

# School Improvement Plan 25/26 : Aims

<b>OUR VISION</b>	<b>Educational Excellence for All</b>		
<b>OUR PURPOSE</b>	To support all students to flourish, providing opportunities to achieve and be successful in all aspects of their lives #VerulamForLife		
<b>OUR AIMS</b>	To ensure all students have access to an ambitious curriculum that is broad, balanced and flexible in meeting the needs of all learners and prepares them effectively for future life.	To deliver consistently excellent and personalised teaching and learning which is adapted effectively to ensure all students achieve ambitious outcomes and develop a love of learning.	To develop character and embed a culture of exceptional conduct and behaviour for learning which promotes an ethos of high aspirations, meaningful relationships and respect for everyone.
	To grow and challenge all learners beyond the classroom, providing rich, inclusive opportunities to develop character, respect, resilience, wellbeing and a deeper understanding of the world.		
<b>OUR VALUES</b>	<b>EXCELLENCE</b>	<b>CHARACTER</b>	<b>RESPECT</b>
<b>OUR LEARNERS</b>	<i>We take responsibility for our learning, our behaviour and our attitudes; striving for excellence at all times</i>	<i>We celebrate and value the diversity of our school community. We build strong, fully inclusive relationships. We participate in the extra curricular life of the school, demonstrating ambition and developing resilience. We do our duty : 'Faire Mon Devoir'</i>	<i>Our community is built on mutual respect for ourselves and each other. We demonstrate respect at all times</i>

## KEY AREA TARGETS 2025 - 2026

<b>LEADERSHIP &amp; GOVERNANCE</b>	<b>ACHIEVEMENT</b>	<b>CURRICULUM</b>	<b>DEVELOPING TEACHING</b>	<b>PERSONAL DEVELOPMENT &amp; WELL-BEING</b>	<b>SIXTH FORM</b>
Middle and Senior leaders ensure a high degree of consistency within and across curriculum and pastoral realms e.g. quality of education, behaviour etc.	GCSE Attainment8 >52 and shadow Progress8 > +0.4. Average Points Score at A-level 35+ and average grade B- or better. ALPS <=5	Each curriculum area has a carefully sequenced documented and resourced medium term plan with pre-planned adaptations, assessments and homework	The Verulam Lesson and the Verulam Way (T&L) are consistently implemented in teaching practice. Staff supported with internal and external CPD opportunities.	Launch of Activities Week with local and overseas trips and Y10 work experience, reducing curriculum time lost during the rest of the year. Upgrade to Careers offer.	Sixth form action plan to develop standards and ethos, focus upon excellence in sixth form T&L leading to improved outcomes and retention
<b>ATTENDANCE</b>	<b>BEHAVIOUR AND ATTITUDES</b>	<b>INCLUSION</b>	<b>SAFEGUARDING</b>	<b>PARTNERSHIPS</b>	<b>SUSTAINABILITY</b>
95% attendance target in KS3/4 with improved communications to secure parental buy-in. Attendance of sixth form students is a new priority	Structured behaviour improvement programme for students that are not prospering under standard policy.	Attainment gaps for underserved students reducing through active intervention. Adaptive teaching (pre-planned and dynamic) consistently evident	Sustain high vigilance and effective safeguarding culture through training, use of TAC meetings and Trust-led auditing.	Work with AET to ensure peer collaboration, fostering subject and functional networks. Create opportunities to contribute across schools.	To develop income (student numbers) and manage curriculum/staffing costs to ensure school is long-term financially viable with improved facilities.

# School Improvement Plan 25/26: Actions

## LEADERSHIP & GOVERNANCE

- L1.** Continue to drive a culture of collective ownership and accountability, empowering subject and pastoral leaders to effect change and sustain high standards in their areas of responsibility. Ensure that decision making benefits students and is mindful of staff workload and welfare.
- L2.** Provide appropriate training and mentoring support for those with positions of responsibility.

## ACHIEVEMENT

- A1.** HoDs to use data (e.g. SISRA, quadrants analysis) to devise strategies to boost attainment for all students. HoYs to focus on academic underachievement in their year groups.
- A2.** Feedback leads to improved outcomes regardless of starting point. Embed our RESPOND approach across subjects and year groups to ensure students (and parents) know how to make progress.

## CURRICULUM

- C1.** All subject have a fully planned and resourced SOW that demonstrates learning progression including planned homework, assessments, feedback and adapted resources to support SEND learners.
- C2.** KS3 Creative Arts curriculum further enhanced, including a rich extra-curricular offer across the arts. Super Curriculum embedded in KS3. HPQ/EPQ are pathways for excellence in KS4 and 5.

## DEVELOPING TEACHING

- D1.** Improve lesson consistency by instating 'The Verulam Lesson' as how we teach. Explore how A.I. can further support T&L.
- D2.** Via an autumn results review, a rolling faculty review programme and light touch/high frequency learning walks, each faculty is equipped with information to further improve the curriculum and teaching practice.

## PERSONAL DEVELOPMENT & WELL-BEING

- PD1.** Move to a single lunchtime to create opportunities for lunchtime clubs and an activities week to offer local and international experiences but reduce impact on cover and learning during the year. Audit for participation by underserved groups.
- PD2.** Improve careers provision in each year group, with work experience in year 10 and more opportunities in Year 12.

## SIXTH FORM

- SF1.** Brilliant Basics. Raise standards of attendance, punctuality, organisation, homework completion and folder checks.
- SF2.** Outstanding sixth form teaching. Model and train staff on what successful sixth form teaching looks like, including planning, retrieval, adaptive teaching, questioning and guiding students to make effective use of study time e.g. Uplearn trial.

## ATTENDANCE

- A1.** A target of 95% attendance in each year group and a rate of persistent absence of <15%. A robust system of tracking and communication with parents, particularly around the 90% threshold where gains can be achieved.
- A2.** A process for tracking and notifying students and parents around missed lessons in sixth form and the cumulative impact of this.

## BEHAVIOUR AND ATTITUDES

- BA1.** Update behaviour policy to cater for the minority of students who do not prosper with a rewards and consequences approach. Implement a behaviour improvement programme using a combination of therapeutic approaches that cater for SEND and pastoral needs; aim to reduce suspensions and increase learning time in classrooms. Year 7 will have a culture curriculum delivered by SLT. All staff as managers of behaviour.

## INCLUSION

- I1.** Further staff training on planned and dynamic adaptive teaching, a thread for ongoing CPD and sharing of best practice. Provision Map in place for all SEND learners making expectations of staff and parents clear.
- I2.** Continue to evolve targeted intervention and support for underserved students, including tutoring, family support, emphasis on literacy and PP champions.

## SAFEGUARDING

- S1.** Continue to ensure 100% compliance with statutory training (KCSIE, Prevent) and ensure Safeguarding team and HoYs receive higher level training. Ensure safeguarding is annually audited (AET/HCC for SCR). Safeguarding continues to be judged 'effective' by Ofsted.
- S2.** Ensure that preventative work on mental health and support from counsellors, NHS MHST etc is sustained.

## PARTNERSHIPS

- P1.** Provide a comprehensive professional development offer, utilising in-house expertise and the resources of the AET and Alban Teaching School Hub. Each staff member has a 'Learn' appraisal objective.
- P2.** Continue to work with BSV post-16 to provide a broad curriculum, accentuating Verulam's distinctive offer to retain and attract more students. Partner with STAGS to increase co-ed events.

## SUSTAINABILITY

- SU1.** Financial prudence in the light of deteriorating forecasts, including drawing down reserves when needed. A keen focus on attracting more students into year 7 and 12 and on opportunities to grow lettings income.
- SU2.** Continue to pursue site enhancements in D&T, Science, Art and necessary site improvements (roof, fire alarm). Working with partners, develop padel tennis and 3G AGP.