

All Saints' C of E (VC) Primary School, Maldon

'Every Child Shines'



School Improvement and Development Plan

September 2024 – September 2025



Long Term Objectives (2024-2027)

1. That progress and attainment is at least national or above in reading, writing and maths in both key stages as well as other national performance measures including GLD in EYFS, Year 1 phonics levels and Y4 multiplication checks.
2. To maximise funding opportunities and financial efficiencies by ensuring a year on year increase in self generated funds as well as opportunities to be environmentally and financially more sustainable.
3. To monitor the school SEND offer and strive to achieve the best possible provision for **all** children to thrive.
4. To ensure children experience a range of inspirational opportunities which become embedded in our school provision.
5. Maintain the Christian character and values that support the wellbeing of all.
6. Continue to be an outward facing school that actively pursues partnerships which develop a sense of community for pupils and adults in school.

**‘Get the RIGHT people,
to do the RIGHT things,
in the RIGHT way,
for the RIGHT reasons’**

**‘Show up,
Team up,
Speak up,
Look up,
Lift others up,
Never give up!’**

SCHOOL IMPROVEMENT PLAN 2024-2025

OVERVIEW

<u>STANDARDS</u> <u>That progress and attainment is at least national or above in reading, writing and maths in both key stages as well as other national performance measures including GLD in EYFS, Year 1 phonics levels and Y4 multiplication checks.</u> 1. To continue the upward trend with phonics so that Y1 pupils attain in line with national standards. 2. That in all year groups pupils attain in line with national in Maths	<u>SUSTAINABILITY</u> <u>To maximise funding opportunities and financial efficiencies by ensuring a year on year increase in self generated funds as well as opportunities to be environmentally and financially more sustainable.</u> 1. To create more self generated income year on year so that it increases by 2%. 2. Reduce financial costs in school through environmentally sustainable opportunities
<u>Responsible Governors</u> Sue Rogers (Phonics/Teaching and Learning Data/EYFS) Tom Miles (Teaching and Learning Data) ??? (Maths)	<u>Responsible Governors</u> James Stacey (Finance and sustainability) Matt Vale (Finance and sustainability / Premises and Health and Safety) Dave Robson (Premises and Health and Safety)
<u>CHRISTIAN CHARACTER</u> <u>Maintain the Christian character and values that support the wellbeing of all.</u> 1. Further develop links with the new incumbent / clergy at All Saints Church 2. Maintain Christian values to promote the well being of pupils and staff.	<u>COMMUNITY</u> <u>Continue to be an outward facing school that actively pursues partnerships and develop a sense of community for pupils and adults in school.</u> 1. Immerse ourselves in community links most notably within the community of Maldon 2. Involve ourselves in partnerships which have direct impact on the community of All Saints School
<u>Responsible Governors</u> James Stacey (Christian Distinctiveness) Emma (Wellbeing)	<u>Responsible Governors</u> Tom Miles (Community Links)
<u>INCLUSION</u> <u>To monitor the school SEND offer and strive to achieve the best possible provision for all children to thrive.</u> 1. Through the creation of the Rainbow Lodge explore a new model of support for SEND pupils 2. Research and innovate to enable a more financially sustainable SEND offer at All Saints.	<u>OPPORTUNITIES</u> <u>To ensure children experience a range of inspirational opportunities which become embedded in our school provision.</u> 1. Continue to enable a range of inspirational activity year round. 2. To have a focus on Sporting opportunities this academic year.
<u>Responsible Governors</u> Emma (SEND) Dave Robson (SEND)	<u>Responsible Governors</u> Tom Ballard (Sport)

SCHOOL IMPROVEMENT PLAN 2024-2025

STANDARDS

TARGET(S)	1	To continue the upward trend with phonics so that Y1 pupils attain in line with national standards.
	2	That in all year groups pupils attain in line with national in Maths

SUCCESS CRITERIA		TERMLY REVIEW OF IMPACT (date)	RAG
1	Phonics levels to be at least 73% and closing the national gap - move towards 79%		
2	73% of pupils working at the expected standard or greater and 24% working at the higher standard		

TARGET 1		⇒ To continue the upward trend with phonics so that Y1 pupils attain in line with national standards.			
Action(s) (including CPD)	Personnel (who leads, who involved/who monitors)	Resources (time & money)	Review (Termly)	RAG	
AUTUMN TERM					
To train staff new to delivering phonics and reading	KH	Release time half day			
To ensure the programme is correctly implemented	KH	Purchase flashcards			
To liaise with staff to set up intervention groups	KH	Release time half day			
To continue to work with the English Hub	KH	Release time half day			
To review and track end of term data and share this with the English Hub	KH				
SPRING TERM					
To review intervention groups	KH	Release time half day			
To carry out observations to ensure Quality first teaching.	KH	Release time half day			
To review and track end of term data and share this with the English Hub	KH				
SUMMER TERM					
To implement a phonics screen practice test at the beginning of the summer term	KS1 Teachers				
Use results of the practice screen to target intervention.	KS1 teachers				
To carry out observations to ensure Quality first teaching.	KH	Release time half day			
To review and track end of term data and share this with the English Hub	KH				

TARGET 2		⇒ That in all year groups pupils attain in line with national in Maths			
Action(s) <i>(including CPD)</i>		Personnel <i>(who leads, who involved/who monitors)</i>	Resources <i>(time & money)</i>	Review <i>(Termly)</i>	RAG
AUTUMN TERM					
Maths Hub - Mastery of number visit		SCa / ES			
Maths Subject Leaders to be released to meet to establish firm approach to All Saints Masterv Maths		SCa / ES	Staff release for full day		

SCHOOL IMPROVEMENT PLAN 2024-2025

Maths Policy to be reviewed and clear All Saints approach communicated	SCa / ES	Staff release for full day		
Maths No Problem Training to be scheduled	SCa / ES	Staff release for full day		
Maths No Problem to be delivered	Maths No Problem trainer	Staff Meeting Time Trainer Cost - Half Termly?		
Audit class Maths resources	SCa / ES	Staff release for full day		
Get Maths resources to support Maths No Problem In every classroom	SCa / ES / TH	Cost of Resources £££££		
Maths Subject Leaders to visit other Maths No Problems schools that have good outcomes	SCa / ES	Staff Release		
Consider approach to raise Maths Profile in School - Staff Meeting	SCa / ES	Staff Meeting Time		
Maths specific training for Intervention / Booster Staff	SCa / ES / KB External support	SCa to train		
SPRING TERM				
Monitoring of Maths across the school - Learning observations	SCa / ES / PB / CW			
Monitoring of Maths across the school - Work Scrutiny	SCa / ES / PB / CW			
Maths No Problem Training to be delivered	Maths No Problem trainer	Staff Meeting Time Trainer Cost - Half Termly?		
Maths Hub Support				
Maths Activity which raises subject profile	Teaching Staff			
SUMMER TERM				
Monitoring of Maths across the school - Learning observations	SCa / ES / PB / CW			
Monitoring of Maths across the school - Work Scrutiny	SCa / ES / PB / CW			
Maths No Problem Training to be scheduled and delivered	Maths No Problem trainer	Staff Meeting Time Trainer Cost - Half Termly?		
Maths Hub Support				
Maths Activity which raises subject profile	Teaching Staff			

SCHOOL IMPROVEMENT PLAN 2024-2025

CHRISTIAN CHARACTER

TARGET(S)	1	Further develop links with the new incumbent / clergy at All Saints Church
	2	Maintain Christian values to promote the well being of pupils and staff.

SUCCESS CRITERIA		TERMLY REVIEW OF IMPACT (date)	RAG
1	More opportunities for collaboration with church in place		
2	The wellbeing of staff and pupils is evidenced and stressors are acted upon.		

TARGET 1		⇒ Further develop links with the new incumbent / clergy at All Saints Church			
Action(s) <i>(including CPD)</i>	Personnel <i>(who leads, who involved/who monitors)</i>	Resources <i>(time & money)</i>	Review <i>(Termly)</i>	RAG	
AUTUMN TERM					
Review RE curriculum to determine possible opportunities to visit All Saints Church or other local religious establishments, or invite different local religious leaders into school to support with learning in RE.	CW and Phase leaders				
Establish pattern of half termly visits from All Saints incumbent to lead Collective Worship.	PB				
New incumbent to become a member of the Governing Body.	Chair of Governors PB				
SPRING TERM					
All Saints incumbent to deliver half termly Collective Worship	PB				
Other local religious leaders to lead Collective Worship	PB				
SUMMER TERM					
All Saints incumbent to deliver half termly Collective Worship	PB				
Other local religious leaders to lead Collective Worship	PB				

TARGET 2		⇒ Maintain Christian values to promote the well being of pupils and staff.			
Action(s) <i>(including CPD)</i>		Personnel <i>(who leads, who involved/who monitors)</i>	Resources <i>(time & money)</i>	Review <i>(Termly)</i>	RAG
AUTUMN TERM					
Leaders to attend SIAMS training		PB/CW			
Establish an action plan that reflects SIAMS training and points to develop.		PB/CW			
Develop childrens’ understanding of spirituality and opportunities to explore this (Awe and wonder)		Incumbent PB/CW			
Reflect the Christian Character and values of the school visually in the entrance area through the powerpoint displayed on screen.		CW			
Review and reflect on previous wellbeing action plan and the impact of those actions		PB/CW			
Mental Health Champions to establish role and lead Collective worship to promote wellbeing.		CW			
Staff to complete a wellbeing survey		PB			

SCHOOL IMPROVEMENT PLAN 2024-2025

Create a wellbeing action plan that reflects the survey and share this with staff. Begin to implement actions.	PB			
SPRING TERM				
Whole school to continue to explore spirituality and express this through a range of Art media, entering the Spirited Arts competition	CW Art Subject Leader			
Mental Health Champions continue to support children in school through signposting on the website	CW			
Create a wellbeing policy	CW/MW			
SUMMER TERM				
Review and reflect on the wellbeing action plan through the Governor monitoring schedule	Governors			
Mental Health Champions to complete a wellbeing survey with children	CW			

SCHOOL IMPROVEMENT PLAN 2024-2025

INCLUSION

TARGET(S)	1	Through the creation of the Rainbow room explore a new model of support for SEND pupils
	2	Research and innovate to enable a more financially sustainable SEND offer at All Saints.

SUCCESS CRITERIA		TERMLY REVIEW OF IMPACT (date)	RAG
1	Have an improved resource for High needs pupils to support better progress.		
2	Reduce the amount spent currently on EHCP pupils so that children with one plans and other pupils have access to better resource.		

TARGET 1		⇒ Through the creation of the Rainbow Lodge explore a new model of support for SEND pupils			
Action(s) <i>(including CPD)</i>	Personnel <i>(who leads, who involved/who monitors)</i>	Resources <i>(time & money)</i>	Review <i>(Termly)</i>	RAG	
AUTUMN TERM					
Set up the learning environment	1:1 + KB	detailed resources already ordered			
Identify children to use Rainbow Lodge	KB				
Establish guidelines regarding use and planning to meet the children's needs.	KB + Class teachers				
Monitor provision	KB				
SPRING TERM					
Review the children using Rainbow Lodge	KB				
Consider ways to use adults effectively	KB				
Monitor provision	KB				
SUMMER TERM					
Explore and implement paired or group work with the children	KB				
Review provision, consider pupils for the following academic year.	KB				

TARGET 2	⇒ Research and innovate to enable a more financially sustainable SEND offer at All Saints.				
Action(s) <i>(including CPD)</i>	Personnel <i>(who leads, who involved/who monitors)</i>	Resources <i>(time & money)</i>	Review <i>(Termly)</i>	RAG	
AUTUMN TERM					
Consider existing offer and innovate to improve offer for all pupils	SLT / KB				
Training adults to implement interventions in groups	KB / Phase Leaders				
Meet with parents of pupils with SEND EHCPs and discuss All Saints innovation and what it would mean for their children.	PB / CW / KB				
Liaise with Ralph Holloway regarding innovation and funding opportunities.	PB				
SPRING TERM					

SCHOOL IMPROVEMENT PLAN 2024-2025

Explore and implement paired or group work with the children in the Rainbow Lodge	PB / KB			
Liaise with Ralph Holloway regarding innovation and funding opportunities.	PB			
SUMMER TERM				
Review the amount of children positively impacted by the Rainbow lodge and consider purchasing another unit.				
Evaluate amount of money spent on EHCP pupils and feedback				

SCHOOL IMPROVEMENT PLAN 2024-2025

SUSTAINABILITY

TARGET(S)	1	To create more self generated income year on year so that it increases by 2%
	2	Reduce financial costs in school through environmentally sustainable opportunities

SUCCESS CRITERIA		TERMLY REVIEW OF IMPACT (date)	RAG
1	Self generated income increases by 2% from £62,875 to £64,132 in financial year 2024-2025		
2	Make at least one efficiency saving each term.		

TARGET 1		⇒ To create more self generated income year on year so that it increases by 2%			
Action(s) (including CPD)		Personnel <i>(who leads, who involved/who monitors)</i>	Resources <i>(time & money)</i>	Review <i>(Termly)</i>	RAG
AUTUMN TERM					
Review and explore lettings		TH / PB			
Review catering plan for income generated		TH / PB			
Look at the clubs income and review.		TH / PB			
Innovate further to generate income streams		PB			
SPRING TERM					
Innovate further to generate income streams					
SUMMER TERM					
Innovate further to generate income streams					

TARGET 2		⇒ Reduce financial costs in school through environmentally sustainable opportunities			
Action(s) <i>(including CPD)</i>	Personnel <i>(who leads, who involved/who monitors)</i>	Resources <i>(time & money)</i>	Review <i>(Termly)</i>	RAG	
AUTUMN TERM					
To purchase and instal LED lighting throughout the school	CJ / TH / PB	Lights			
To reduce the amount of paper wasted	All staff				
To reduce the amount of printing	All staff				
Take monthly readings of energy used and compare to the same time the previous year	MM / TH / CJ				
SPRING TERM					
Review the paper and printing waste within school	TH / PB				
Consider printing restrictions	PB/CW				
Explore with Eco Champions how we can reduce energy usage and costs	MM				
SUMMER TERM					
Consider printing restrictions	PB / TH				
Explore with Eco Champions how we can reduce energy usage and costs	MM / CJ / TH				

SCHOOL IMPROVEMENT PLAN 2024-2025

COMMUNITY

TARGET(S)	1	Immerse ourselves in community links most notably within the community of Maldon
	2	Involve ourselves in partnerships which have direct impact on the community of All Saints School

SUCCESS CRITERIA		TERMLY REVIEW OF IMPACT <i>(date)</i>	RAG
1	To further build the reputation of the school		
2	That all partnerships we involve ourselves in have impact on pupils and staff at All Saints		

TARGET 1		⇒ Immerse ourselves in community links most notably within the community of Maldon			
Action(s) <i>(including CPD)</i>	Personnel <i>(who leads, who involved/who monitors)</i>	Resources <i>(time & money)</i>	Review <i>(Termly)</i>	RAG	
AUTUMN TERM					
Explore funding for UP and continue to provide children with the opportunity to experience this as an after school club.	PB/CW				
Through INSET time, explore the possibilities within the local area and how these can enhance learning and our curriculum or for our pupil voice groups	Phase teams				
Explore opportunities to use Community services to develop curriculum learning and/or life skills	Phase teams				
Celebrate and advertise achievements with local media	HR				
SPRING TERM					
Celebrate and advertise achievements with local media	HR				
SUMMER TERM					
Celebrate and advertise achievements with local media	HR				

TARGET 2	⇒ Involve ourselves in partnerships which have direct impact on the community of All Saints School				
Action(s) <i>(including CPD)</i>	Personnel <i>(who leads, who involved/who monitors)</i>	Resources <i>(time & money)</i>	Review <i>(Termly)</i>	RAG	
AUTUMN TERM					
Continue Maldon school sports partnership links	ES/LP/PM				
Meet and establish effective partnership links with the other Spires schools	PB				
SPRING TERM					
Establish links with the ACL and explore opportunities for them to deliver supportive courses for parents in school	KB/CW				
SUMMER TERM					
Discuss and explore the possibility of becoming Associate members of the Canonium Academy, establishing the positive/negative	Governors				

SCHOOL IMPROVEMENT PLAN 2024-2025

OPPORTUNITIES

TARGET(S)	1	Continue to enable a range of inspirational activities year round.
	2	To have a focus on Sporting opportunities this academic year.

SUCCESS CRITERIA		TERMLY REVIEW OF IMPACT (date)	RAG
1	That every child is able to engage with at least one inspirational activity a term		
2	That every child has access to high quality sporting opportunities and PE lessons.		

TARGET 1		⇒ Continue to enable a range of inspirational activity year round.			
Action(s) (including CPD)	Personnel (who leads, who involved/who monitors)	Resources (time & money)	Review (Termly)	RAG	
AUTUMN TERM					
SLT to establish a schedule of inspirational activities	PB / CW				
INSET Opportunity that allows staff to explore possible local community resource for inspirational curriculum	PB / CW				
All pupils involved in Pupil Voice to establish their 'big idea' for the year - School Council / Eco Champion / International Ambassador / Mental Health Leads	JB / MM / CC / CW /				
Choir at Royal Albert Hall?	JC				
SPRING TERM					
House Music Competition reestablished	PB / JC				
SLT to establish what might be in a class assembly that engages with parents without detracting from curriculum time.	SLT				
Class assemblies for KS1/KS2	Class teachers				
SLT members to join pupil voice in assessing the progress towards their 'big idea'	JB / MM / CC / CW /				
SUMMER TERM					
Sports Day Competition	LP				
Summer Music Concert	JC				
Art exhibition	LW				
Collective pupil voice groups to showcase their 'big idea' impact at Open Evening.	JB / MM / CC / CW /				

TARGET 2		⇒ To have a focus on Sporting opportunities this academic year.			
Action(s) <i>(including CPD)</i>	Personnel <i>(who leads, who involved/who monitors)</i>	Resources <i>(time & money)</i>	Review <i>(Termly)</i>	RAG	
AUTUMN TERM					
PE / Sports Leads to establish Sports ambitions for the year	PM / LP / ES / PB	Teacher release Time			
Create a schedule of Sports Activity to engage with for the year	PM / LP / ES / PB	Teacher release Time			
Engage with Active Essex to enable opportunities for pupils of All Saints and community eg Full time Sports Coach	PM / LP / ES / PB	Teacher release Time			

SCHOOL IMPROVEMENT PLAN 2024-2025

Increasing high quality sports resource for the school	PM / LP / ES / PB	Active Essex Funding?		
Increased opportunity for GD pupils in Sport to take part in pathway tournaments	PM / LP / ES / PB	Teacher release to accompany pupils		
Increase opportunity for all pupils to engage with sport including PPG pupils being represented	PM / LP / ES / PB	Teacher release to accompany pupils		
Plan opportunities for hosting Sporting events	PM / LP / ES / PB	Teacher planning Time and resource to facilitate.		
Write a Sports Premium funding report for use of Sports Premium Funds.	PB	-		
SPRING TERM				
Active Essex to have supported us in accessing a greater number of opportunities	PM / LP / ES / PB			
Increasing high quality sports resource for the school	PM / LP / ES / PB / TH	Active Essex Funding?		
GD pupils in Sport taking part in pathway tournaments	PM / LP / ES / PB	Teacher release to accompany pupils		
Increase opportunity for all pupils to engage with sport including PPG pupils being represented	PM / LP / ES / PB	Teacher release to accompany pupils		
Plan opportunities for hosting Sporting events	PM / LP / ES / PB	Teacher planning Time and resource to facilitate.		
To create a sports premium funding impact report	PB			
SUMMER TERM				
Active Essex to have supported us in accessing a greater number of opportunities	PM / LP / ES / PB			
Increasing high quality sports resource for the school	PM / LP / ES / PB / TH	Active Essex Funding?		
GD pupils in Sport taking part in pathway tournaments	PM / LP / ES / PB	Teacher release to accompany pupils		
Increase opportunity for all pupils to engage with sport including PPG pupils being represented	PM / LP / ES / PB	Teacher release to accompany pupils		
Plan opportunities for hosting Sporting events	PM / LP / ES / PB	Teacher planning Time and resource to facilitate.		
To have a planned Sports week with a range of activities including Sports Day	PM / LP / ES / PB			
To update a sports premium funding impact report	PB			