

School Development Plan 2024-2027

Cynllun Datblygu'r Ysgol 2024-25



The practice of self-evaluation and development planning at Cefn Hengoed Community School aligns clearly with the Welsh mission to 'raise standards, reduce the attainment gap and deliver an education system that is a source of national pride and confidence'. Our three year and one year objectives underpin this mission.

Main priorities:

- Raise standards of all learners
- Reduce the impact of poverty on attainment
- Improve attendance
- Minimise the skills deficit post Covid19



"If You Believe It, You Can Achieve It!"
"Credwch a Gwennwch"

Our Vision

To empower all pupils to be resilient lifelong learners and productive citizens.

Ysgol Gymunedol Cefn Hengoed
Community School

Priorities for 2024-2025

Inspection Area: Teaching & Learning				
Developmental Area	Responsibility	Outcomes/target	Professional Development Needs/ monitoring procedures	Source of Finance and Cost
Curriculum areas to prepare for the introduction of the new suite of GCSE qualifications in 2025/2026	SLT/AoLE Leads/Progress Managers/Teaching staff	Updated SOL & teaching resources in place for 2025/2026	INSET/gained time/Identified development days/line management meetings	Gained time/LA INSET
Continue to improve 5 A*-A KPI	SLT/KS4 Manager/PPT/Teachers	Secure higher ranking than the expected 8 th in AWCD	Academic Reviews/Mock exams/PPT minutes	Remission/Gained time/PPA/PDG posts – CT/GM
Demonstrate clear pupil progress in lessons	Assistant HT – JJ/Extended Leadership Team/Teachers	Demonstrable impact of teaching on pupil progress	Lesson observations/ book scrutiny	Remission/Gained time/PPA
Differentiate lessons effectively to ensure that all pupils, including MAT, develop independent learning skills and are suitably challenged	Assistant HT – JJ/Teaching and Learning PLC/Extended Leadership Team/Teachers	Differentiated tasks signposted in SOL Evident in QA	T & L PLC/ Staff meetings/INSET/QA cycle	Remission/Gained time/PPA
Use higher order questioning to probe and challenge pupils in lessons	Assistant HT – JJ/Teaching and Learning PLC/Extended Leadership Team/Teachers	Agenda item in departmental meetings/staff meetings to strengthen practice and improve teaching	Departmental minutes/ T&L PLC/INSET led by Assistant Headteacher - JJ	INSET/Remission/ Gained time/PPA
Inspection Area: Well-being, Care, Support & Guidance				
Developmental Area	Responsibility	Outcomes/target	Professional Development Needs/ monitoring procedures	Source of Finance and Cost
Maintain strong attendance from 2023-24 <ul style="list-style-type: none"> - Welsh Government return - 90.2%. - FSM learners 2023-24 – 87.1% - Non-FSM – 92.1% 	SLT/HOY/PSOs/Wellbeing Manager/ASD Officer/Behaviour Support Assistant	Improved attendance and engagement positively impacting on outcomes	Weekly meetings with EWO/Senior Pastoral Team/daily monitoring and intervention	PDG – Wellbeing Manager/Behaviour Support Assistant/Learning Coaches/ALN Office & Admin Manager

				EIG – ASD Officer/Inclusion Coordinator
Continue to develop whole school tracking & monitoring of pupil support.	SLT/Standards Manager/Pupil Progress Team/Extended Leadership Team	Successful outcomes/Positive Feedback/Monitor progress against GTGs/Strong Attendance	Academic Reviews/Assessments/Attendance monitoring	PDG – Wellbeing Manager/Behaviour Support Assistant/Learning Coaches EIG – ASD Officer/Inclusion Coordinator
Evaluate the quality of provision, such as ASD, CHACE and LRC, in light of its impact on pupils' wellbeing. (Estyn)	SLT/ALNCo-Senior Teacher/STF Manager/Standards Manager/HOY	Standards Manager and ALNCo – whole school tracking and monitoring system for intervention	SLT meetings/update meetings with Standards Manager	Remission/PPA
Maintain annual whole staff and Governor Safeguarding training.	SLT/Assistant Headteacher – LAM/DSP and Deputy DSP/Safeguarding Governor	Training provided in line with guidance and policy/Governor Safeguarding training	INSET/PGCE training/LA Audit	INSET/Governing Body meetings
Inspection Area: Leading & Improving				
Developmental Area	Responsibility	Outcomes/target	Professional Development Needs/ monitoring procedures	Source of Finance and Cost
Refine QA processes to further evaluate the impact of teaching on pupil progress (Estyn)	SLT/AoLE leads	QA process to identify and evaluate pupil progress in lessons and books	QA cycle/SLT meetings/line management meetings	NA
Further develop the involvement of the Governing Body in school development planning	SLT/Clerk to Governors/Chair of Governors	Key representatives of the Governing Body involved in the development and implementation of the SDP	Termly training of Governing Body	NA
Monitor the impact of curriculum reform on standards and outcomes, review and plan in response to need ahead of 2025 and 2026	SLT/Standards Manager/AoLE Leads/Progress Managers	Continued successful outcomes in relation to modelled outcomes	Staff meetings/departmental meetings/INSET/local and regional training	INSET/cover/gained time
Maintain a balanced/surplus budget in light of current austerity	Headteacher/Business Manager/Governing Body	Close the 2024/25 budget with a surplus Set a budget for 2025/26 financial year	Monitor and evaluate staffing costs. Half termly meetings. Monthly budget monitoring.	NA

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School's Three Year Priorities for 2024-2027

Inspection Area 1 Teaching & Learning	Inspection Area 2 Wellbeing, Care, Support & Guidance	Inspection Area 3 Leading & Improving
<p>Secure strong position in family for KPIs at KS4.</p> <ul style="list-style-type: none"> Demonstrable VA through WG AWCD. <p>Minimise variation in outcomes of all learners relative to other schools in our family, including eFSM and gender.</p> <p>Maintain the quality of classroom teaching through self-evaluation, development planning, training and support programme for all staff.</p> <p>Effective use of assessment data to further inform teaching and learning.</p> <p>Continue to develop the use of whole school enquiry led practice through PLCs and NPEP.</p> <p>Continue to develop pedagogical principles; identify developmental areas through self-evaluation.</p> <p>Continue to evaluate pupil product to ensure Literacy/Numeracy tasks match pupil ability, are appropriate to the context of the subject and allow for progression across KS3.</p> <p>Enhance opportunities for pupils to develop Digital Competency across the curriculum. Continue to develop pupils' standards in Welsh, including the use of incidental Welsh, across the curriculum.</p> <p>Continue to develop the whole school approaches to the skills of reading, writing and oracy – e.g., The 8 Reading Behaviours.</p> <p>Intelligent use of whole school data to inform:</p> <ul style="list-style-type: none"> Skills deficit Intervention groups 	<p>Continue to demonstrate improvements in attendance/punctuality (24/25, 23/24, 22/23). Ensure all pupils and parents/carers are supported in an appropriate manner.</p> <p>Continue to evaluate the impact of Additional Learning Provision (ALP) and Universal Learning Provision (ULP).</p> <p>Further enhance virtual parental and pupil questionnaires. Continue to evaluate stakeholder opinion on wellbeing and attitudes to learning to inform development planning. Continue to review and enhance Safeguarding procedures in response to need.</p> <p>Continue to develop the range of in school and external support for pupils with ALN. (PDG funding dependent).</p> <p>Maintain behaviour practices in light of increasing pupil roll. Ensuring all learners continue to value and demonstrate respect for the contributions of others.</p> <p>Maintain excellent relationships between pupils and staff. Further develop training for new staff and effective updates for established staff.</p> <p>Continue to develop pupils' understanding of expectations, rewards and sanctions, and how these are applied to wider society.</p> <p>Continue to develop Pupil Voice consistency across AOLES and maintain extensive opportunities for Pupil Voice to impact on whole school issues and provision.</p> <p>Ensure pupils develop their understanding of how to make healthy choices relating to diet, physical activity and emotional wellbeing. (PSE/WBQ)</p>	<p>Remain abreast of current developments in Governance and continually address these in relation to Governing Body processes and practice.</p> <p>Signpost mandatory training for members of the Governing Body - e.g. Safeguarding Training, data training.</p> <p>Fluid involvement in self-evaluation through Headteacher's Report to Governing Body, providing demonstrable evaluation of standards and provision.</p> <p>Continue to work on the development of Performance Management with key input from stakeholders, i.e. staff.</p> <p>Leaders at all levels set high expectations for staff, pupils and themselves, developing an effective and engaged team of staff.</p> <p>Sustain and develop a culture of professional learning, enabling staff to engage in their own professional development, building staff capacity and succession planning.</p> <p>Empower leaders at all levels to effectively respond to WG priorities (LNF/DCF/Curriculum for Wales/ALN bill).</p> <p>Review the options process considering changes to GCSEs and changes to key performance indicators.</p> <p>Continual development of strategic partnerships through collaboration ensuring best practice informs further school improvement (school to school leadership themes).</p> <p>Planning and co-ordination for the progressive development of pupils' skills - provide opportunities to develop pupils' literacy, numeracy and digital skills through strategic investment in key staff and resources.</p> <p>Monitor and evaluate staff wellbeing</p>

<ul style="list-style-type: none"> • Cluster wide support 	<p>Continue to effectively use strategies to support the resilience, emotional/social needs of all learners. Further develop KS2-3 transitional support.</p> <p>Work collaboratively with parents to engage them in their child's progress.</p> <p>Further enhance Healthy Living and Safeguarding community events for parents and carers across the cluster.</p>	<ul style="list-style-type: none"> - Wellbeing afternoons - Staff Wellbeing Officer - Menu of support <p>Premises training, such as Fire Safety Awareness and First Aid, to be updated in line with statutory requirements.</p>
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Pupil Voice/School Council Priorities 2024-25



Linked to main points discussed at Pupil Voice Meetings				
Developmental Area	Responsibility	Outcomes/target	Milestones	Source of Finance and Cost
1-year priorities				
Raise Funds for School Library: Organise and run fundraising projects to generate funds.	SS / School Council / Prefect Team	Fundraising ideas as a result of Have Your Say Friday.	Termly funds raised	Initial funds to purchase cakes
Enhance Library Environment: Use the raised funds to add soft furnishings and create a more comfortable, pupil-friendly space.	SS / ES / School Council / Prefect Team	School Council working group to order equipment and enhance space	Termly funds raised Online costings	Fundraising
Raise Awareness of the Impact of Bullying: Conduct assemblies to educate and raise awareness about the effects of bullying and promote a culture of respect and kindness within the school.	SS/ LH/ Learning Managers / School Council / Prefect Team	Anti-bullying workshops / pupil lead assemblies	School Calendar assemblies Have your Say Friday feedback 1 per term	No cost
Promote Healthy Choices: Ensure pupils develop their understanding of how to make healthy choices related to diet, physical activity, and emotional wellbeing through focused PSE lessons. Links to the canteen and understanding how to make healthier choices.	SS/ School Council / Prefect Team / canteen staff /canteen manager	develop pupils understanding of how to make healthy choices related to diet, physical activity, and emotional wellbeing through focused PSE lessons. Promote healthy choices in the school canteen	School council meetings PSE lessons	Printing cost for posters
School Uniform Swap Shop: To improve the School Swap Shop, making it more accessible, engaging, and beneficial for students, while promoting sustainability and inclusivity within the school community.	SS / School Council / Prefect Team	Organise a decluttering and inventory day with School Council volunteers Rearrange the layout for better flow and display of items Introduce labels and signage to make the shop more user-friendly Promote the Swap Shop during assemblies and through form tutors	Termly meetings School Council / Pupil voice feedback	Contact local businesses for hangers and rails

3-year priorities				
<p>Promote Student Voice: Strengthen student involvement in school decisions through increased 'Have Your Say Friday' participation and feedback opportunities.</p>	<p>SS/ CLB/School Council/ Senior Prefect Team/ Learning Managers</p>	<p>Provide opportunities for Pupil Voice to impact on whole school issues and key decisions linked to school improvement and provision. Provide pupils with opportunities to discuss matters relating to their school, and to make representations to the governing body and the headteacher.</p>	<p>Pupil Voice/ school council Assemblies Have Your Say Friday Progress board updates SLT meetings</p>	<p>N/A</p>
<p>Develop and Strengthen the PSE Curriculum: Collaborate closely with PSE coordinators to ensure key priorities from pupil voice are incorporated, focusing on topics such as Mental Health, Vaping, and Healthy Body, Healthy Mind.</p>	<p>SS / FJ / Healthy Living Team / Pastoral team / School Council /</p>	<p>Provide opportunities for discussion through the use of school council meeting and questionnaires to discuss the impact and current provision of PSE</p>	<p>PSE feedback Fortnightly PSE lessons End of year staff feedback Pupil voice questionnaire</p>	<p>N/A</p>
<p>Reduce Waste and Improve Recycling: Implement initiatives to reduce waste and promote better recycling practices throughout the school.</p>	<p>SS/ RJ / School Council / Prefect Team / Green Team</p>	<p>Organise regular litter-picking events in and around the school and the local community to educate students on the importance of maintaining a cleaner environment and fostering a sense of community responsibility.</p>	<p>Reduction of waste Reduction of litter Meetings with RJ</p>	<p>Cost of printing Renew bins</p>