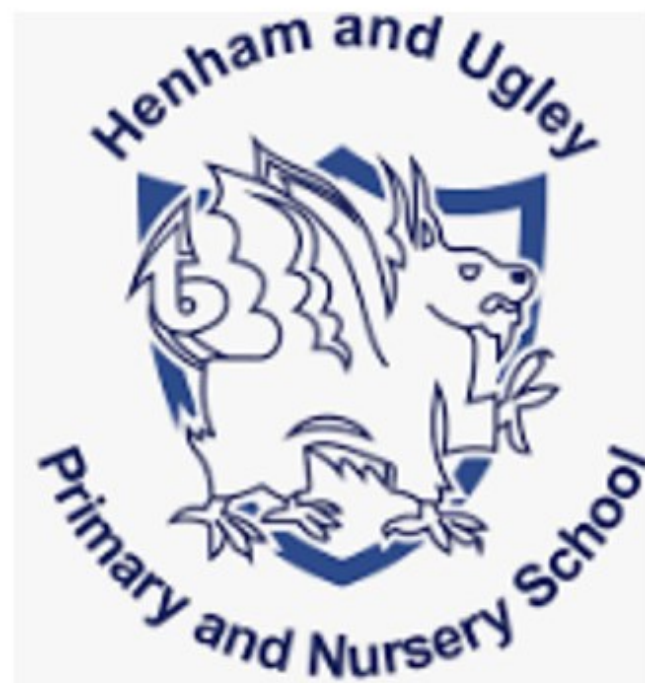


# SCHOOL DEVELOPMENT PLAN

## HENHAM AND UGLEY PRIMARY AND NURSERY SCHOOL



HENHAM ROAD MAP 2023- 2026  
DETAIL 2023- 2024

## Aims 2023-2026

- **We are an attractive school for prospective parents**
- **We work closely with and within our community**
- **We are committed to academic excellence**
- **We have a staff who feel valued and supported**
- **We prepare all our children for later life and wider world**

## Strategic Priority 1: **Attract**

Vision	Aim	Actions	Outcome	Responsibility
<b>We are an attractive school for prospective parents</b>	Increase numbers on roll to a minimum of 180.	<ul style="list-style-type: none"> <li>Improve the outdoor provision for early years and make us more attractive to prospective parents</li> <li>Create a digital learning space and bring technology to life in lessons.</li> <li>Create a robust unique selling point for Henham and Ugley Primary and Nursery School.</li> </ul>	Parents will choose to send their children to us over the other local primary schools.	BD NB RH
	Mid-year Review			
<b>We are an attractive school for prospective parents</b>	Develop the outdoor area of Early Years	<ul style="list-style-type: none"> <li>Invest in the ground works of the Early Years outdoor area to ensure learning and development needs are met.</li> <li>Ensure staff are well trained in delivering a quality first early years curriculum.</li> <li>Activities are not just designed for Early Years goals but meet the needs of our children.</li> </ul>		BD SE RH
	Mid-year Review			
<b>We work closely with and within our community</b>	Work closely with the community	<ul style="list-style-type: none"> <li>Create partnerships with the village community (Farmers, Village Shop, Public House, Church)</li> <li>School include the village community when planning events. E.g. inviting them to carols around the Christmas tree.</li> <li>Create a Penpal system with a school abroad to learn about other cultures and promote writing at length.</li> </ul>		Govs BD
	Mid-year Review			
<b>We are an attractive school for prospective parents</b>	Raise our profile in the Uttlesford district	<ul style="list-style-type: none"> <li>Publish positive articles and stories in the Bishops Stortford independent</li> <li>Publish a prospectus to give to parents on tours.</li> <li></li> </ul>		BD
	Mid-year Review			

## Strategic Priority 2: Quality

<b>We are committed to academic excellence</b>	Greater Depth Writing	<ul style="list-style-type: none"> <li>• Whole school target on Greater Depth Writing at staff PMRS.</li> <li>• Robust assessment will allow teachers to feel confident in assessing children at GD</li> <li>• Staff trained in what age related greater depth looks like.</li> <li>•</li> </ul>		
	Mid-year Review			
	To be above national average for progress scores.	<ul style="list-style-type: none"> <li>• Train staff in Early Years Curriculum</li> <li>• Send Early Years staff to visit other settings.</li> <li>• Improve greater depth writing data across the school</li> <li>• Improve phonics to be at least national average</li> </ul>		
	Mid-year Review			
<b>We are committed to academic excellence</b>	Improve the quality and presentation of children's written work	<ul style="list-style-type: none"> <li>• New handwriting scheme introduced.</li> <li>• Presentation and Feedback policy introduced</li> <li>• Children's book are regularly monitored at Books and Biscuits</li> </ul>		
	Mid-year Review			
<b>We are committed to academic excellence</b>	Ensure feedback and assessment practices are robust and accurate	<ul style="list-style-type: none"> <li>• Introduce termly age-related assessments for Y1-Y6 to ensure accurate judgements are made and progress can be monitored</li> <li>• Revisit and review feedback policy</li> <li>• Formal observations take place termly to monitor progress</li> </ul>		
	Mid-year Review			
<b>We are committed to academic excellence</b>	Attract, develop and retain a highly skilled workforce	<ul style="list-style-type: none"> <li>• Staff handbook to include section on wellbeing</li> <li>• Induction for new members of staff</li> <li>• Job application booklet</li> </ul>		
	Mid-year Review			

## Strategic Priority 3: Opportunity

Vision	Aim	Actions	Outcome
<b>We prepare all our children for later life and wider world</b>	Regular opportunities to increase children's cultural capital	<ul style="list-style-type: none"> <li>• Regular school trips to museums, galleries or theatres</li> <li>• Whole school trip</li> <li>• Year 6 residential</li> <li>• More opportunities for children to learn and grow independence (Year 2 sleepover, Year 4 camping on field)</li> <li>• Working closely with the community (Weston Homes project)</li> <li>• Special off curriculum days e.g. Shakespeare Day</li> <li>• Broad variety of extra-curricular clubs on offer particularly non sports based activities</li> </ul>	
	Mid-year Review		
<b>We prepare all our children for their later life and wider world</b>	Regular opportunities to talk diversity	<ul style="list-style-type: none"> <li>• Black history month</li> <li>• Sean Rose visiting (paralympic athlete)</li> <li>• Celebrating other cultures through themed events e.g. Chinese New Year</li> <li>• School wide project on net zero climate change</li> </ul>	
	Mid-year Review		
<b>We prepare all our children for later life and wider world</b>	Broaden the offer of Technology, Arts, Drama, Sports	<ul style="list-style-type: none"> <li>• Attend inter-school sports events competitively as well as inclusive</li> <li>• Achieve Platinum School Games Mark</li> <li>• Offer a more diverse range of sports.</li> <li>• Creative space to promote accelerated imagination.</li> </ul>	
	Mid-year Review		

## Strategic Priority 4: Leadership

Vision	Aim	Actions	Outcome
<b>We have a safe and happy environment for children</b>	Ensure a Safeguarding culture is instilled throughout school	<ul style="list-style-type: none"> <li>• All staff follow safeguarding procedures and report concerns on MyConcern</li> <li>• Behaviour is good around the school, Children are polite, courteous and incidents are few.</li> <li>• Children who demonstrate repeated poor behaviour are supported as per behaviour policy</li> <li>• Individual plans are put in place to support children with additional needs</li> <li>• Children enjoy coming to school and say that school is one of their safe places.</li> </ul>	
	Mid-year Review		
<b>We have a staff who feel valued and supported</b>	Staff wellbeing and workload is managed and staff feel supported	<ul style="list-style-type: none"> <li>• Staff wellbeing events e.g. Wine Wednesday, Christmas Do</li> <li>• Boundaries are set with work at weekends and evenings</li> <li>• Feedback policy is reviewed to ensure that feedback is constructive and valuable to progress learners.</li> <li>• Staff know that the SLT team are supportive of them but are managers of the team.</li> <li>• Improved CPD offer for support staff</li> <li>• Performance managements at the start, middle and end of the year</li> <li>• Personalised targets to include professional development</li> <li>• Teachers are supported</li> </ul>	
	Mid-year Review		
<b>We are committed to academic excellence</b>	Staff feel capable in leading their subject on a journey	<ul style="list-style-type: none"> <li>• Staff are given regular professional development and subject leadership updates</li> <li>• Staff know the vision of their curriculum subject</li> <li>• Staff have the skills progression, subject action plans and monitoring of the subject regularly updated and onn</li> </ul>	
	Mid-year Review		