

# Academy Improvement Plan Summary 2021-22

## 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;

- Re-establishing curriculum and co-curricular opportunities, building cultural capital and developing oracy
- Reviewing and increasing diversity in curriculum, ensuring all students see, learn about and experience diverse role models in all subjects and pathways
- Utilising staff and community expertise via curricular links to promote employability skills and careers to all students.
- Ensuring all assessments are authentic, rigorous and relevant, reviewed and moderated in cross-trust teams
- Developing and implementing trust-wide reading strategy.
- Reviewing and developing the curriculum, including pastoral provision, to ensure our students develop as curious, resilient, independent learners, with the study skills they need to succeed.

## OUR TEACHING AND LEARNING

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

- Re-establishing consistent approach to Teaching and Learning in the post Covid classroom, supported by a bespoke CPD programme.
- Ensuring all students get high quality feedback, using effective QA processes to maintain consistency.
- Developing an independent learning strategy in conjunction with renewed approach to homework, focusing on retrieval and curiosity, and enrichment opportunities.
- Ensuring all lessons meet the needs of all learners.

## OUR ENVIRONMENT

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

- Ensuring growth and expansion plans are fit for purpose, managed to limit disruption and are financially viable
- Ensuring site is well maintained via CIF funded repairs and replacement items are energy efficient and where possible can be recycled
- Promoting and marketing school successes, increasing/maintaining numbers on roll at a safe and efficient capacity for our curriculum and site
- Harnessing student leadership interest in improving the schools' 'green credentials', promoting a 'reduce, recycle and re-use' culture in our community

## KPI Targets for 2021-22

KS4 Outcomes	2020 Actual	2021 Target	2021 Actual	2022 Target
Attainment 8	59	52	55	52
% 4+ Eng & Maths	79	77	77	77
% 5+ Eng & Maths	58	54	56	56
%Ebac Entry	49	24	22	29
Ebac APS	5.3	4.5	4.7	4.5
Absence				
Whole School Absence	5.34*	4.9	10.65	4.9
Whole School PA	12.03*	9.5	30.3	9.5
Pupil Premium Abs	9.09*	7.4	14.42	7.4
Pupil Premium PA	25.84*	22.5	44.6	22.5

KS5 Outcomes	2020 Actual	2021 Target	2021 Actual	2022 Target
APS (A Level)	40	42	42.5	43
APS (Applied General)	36.5	37	39.8	38
% A*-E (Pass)	100	100	100	100

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

## OUR WORKPLACE

To offer a rewarding and stimulating workplace for staff by;

- Focusing on effective communication to ensure staff are well informed and their views heard when developing and implementing our strategies.
- Further developing and giving time for collaborative CPD across departments within QEGS and exploring opportunities to collaborate across QEGSMAT, whilst ensuring a personalised approach depending on role and need.
- Maintaining the low levels of staff turnover and ensuring new staff have high quality induction

## OUR CULTURE

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

- Improving attendance with a particular focus on PP persistence absence.
- Ensuring our safeguarding culture remains high profile, with a particular focus in online safety.
- 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
- Promoting and developing a re-emergence of links between the school and community
- Continuing to improve pastoral provision during Form Time
- Reviewing and developing processes for rewards promoting success and positivity
- Utilising student leadership enthusiasm to help lead projects across QEGSMAT and further forge links with primary schools to aid transition and in-year admissions