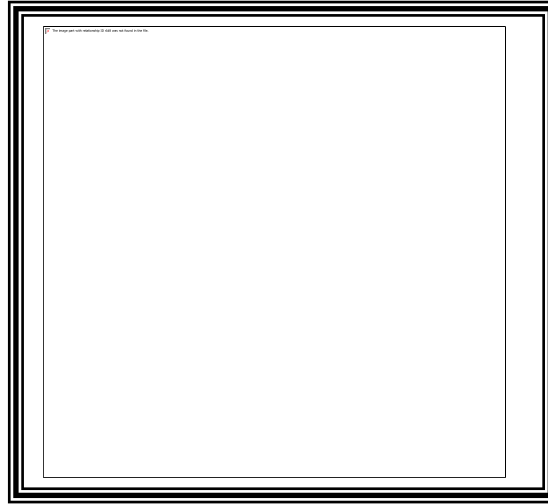


Colcot Primary SCHOOL



School Development Plan *2018 – 2019*

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1. General School Information

Address	Colcot Primary School
Telephone	01446735719
Fax	
Email	ColcotPS@valeofglamorgan.gov.uk
Website	
DES LA Number	
Headteacher	Mrs Nia Cule
Chair of Governors	Mr Martin Peplow
Director of Education	

Staffing Levels	Teaching	LSAs	SEN SNSAs	Clerk	Caretaker Cleaner	Midday Supervisors	Canteen Staff	Total		
	14.5	11	1	2	4	10	3	45.5		
Number on Roll 2017 - 2018	YN	YR	Y1	Y2	Y3	Y4	Y5	Y6	Total	
	26	32	45	43	45	45	40	46	323	
Statemented Pupils		YN	YR	Y1	Y2	Y3	Y4	Y5	Y6	Total
	No. of Pupils				1					1
	%									
SEN (SA&SA+) Register		YN	YR	Y1	Y2	Y3	Y4	Y5	Y6	Total
	No. of Pupils									34
	%									
Free School Meals		YN	YR	Y1	Y2	Y3	Y4	Y5	Y6	Total
	No. of Pupils									35%
	%									

2. Staffing Structure – Teaching Staff

Name	Position	Responsibilities	Planned CPD training Please highlight any leadership training	Teaching position
1. Nia Cule	HT			
2. Shaun O' Connell	DHT		Real P.E	
3. Claire Bosomworth	SLT		Mr P ICT Real P.E	
4. Zoe A'hearne	SLT		Mr P ICT	
5. Karen Parsons	N		Real P.E	
6. Victoria Noble	R		Mr P ICT	
7. Zareen Burton	1		Real P.E	
8. Ashley Goddard				
9. Louise Sanderson	1 / 2		Mr P ICT	
10. Z Aherne	2		Real P.E	
11. Sian Francis	3		Mr P ICT	
12. Owen Greenow	3/4		Real P.E	
13. Monique Hibbert	4		Mr P ICT	
14. Claire Bosomworth	5 / 6		Real P.E	
15. Shaun O'Connell and Zoe Thomas	5 / 6		Mr P ICT	
16. Martin Heritage	5 / 6		Real P.E	
17. Jodie Rose	ALNCo		Mr P ICT	
18. Jackie Jarvis	PPA		Real P.E	

Staffing Structure – Support Staff

Name	Position	Responsibilities	Planned CPD training	Leading Intervention for	Class support for:
1. Diane Overall	L3	Nursery			
2. Laura Campbell	L3	Reception			
3. Karen Smith	L3	Reception			
4. Tracy Rees Sarah Beer	L3	Year 1			
5. Julie Sydenham	L3	Year 1 / 2			
6. Liz O'Brien	L3	Year 2			
7. Sian Stephens	L3	Year 3			
8. Lisa Lewis	L3	Year 3			
9. Gail Williams	L3	Year 4			
10. Alison Curtis	L3	Year 5 / 6			

Priorities for: 2018 – 19

Targets		Why a priority?	Funding Allowance
Target 1	To improve and further develop Health ad Well being for pupils and staff.	From SER evaluation 2017 / 8 All Wales Core Data information and Nat testing End of phase moderation ESTYN Inspection	
Target 2	To embed restorative behaviour management strategies.		
Target 3	To further develop the curriculum with priority given to the Four Core Purposes and developing pedagogy.		
Target 4	To develop a clear structure for staff development and professional development.		
Education improvement Grant the school has to spend for financial year 2018 – 19			

SIP 2018 -19 Colcot Primary

Target 1	To improve and further develop Health ad Well being for pupils and staff and provide opportunities for the community to engage in these activities.						
Priority	National / LA/ School						
Target Leader:	All staff	Team Members & GB link member	Governor link.....				
Success Criteria							
By the end of the academic year							
<ul style="list-style-type: none"> All school staff will have contributed to the 3 action plans focussing on Health and Well being. Parents and the community will have had an opportunity to engage in the activities. Pupils and staff will recognise and see the benefits of the activities and work covered. 							
	Provide clear, succinct and specific actions to ensure the success criteria above will be met	Personnel Involved	Start & Completion dates	Budget Allocation	MER times-frames	Impact of actions What difference did they make?	Evidence

				Identify EIG/PDG/ Main Budget/ ANO.		
1.	All staff engaged in creating action plans to highlight the work to be covered under 3 headings – pupils, staff and community.	All staff	Sept 2018 - ongoing		Action plans to be reviewed half termly	
2.	3 Action Plans to be shared and reviewed as a staff with additional contributions included where appropriate.	All staff	Sept - ongoing		Monitoring half termly	
3.	See separate action plans for further details.					

Target:	To develop well-being and healthy attitudes through community links .						
Priority – National / LA/ School							
Target Leader:	S O'Connell	Team Members & GB link member MH, VN, JJ, SOC	SEN Governor and Curriculum committee.				
Success Criteria							
By the end of the academic year							
<ul style="list-style-type: none"> Sports facilitators, providers will be used to deliver PE/Sporting activities across the school. School will have helped promote, develop and used the MA community garden for learning and well-being activities. Parents will have developed skills and gained accreditations for courses held at school. All staff trained and using restorative approaches when managing conflict A full range of club activities for pupils and parents in place with good attendance rate Parents, family and community engage with healthy approach 							
	Provide clear, succinct and specific actions to ensure the success criteria above will be met	Personnel Involved	Start & Completion dates	Budget Allocation Identify EIG/PDG/ Main Budget/ ANO.	MER times-frames	Impact of actions What difference did they make?	Evidence
1.	To establish links with sports facilitators in the community to deliver sport/PS sessions across the school. Eg. Barry Town Football, Tennis, Dragon Sports, Fitness etc	SOC	Oct 18 – July 19	?	Timetable set up by Oct 18		
2.	To continue to develop links with Mark Ellis (Housing) to establish shared use of the Margaret Avenue Community Garden. -school continue to promote the project	VN	Sept 18 – July 19	N/A	Sept 18 – July 19		

	-school to participate in development of the site -pupils to design mural for the site						
3.	To facilitate adult learning courses at Colcot Primary School. -adult learning courses for parents to be run from Colcot Primary school on Monday mornings -school to help facilitate the running of 5 different courses each lasting 5 weeks -each course to be accredited	SOC	Sept 18-July 19	N/A	Sept 18 – July 19		
4.	To continue to develop restorative approaches to solving problems throughout the community. -restorative approach training to be rolled out to all staff -peer mediators to continue to carry out role at playtimes -school to continue to work closely with Tammi Owens to identify families	SOC/Tammi Owens	Sept 18 – July 19	N/A	Sept 18 – July 19		
5.	To provide a full range of after school clubs for pupils and parents -community ball skills club introduced -all staff encouraged to take an ASC -parent/pupil club introduced -clubs staggered around twilight INSETs to create time for staff to facilitate -school to be made available for community groups to run clubs eg.Keep fit, Zumba, Slimming World	Mark Elis/Simon Jones MH Teaching Staff JJ	Sept 18 – July 19	N/A	Sept 18 – July 19		
6.	To promote well-being/health through community days at Colcot Primary -Family/Parent Sessions -Grandparent sessions -Park&Stride/Sport Activity days -Cont to develop link with Coastlands Foodbank	All Staff	Sept 18 – July 19	N/A	Sept 18 – July 19		

Autumn Term evaluation – SLT and staff contribution

Target	To develop well -being and healthy attitudes for all staff		
Priority – National / LA/ School			
Target Leader:	C Bosomworth	Team Members & GB link member	SEN Governor and Curriculum committee.

Success Criteria							
By the end of the academic year							
<ul style="list-style-type: none"> • Staff well-being enhanced from bonding sessions and positive team ethic established • Reduction in workload and enhanced staff well-being • Culture of sharing good practice established 							
	Provide clear, succinct and specific actions to ensure the success criteria above will be met	Personnel Involved	Start & Completion dates	Budget Allocation Identify EIG/PDG/ Main Budget/ ANO.	MER times-frames	Impact of actions <small>What difference did they make?</small>	Evidence
1.	To introduce staff bonding sessions -Half termly twilight sessions to bonding activities eg. Bake-Off, Darts Night, Quizzes etc	All staff	September 18 -July 19	N/A			
2.	To reduce staff workload -planning reduced so that more emphasis can be put into delivering high quality lessons and resources -marking reduced so that more time can be placed on delivering high quality lessons and resources	Teaching Staff	October 18- July 19	N/A			
3.	To introduce initiatives to help foster a positive working environment: 'Shout Out' board -nominated persons chosen out of a hat for prizes on Fridays 'Feet Up Friday' initiative -termly free time and fun with class/lunch/activities 'Random Acts of Kindness'	OG/JR ZB	September 18- July 19	N/A			
4.	To regularly share good practice -twilight INSET used to share good practice -enhanced CPD opportunities for LSA and teaching staff -Triad lesson observations to develop excellent teaching and learning	All staff	October 18 – July 19	N/A			
5.	Staff support charities eg VEDs, Foodbank etc	All staff	September 18- July 19	N/A			

Target	To develop well-being and healthy attitudes for pupils .						
Priority – National / LA/ School							
Target Leader:	Z A'Hearne	Team Members & GB link member)G, LS, SF, AG, MH	SEN Governor and Curriculum committee.				
Success Criteria							
By the end of the academic year							
<ul style="list-style-type: none"> • Healthy Eating attitudes improved throughout the school • A fuller range of after school clubs available to pupils • Pupil's become more active on a daily basis through a range of physical activities • PE skills will be taught consistently and regularly throughout the school • Pupils will have more opportunities to develop their personal and social skills 							
	Provide clear, succinct and specific actions to ensure the success criteria above will be met	Personnel Involved	Start & Completion dates	Budget Allocation Identify EIG/PDG/ Main Budget/ ANO.	MER times-frames	Impact of actions <small>What difference did they make?</small>	Evidence
1.	To promote Healthy Eating at School -encourage healthy daily snacks and lunchboxes -introduce healthy tuck shop -introduce healthy eating/cooking workshops for parents	FP staff	Sept 18 – July 19	N/A	Sept 18 – July 19		
2.	To expand the range of after school clubs available to pupils -clubs to be in blocks so that more staff can take them	Teaching staff	Sept 18-July 19	Resources required £500	Sept 18 – July 19		
3.	To encourage active lifestyles -continue to use Park & Stride -explore possibility of additional bike/scooter racks -continue to hold health/Physical activity days -to introduce school sports teams	All Staff MH OG	 Oct 2018	TBC	Sept 18 – July 19		
4.	To further develop PE through the school -SOC attend Real PE training -Purchase of Real PE SOW Purchase of additional resources -Training provided to all staff	SOC All staff	Sept 18 – July 19 INSET Day 5.9.18	Training, SOW, Resources £2000	Sept 18 – July 19		

	-staff to teach PE skills using SOW					
5.	To further develop PSHE throughout the school -explore Real PSE scheme -assemblies to have PSHE focus -PSHE resources purchased and used -to use PSHE strategies regularly in class	SOC	Sept 18 – July 19	TBC		

Autumn Term evaluation – SLT and staff contribution

Target 2	To implement positive behaviour management strategies and develop restorative practice across the school.						
Priority – National	/ LA/ School						
Target Leader:	NC,SOC,ZA,CLB JR	Team Members & GB link member	Curriculum Committee				
Success Criteria For all staff and adults working with the pupils in the school to use the restorative approaches when dealing with behaviour issues.							
For a significant reduction in the number of disruptive incidences in school.							
	Provide clear, succinct and specific actions to ensure the success criteria above will be met	Personnel Involved	Start & Completion dates	Budget Allocation Identify EIG/PDG/ Main Budget/ ANO.	MER times-frames	Impact of actions What difference did they make?	Evidence
1.	SLT to receive training from Restorative Wales – Tammi Owens	SOC,CLB,ZA and JR	July 2018			SLT aware of the restorative approach and its positive impact on children.	
2.	HT and DHT to meet with Restorative Wales and discuss possibility of funding and whole school approach.	NC,SOC	Sept 2018			Way forward identified for whole school approach.	
3.	SLT to share training and discuss strategies with all classroom based staff.	SOC,CLB,ZA and JR	Oct 2018				
4.	All staff to be given restorative questions and prompts to use around the school.	All staff			Review every 6 weeks		

5	Pupils to receive support and training – Peer Mediator training	SOC	July 2018			Pupils are engaging positively with pupils an are supporting positive behaviour management strategies in the school - playtimes	
6.	Parent to work alongside Tammi Owens and develop strategies for managing concerns in the home.	SOC	July 2018 – review January 2019				
7.	HT and DHT to liaise with local primary school and discuss ACEs	NC and SOC	Oct 2018				
8	SLT and all staff to review current practice and policy for dealing with difficult and challenging behaviour.	SLT and all staff	Dec 2018				

Autumn Term evaluation – SLT and staff contribution

Target 3	To further develop the curriculum with priority given to the Four Core Purposes and developing pedagogy.		
Priority – National	/ LA/ School		
Target Leader:	NC,SOC,ZA,CLB,MAH, MH	Team Members & GB link member	Curriculum Committee
Success Criteria			
To ensure that teaching and learning is focussed clearly on developing the Four Core Purposes and the 12 Pedagogical Principles as outlined in the Successful Futures Donaldson report.			
To identify excellent practice in teaching and share with colleagues in school and through school to school working.			

Provide clear, succinct and specific actions to ensure the success criteria above will be met	Personnel Involved	Start & Completion dates	Budget Allocation Identify EIG/PDG/ Main Budget/ ANO.	MER times-frames	Impact of actions What difference did they make?	Evidence

1. All staff to identify their topics for the year.	All teaching staff	Sept 2018 - July 2019		Termly talking to learners and book monitoring		
2. Staff to use the Four Core Purposes to lead planning						
3. Staff to identify the Pedagogical Principle that they will be working and focussing on during the week / term etc.						
4. All staff to have to identify an "innovative" idea and list on a shared board.						
5. SLT to monitor planning and ensure that the teaching and learning is focussed on the 4 Purposes and that this is having an impact on standards and pupil learning.	SLT					

Autumn evaluation – SLT and staff contributions

Target 4	To develop a clear structure for staff development and professional development.						
Priority – National / LA/ School							
Target Leader:	NC, SOC, SLT	Team Members & GB link member	Curriculum committee				
Success Criteria – MUST INCLUDE QUANTIFIABLE DATA							
By the end of the academic year All teaching staff will be familiar with the new Professional Standards All staff will have been given an opportunity to undertake prof development – school to school working, SIG group work, Pioneer work, inhouse sharing.							
	Provide clear, succinct and specific actions to ensure the success criteria above will be met	Personnel Involved	Start & Completion dates	Budget Allocation Identify EIG/PDG/ Main Budget/ ANO.	MER times-frames	Impact of actions What difference did they make?	Evidence

1.	HT to discuss the new Prof Standards with staff and provide them with information that they require.	All staff	Sept - July		Regular monitoring work		
2.	SLT to identify key ways of ensuring that all staff are part of professional development						
3.	School to school working groups to be identified – SIG, Pioneer and TRIAD work						
4.	In house sharing to take place – shared learning walk, LSA training						
5.	All staff to celebrate the success of their work during a twilight in the Summer Term.						
6.							
7.							

Autumn Term Evaluation

9. PDG Template – THIS PAGE MUST BE PUBLISHED BY THE SCHOOL
2018 - 19

Amount of PDG = £144,900

Activities	Amount	Intended Outcome(s)
To subsidise the cost of residential visits for all e.fsm pupils. – Llangrannog and Cardiff Bay. Cost of transport to be included and staff to support the pupils.	£10,000	All pupils having full access to the curriculum and the enrichment activities available.
To subsidise the cost of visitors, theatre groups and trips for all e.fsm pupils allowing all pupils equal access to the curriculum. Include support for the Year 5 swimming activity.	£20,000	All pupils accessing the curriculum. Staff able to access activities that will enhance the teaching and learning opportunities for all pupils.
To identify groups of pupils that are underachieving and employ LSAs with specific responsibility for delivering support programmes and interventions – Catch Up, handwriting motorway etc	£19,000 – AC / SB	All pupils accessing the curriculum at the expected level following the intensive support programme.
To identify groups of pupils that are overachieving and employ a member of staff to ensure that there is a programme of work in place to specifically deliver the	£32,000	All pupils accessing the curriculum at the higher level following the intensive support programme.

<p>curriculum to them and monitor the delivery of the interventions.</p> <p>To employ a member of staff that has a focus on analysing the SELFIE information and providing Nurture group sessions. LSA to provide meet and greet sessions for identified pupils and support interventions daily.</p> <p>To provide opportunities for staff to engage in Family Engagement activities – Den Making, Family Forums etc</p> <p>To employ members of staff to have specific responsibility for encouraging parents in to school to work with their children following a focussed timetable of activities. Including Lads and Dads sessions, Only Girls Allowed sessions etc. To provide a space with in the school for the parenting groups and purchase resources for this space.</p>	<p>£19,000 + ELSA training for additional LSA</p> <p>£42,000</p>	<p>Pupils identified for support and provided with a timetabled session of support. Support also for teaching staff.</p> <p>An increased timetable for Family engagement sessions – Den making sessions, joint reading sessions and numeracy and literacy support sessions.</p> <p>An increased number of parents and families engaging with the school and with their children.</p>
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