



## **Priority Areas:**

- ❖ Quality of Education
- ❖ Culture and Ethos
- ❖ Leadership and Management
- ❖ Environment: physical, digital and social



Continuity

**Quality of Education is good (Teaching, Learning & Assessment | Literacy | Digital Technology)**

- How will we ensure outcomes for our students are at or above the national average?
- How will we ensure that all teachers are practising "Champion Teaching" pedagogy so that the quality of teaching and learning is consistently good with identifiable outstanding practice?
- How will we develop the effective use of digital technology by all teachers to enhance teaching and learning?
- How will we ensure leaders are effective in developing all teachers and/or departments to enhance their teaching?
- How will we ensure our curriculum and pathways are suitable for all?
- How will we ensure that all students develop digital literacy and competency that produces world-ready students?
- How will we continue to raise levels of literacy?
- How will we ensure that we offer our students a rich cultural capital experience especially the disadvantaged and students with additional needs?
- How will we ensure our curriculum makes students aware of the 'greatest' and the 'good' of what there is to think, know and understand?

Consistency

**Culture and Ethos is safe, inspiring and supports student and staff aspirations and wellbeing**

- How will we secure 95% across the school?
- How will we ensure good quality, meaningful opportunities are provided for students to encounter the world of work?
- How will we broaden student aspiration, motivation and interests?
- How will we make our students world-ready - improving their behaviour and communication skills and developing their understanding of the wider world by improving their appreciation of diversity, social justice and equity?
- How will we foster a sense of belonging and inclusion within the school community?
- How will we ensure that there is consistent and effective application of the behaviour for learning policy?

Community

**Leadership and Management**

- How will we ensure that all leaders consistently model high expectations in day-to-day interactions and achieve a culture of high challenge and low threat?
- How will we ensure the PD programme focuses on precise areas that will strengthen leadership and secure improvements in outcomes for students?
- How will we continue to review workload and wellbeing of staff whilst securing improvements?
- How will we achieve a robust system of monitoring and reporting in areas of: Governance, Outcomes, Pastoral Care, EDI developments and Attendance?
- How will we secure value for money in the use of Alternative Provision and the extended curriculum to meet the needs of all students?
- How will we ensure there is a student leadership programme that mirrors the school leadership and gives students a voice?

Communication

**Physical, digital and social environment**

- How do we ensure learning spaces (classrooms, shared teaching areas, specialist practical spaces, large group rooms, performance spaces) are fit for purpose?
- How will we improve the multi-functionality of the hall space and make it highly presentable?
- How will we rearrange learning spaces to maximise capacity and efficiency?
- How will we develop a new library and learning resource centre?
- How will we ensure toilet and personal care facilities meet the needs of the school population?
- How will we ensure that students are able to access sufficient lockers?
- How will we improve the signage and visibility of the Rooks Heath brand.
- How will we ensure the school site, including play areas keep students and staff safe?
- How will we develop a new designated sixth form area that maintains adequate safeguarding and security arrangements?



**Equality Objectives:**

- Objective 1:** Undertake an analysis of recruitment data and trends with regard to race, gender and disability annually, and report on this to the Audit & Risk Committee of the Board of Trustees.
- Objective 2:** To ensure all members of the school community receive up-to-date professional development in the Equality Act and the importance of tolerance, equality of opportunity and elimination of discrimination of those with protected characteristics including ethnicity, sexual orientation and gender.
- Objective 3:** To continue to narrow the gap in performance of disadvantaged, SEN or disabled students with those outside of these groups.
- Objective 4:** Maximise the effectiveness of the curriculum to address diversity and meet the needs of identified groups and build on the individual learning offer to all students so that every student performs at their highest potential in examination year groups. This objective is particularly necessary given the disruption to the academic year caused by the impact of Covid-19 on the delivery of the curriculum
- Objective 5:** To ensure that student attendance is sustained at or above the national average.