

Summary points

1. Improve the outcomes for all pupils in key stage 3 and key stage 4
 - a) Predictions
 - b) Progress
 - c) Pupil premium gap
 - d) SEN gap
 - e) Literacy
 - f) Broad range of subjects
 - g) Subject variation

2. Improve the quality of teaching, learning and assessment for all pupils
 - a) digital learning
 - b) growth mindset
 - c) oracy
 - d) assessment
 - e) continuing professional development
 - f) quality assurance

3. Ensure high quality provision for the personal development, behaviour and welfare of all pupils in key stage 3 and key stage 4
 - a) Restorative approaches
 - b) Uniform
 - c) Behaviour
 - d) Attendance
 - e) Pastoral care
 - f) Attachment awareness
 - g) Extra-curricular enrichment
 - h) Student voice
 - i) Equality

4. Improve the effectiveness of post-16 provision for all students
 - a) Achievement
 - b) Teaching
 - c) Personal development, behaviour and welfare

5. Ensure provision of highly effective leadership and management
 - a) Reputation & enrolment
 - b) Relationships with school community
 - c) Finances
 - d) Staffing structures
 - e) Curriculum
 - f) Focus on core business
 - g) Accountability

1. Improve the outcomes for all pupils in key stage 3 and key stage 4

- a) Ensure that **predictions** for the end of key stage 4 are accurate
- b) Maximise good and outstanding **progress** at key stage 3 and key stage 4
- c) Significantly reduce **gaps** in outcomes between **pupil premium** students and other students at HPS and nationally
- d) Significantly reduce **gaps** in outcomes between **SEN** students and other students at HPS and nationally
- e) Significantly improve **literacy** in all groups at all ages
- f) Maximise the number of students who achieve good grades and who make good progress in in **a broad range** of key stage 4 qualifications
- g) Significantly reduce **subject variations** in outcomes at key stage 3 and key stage 4

2. Improve the quality of teaching, learning and assessment for all pupils

- a) Develop the effective use of **digital learning** to raise achievement and enrich learning
- b) Develop a learning culture in which learning and teaching behaviours are underpinned by **growth mindset**
- c) Embed effective **oracy** strategies that develop collaborative, independent and deep learning
- d) Ensure that **assessment** causes learner responses leading to more rapid progress for all students
- e) Develop a culture in which staff are constantly seeking and finding effective forms of **continuing professional development** that directly causes higher standards of teaching
- f) Develop devolved distributed **quality assurance** that ensures widespread shared understanding of teaching standards and informs effective CPD

3. Ensure high quality provision for the personal development, behaviour and welfare of all pupils in key stage 3 and key stage 4

- a) Develop a whole school ethos of **restorative approaches** that underpins all conflict management in the school
- b) Improve uniform standards to ensure that students' appearance when wearing **uniform** in school and out of school is exemplary
- c) Secure outstanding **behaviour** by all students
- d) Secure outstanding levels of **attendance** at school by students
- e) Secure outstanding universal and targeted pastoral **care**
- f) Develop **attachment aware** and **trauma informed** working practices
- g) Develop and consolidate and outstanding programme of **extra-curricular enriching** activities that supports the development of all students
- h) Ensure strong persuasive **student voice** and leadership
- i) Ensure all members of the community are **safe, equally valued** and **respected**

4. Improve the effectiveness of post-16 provision for all students

- a) Secure outstanding **achievement** for post-16 students
- b) Secure outstanding standards of **teaching** for post-16 students
- c) Secure outstanding provision for the **personal development, behaviour and welfare** of post-16 students

5. Ensure provision of highly effective leadership and management

- a) Ensure that the school has an outstanding **reputation** and maximise **enrolment** to ensure that the school is oversubscribed and has a significant waiting list
- b) Ensure the continued development of effective communication and strong **relationships** with the immediate school community of students, families and staff
- c) Develop and maintain a **financial** surplus that is sustainable and ensures that resources maximise student achievement and opportunity
- d) Evaluate and amend school **staffing structures** to ensure the best possible value for money provision for students and families
- e) Develop and consolidate a **curriculum** at KS3, KS4 and KS5 that effectively meets the needs of all students within the parameters and direction determined by national government
- f) Develop effective **accountability** systems that support effective performance management, quality assurance, CPD and ultimately raise achievement