

Academy Improvement Plan Summary 2020-21

OUR CURRICULUM

To offer a broad, balanced and creative curriculum, which enables our young people to achieve the very best outcomes and leave education well prepared for the next steps in their lives by;

- Ensuring a **recovery curriculum** is planned and delivered to all students with effective remote/blended learning ready for implementation as and when required;
- Developing **curriculum intent and implementation**, across all subjects, including pastoral curriculum provision for all year groups in PSHE/RSE, shared and understood by staff, students and parents;
- Improve outcomes in Maths by promoting a **positive maths culture**, with a 'can do' attitude from all staff, with numeracy valued and promoted in all subjects, evident in all DIPs and day to day lessons;
- Reviewing **internal assessments**, ensuring authentic, rigorous and relevant, consistency within teams and across the school, effective moderation processes in place and accurate reporting to parents;
- Continuing to improve **PP attendance, academic progress and outcomes** particularly as gaps widen during Covid-19, ensuring socio-economic disadvantage is not be a barrier for success and achievement at QEGS.

OUR TEACHING AND LEARNING

To deliver high quality teaching, learning and assessment and effective leadership at all levels by;

- Focusing on **staff CPD, peer support, mentoring and coaching** in returning to school and developing new teaching and learning strategies (for face to face and remote lessons);
- Reviewing **consistency and quality of student feedback** across all subject areas with specific focus on memory recall and knowledge retention strategies. Ensure feedback protocols are clear and understood by all staff, students and parents;
- Reviewing effectiveness and impact of **homework** in light of remote/blended learning preparation and provision;
- Developing the culture and effectiveness of students' **independent learning** and study skills.

OUR ENVIRONMENT

To provide a strong, secure and financially sustainable environment by;

- Maintaining a **balanced academy budget** whilst ensuring site is safe with additional Covid measures and pursuing all avenues for additional government funding and support;
- Expanding and promoting **QEGS Eco focus** and green credentials with clear strategy to reduce, recycle and re-use. Investigating accreditation for environmental awareness and sustainability;
- Ensuring QEGS **plans for growth and expansion** are fit for purpose, financially viable, meet DfE criteria and can be achieved with limited disruption to our current provision;
- **Promoting and marketing school successes**, increasing/maintaining roll, ensuring transition processes and systems are fit for purpose and recruitment between each phase is effective: primary/secondary, yr9/yr10 and yr11/yr12.

KPI Targets for 2020-21

KS4 Outcomes	2019 Actual	2020 Target	2020 Actual	2021 Target	KS5 Outcomes	2019 Actual	2020 Target	2020 Actual	2021 Target
Attainment 8	52	52	59	52	APS (A Level)	39.4	40	42.4	42
% 4+ Eng & Maths	73	76	79	77	APS (Applied General)	34.8	36.5	36.6	37
% 5+ Eng & Maths	55	56	58	54	% A*-E (Pass)	99.3	100	99.6	100
%Ebac Entry	43	47	49	24					
Ebac APS	4.64	4.5	5.3	4.5					
Absence									
Whole School Absence	5.06	4.5	5.34*	4.9					
Whole School PA	11.3	9	12.03*	9.5					
Pupil Premium Abs	7.6	7%	9.09*	7.4					
Pupil Premium PA	26.5	20%	25.84*	22.5					

**2020 actual figures are up to and including 13/3/20 when the school partially closed due to COVID-19 outbreak.*

OUR CULTURE

To support the culture and individuality of each school/academy in our Trust, building strong communities in and around them by;

- Ensuring school **re-opening Covid routines and procedures** are safe and effective for all;
- Developing the **effectiveness of all pastoral roles** with particular focus and support for the form tutor;
- Promoting and developing existing and new ways to **support student safety and wellbeing both in and out of school** (Zumos), particularly in light of lockdown and remote learning;
- Promoting and checking the **consistency of QEGS Expectations**, GUEST and other QEGS standards from all QEGS staff, led by SLT being visible and high profile through assemblies, duties and key events;
- Reviewing and developing **effectiveness of B4L systems and processes**, rewards and sanctions, promoting success and positivity and effective restorative sanctions;
- Enhancing and expanding opportunities for **student leadership** to be spread throughout all year groups.

OUR WORKPLACE

To offer a rewarding and stimulating workplace for staff by;

- Focusing on **effective communication**, ensuring staff are well informed, consulted and listened to in adapting our provision to meet changing DfE guidance;
- Developing **peer to peer support for staff** and opportunities for learning from others, making further use of counselling services and other support agencies;
- Further developing **collaborative CPD** and learning culture across departments within QEGS making further use of our Professional Learning Communities, seeking opportunities to collaborate across QEGSMAT;
- Utilising staff experiences, expertise and curricular links to promote **employability skills and careers** to all students;
- Ensuring QEGS is fully staffed for 2020-21, retaining existing staff, with **high quality induction for new staff**, supporting those returning to work following long periods of absence and ensuring quality and consistency of provision from supply staff.

V4. Sept 2020