement.
- Additional member of staff fully trained as SENCo adding capacity to the SLT and delivering improved support for students.
- Staff absence is lower than the national average for schools, there is a shared commitment to improving the outcomes for students and staff. Surveys report a positive experience of working in the school.

Investing in Futures

A database of Work Experience opportunities, linking students with local employers.

Qualified careers lead ensuring expert guidance.

A strong and stable Careers Programme which develops career management skills and ensures high aspirations for all students.

- Robust system in place to establish, audit and monitor Work Experience opportunities to enrich the curriculum, provide valuable life/work experience and build relationships with potential future employers.
- Students leave us with a range of academic and employability outcomes, so they are competitive with their mainstream peers.
- NEET figures are low.
- Invested has a qualified Careers Lead.
- Invested work with a wide range of external partners as part of a strong and stable Careers Programme.
- Careers lessons are linked to the CDI Framework and meeting the Gatsby Benchmarks.

INVESTED EDUCATION – ENGAGE & ACHIEVE