



Hampton Hill Junior School Development Plan 2021-22

'Love Learning, Love Life'



Chair of Governors: Billy Day

Head teacher: Alan Went

Hampton Hill Junior School Development Plan 2021-2022

Priority 1: to promote and support staff and pupil wellbeing.

Why was this chosen as a priority?

- The impact of CV19 and other pressures on staff and pupil wellbeing.
- Increasing number of children displaying dysregulated behaviour.
- Staff being anxious about the impact of Covid 19 on pupils meeting progress targets.
- Parental expectations that gaps will be closed within short timescales.

What will success look like?

- All staff and pupils feeling safe, listened to and supported.
- Staff feeling empowered to manage challenging behaviour.
- All staff are attachment aware.
- All staff feel supported in regard to decisions that relate to curriculum prioritisation.

What is our intent?	How will we implement this?	When will it happen?	What will the impact be?	Cost	Monitoring: How do we know? Who is leading: SLT/ Govs	Actual Impact		
						Dec 21	Mar 22	July 22
1.1 To ensure systems are in place to support positive wellbeing outcomes for staff.	Ensure a culture and systems are in place where all staff are valued, listened to and feel they have a voice- with identified issues responded to proactively.	Sept onwards	Wellbeing and workload issues identified. Staff feeling their concerns are responded to positively. Staff feeling able to manage workload and enjoying coming to work.		Positive responses via termly staff survey feeding into INSET day input. Positive induction feedback- monitored by the leadership Team and P/P committee.	This has been an autumn focus. All teams have a voice. Audits/ surveys have been completed with positive responses- individual points will be followed up.	This focus has continued through the spring term. Challenges presented by CV19 and amber thresholds have been responded to positively by all teams.	CV19 impacts have decreased. Staff voice has been sought and responded to positively to inform this aim-summer staff survey to follow.

	Clear communication of dates and expectations - monitored for deliverability (with awareness of CV19 impacts). Additional professional time provided for identified priorities- with an awareness of potential pressure points.	Termly diary dates	A shared awareness of expectations and deadlines that is supportive to staff wellbeing and workload concerns. Deadlines met and events delivered.	Staff release costs	As above. Low Profile Week (LPW) responses.	In place. How LPWs can best impact positively will be reviewed with the leadership team for spring.	Staff view has informed our approach (e.g. LPW, parent eve format...). Communications have been supportive to wellbeing. Professional time has been directed towards priorities.	In place. Additional prof. time has been well directed towards school priorities- with deadlines and expectations clearly communicated.
	Promote wider wellbeing and social initiatives (e.g. Yoga/ choir/ secret friend/ Place to Think/ Friday Fizz...).	Sept onwards- events in place and access to support	A positive professional culture and staff team cohesiveness.	Place to Think	Positive staff response and engagement.	A range of enjoyable events have been well received by staff.	Amber thresholds have impacted- but events were still well responded to and enjoyed.	In place and well responded to by staff- supporting wellbeing and a cohesive sense of team (including for new staff members).
1.2 To ensure systems are in place to promote and support pupil well-being.	Ensure staff awareness and practice is fully in line with the updated KCSIE (Keeping Children Safe in Education) and other statutory guidance.	Sept INSET Day onwards	Staff fully understand their role in ensuring pupils feel safe and are safe.	CPD (Key) costs and resources	Safeguarding surveys. Pupil response. KPIs Safeguarding referrals and outcomes.	Our Sept INSET day focus- with new staff inducted accordingly. Our Policy is being updated	New staff appointments (5 LSAs) have been inducted in accordance with updated KCSIE requirements.	Ongoing and in place. Induction links with autumn term staff appointees

						in line with this guidance.		are in place. New KCSIE updates to follow in September.
	Monitor the wellbeing, attendance and engagement of all pupils- addressing concerns or barriers that are identified, providing additional pastoral and/ or behavioural support to individuals and cohorts as needed- with specific awareness of the potential impact of CV19.	Sept onwards- with ongoing half termly reviews	Pupils able to articulate their feelings and concerns and these being responded to. Pupils feeling positive and fully engaged in school life- accessing the curriculum and participating in a range of additional opportunities.	PPG funds Sport Premium funds Recovery Curr funding	Pupil, parent and staff voice audits and surveys. P2B/ Trailblazer feedback. Behaviour monitoring/ resets (termly). EHCP reviews. EISS input. Anti-bullying monitoring.	The ongoing challenges of CV19 have continued to have a significant impact which has been responded to proactively by the staff team and pupils. One child has left to be home educated.	CV19 impacts (attendance, wellbeing, remote education) have been well responded to. Pupil voice has been sought and listened to across a range of events and opportunities.	CV19 impacts have decreased. A wide range of interventions have been supportive to pupils accessing a width of opportunities this term and towards transition.
	Positive and inclusive messages and resourcing in regard to diversity and language/ culture are in place- to support children to feel good about themselves and others. Celebration of festivals and Language of the week, access to a diverse range of books in the library and reading scheme and representative displays in evidence around the school.	Sept onwards	All pupils have a sense of being included and belonging and feel represented by the school.		Pupil response- Diversity survey (and actions). Multi lingual EAL parent feedback. Diversity reviews (NB and CW).	New display in place. Young interpreters (YIs) are operational. Language of the Week has been well received-with pupil input at weekly briefings.	International Languages Day was a great success- with impressive input from our YIs. We won £200 worth of black history related texts for our book band scheme and	Successful and well received events delivered (e.g. International Day and Diversity Week). Positive messages promoted and

						Curriculum and library links in place.	library- all are in place.	supported through our curriculum, assemblies and comms (e.g. newsletter)
	Pupil voice and leadership opportunities are reintroduced following CV19: librarians, JTAs, music and sport leaders, Mental Health Champions, Young Interpreters, chicken and garden monitors, friendship buddies and Peer Mentors- all supportive to pupil involvement in school routines and priorities.	Sept onwards- with termly updates and opportunities	Pupils feeling valued and listened to- with opportunities to impact proactively on school life and develop leadership experience and qualities.	Staff release time Badges and related resources	Pupil audits. Smart council- communications and feedback. Children in role and engaging with their posts proactively.	Roles in place- with positive new additions: e.g. Young interpreters (YI). Friendship Buddies/ MHC into assemblies. Smart Council- more inclusive and impacting across the school. Peer Mentors and JTAs trained.	Ongoing positive pupil input has been evident across the term. The MHCs and YIs have been very impressive. Smart Council school improvement thoughts are feeding into leadership meetings. Garden Leaders are back in place for spring.	Pupil voice has impacted positively on school routines this term (school council and curriculum audits). Pupil leadership opportunities have been positively re-introduced following CV19 restrictions
1.3 Staff are aware of how to support self-regulation in children and are trained to use emotion coaching.	Key staff attend Attachment Aware training funded by AfC Virtual School. CPD to the staff team (Jan INSET Day)- delivered by EP (PC). Whole school attachment audit completed to inform	Attachment Aware Schools Award Launch (6/10 MA/ CW)	All staff being able to anticipate triggers and having strategies in place to help children to calm. Children having the language to express their emotions and	Staff release time	Whole school attachment aware audit- to inform practice. Start and end of year audit.	MA and CW leading- they have attended training and developed external links (e.g. to E.P).	Jan INSET Day well delivered and received. MA is attending forums and feeding input into our	Ongoing progress and input towards the AA Schools Award has continued.

	<p>practice- relevant actions and priorities completed.</p>	<p>Termly coaching with feedback Attachment research centred conf. (Nov)</p>	<p>self-regulating effectively. Children recognising their need for support and responding positively.</p>			<p>Staff audits completed to inform progress. Whole staff INSET session planned for Jan INSET DAY. Governors invited.</p>	<p>practice- Zones of Regulation has been a key element- the language is now part of our reset forms and is part of restorative conversations. This model is supportive to staff and pupils across the school.</p>	<p>Award achieved summer term. Embedding work to continue into 22/23.</p>
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Priority 2: to ensure school leadership has a positive and sustained impact on teaching and learning.

Why was this chosen as a priority?

- To ensure leadership capacity across the school impacts positively on teaching and learning outcomes.
- To support new leaders in their posts (new subject leaders, new SRP lead, new year group teams and one new YGL).

What will success look like?

- School leaders having a positive and sustained impact on our curriculum.
- Consistency and clarity of expectations for leaders.
- Leaders confident to lead their subject and are able to communicate clearly to all audiences including ofsted.
- Leaders have opportunities for continued professional development within and beyond HHJS (growing leaders).
- Leaders confident to support and challenge colleagues to improve outcomes.

What is our intent?	How will we implement this?	When will it happen?	What will the impact be?	Cost	Monitoring: How do we know? Who is leading: SLT/ school leaders	Actual Impact		
						Dec 21	Mar 22	July 22
2.1 For year group leaders to lead on aspects of our school self-review schedule.	Ensure our school self-review schedule includes specific YGL input that is supportive to curriculum development and improvement. Christine C to work with YGLs across the year. Clear Performance Mgt targets are set and agreed and inform progress.	Sept onwards- termly schedule	YGL input into our school self-review schedule informs improvements in teaching and learning. Expectations of roles are clear. Teams in year groups work effectively- with all team members contributing to planning and assessment opportunities.	YGL Release time CPD costs	Pupil Progress Meetings. YGL termly reviews. School self- review schedule (PM). A/F comm meetings. SIP feedback via termly reports.	Book Looks and observation of classes within year groups completed by YGLs- to inform organisation and delivery.	YGLs have progressed against PM targets and have been fully involved in leadership team actions this term. Further work is ongoing.	Ongoing progress has continued- building on spring term inputs and impacting positively on year group team delivery and outcomes.
2.2 For subject leaders (SLs) to have overview and leadership input into a well delivered	Ensure intent statements inform our curriculum. Identify subject priorities to inform Curriculum Action Plans (CAPs) for each subject. Use this detail to inform and improve curriculum	Sept onwards- with termly reviews	Distinctive curriculum intent and a logical, progressive and sequential curriculum across all subject areas that builds on KS1 curriculum and	Release time CC meets Curr resources	School self-review schedule. CAPs. YGL evaluations. SPARK Networks. A&F reports. Deep dives.	CAPs in place for all subjects- due for autumn review. New curriculum leaders being supported,	Ongoing support for new subject leaders has continued. Links with CIS	Intent statements are in place. Subject leaders have

curriculum that addresses gaps.	development, design and delivery. Federation links in place to inform KS1-KS2 curriculum progression. Assessment schedule in place and impacting.	CIS and HHJS curr leader links in place (Aut 2) Joint curr leader CPD (Spring-summer terms)	prepares children for KS3 transition.	CPD cover	SIP reports. Federation/ transition- positive feedback.	including new Music post holder (EH). Federation links being developed between curriculum leaders to inform action planning. Assessment of foundation skills- progress made with templates.	colleagues are developing (summer CPD session to follow). Evidence of curriculum development has been informed by book looks, observations and pupil voice- work ongoing.	focused on evidencing curriculum progression - using skills grids to identify gaps in skills. knowledge organisers are being trialled to identify expected topic knowledge and vocabulary. SLs have worked with CIS colleagues to support federation developments-work is ongoing.
2.3 To promote wider leadership opportunities that support the ongoing professional development of staff and improve our	Ensure systems are in place for staff to lead on key aspects of school development that promote positive outcomes and are in line with the ambitions of our federation: <ul style="list-style-type: none"> • PQSM (Science lead-RJ) 	Sept onwards	A school culture where leaders positively impact on curriculum engagement, Key Stage transition and progress. Increased leadership confidence and upskilling of all staff.	Release time CPD costs Related resource costs	Leadership audits and reviews. Perf. Mgt reviews. Pupil and community response. AFC feedback. Positive sustainability links that support progress towards	AFC links in place for a range of our leaders (DT PSHE Racial justice writing moderation). SWLSEP-postponed Accreditations-	AFC links have continued and widened (e.g. gender identity, Y6 writing moderation) Other external links	Wider leadership ops have been supportive to school priorities through HHJS/CIS

<p>curriculum for children.</p>	<ul style="list-style-type: none"> • PQGM (Geography lead- JH) • DT (AFC lead- MD) • PSHE (AFC lead- CW) • SWLSEP (PJ) • NCE (NB) • Sustainability (EC/ CF/ Governors) • Healthy Schools (CW/ CW) 		<p>A curriculum that is proactive and develops children's wider knowledge and engagement in sustainability issues and potential actions and responses.</p>		<p>Eco- accreditation (with AFC and Gov input).</p>	<p>initial steps taken with PQSM/ PQGM/ Healthy Schools. Sustainability- input from governor (JM) received and to follow up.</p>	<p>have also been supportive: e.g. locality networks (SBMs SENCos) Maths Hubs... Progress towards PQSM/ PQGM is ongoing.</p>	<p>and AFC links. Attachment Aware Schools Award achieved- STARS, PQSM and PGQM submitted. Other accreditations ongoing for Sept.</p>
<p>2.4 to develop the strategic leadership knowledge and experience of our new SRP lead.</p>	<p>Fortnightly Bridge support (Shirley Johnson) SLT input and Perf Mgt. Sarah Herbert (AFC input). Links and networks to other SRPS. ELSA supervision. Complete SRP action planning to identify and progress towards priorities. Increased visibility around school to provide staff support for children with SEMH needs outside of our SRP.</p>	<p>Sept onwards PM reviews termly</p>	<p>SRP leader confident in role and support in place that has a positive leadership impact. SRP children to feel integrated into the whole school community. Children with SEMH needs in the school having access to this expertise.</p>	<p>Release costs SLA support Site/ resource costs.</p>	<p>PM targets achieved. Positive stakeholder feedback. External positive response (SJ/ SH). Annual SRP report- gov/ parent/ AFC/ pupil input. AFC positive input- sound proofing in place.</p>	<p>Positive steps taken this term- SLT/ governor support has been beneficial (SRP lead to join FGB). AFC links developing (e.g. SJ). One ongoing contentious placement. New AFC Assoc. Director (SS) had a positive visit. Team working well- Positive feedback.</p>	<p>AFC links have been supportive. The team are well led and cohesive with good wider school links and have welcomed a new pupil into the SRP. Ongoing site issues are to be resolved with AFC. Outreach support to other settings has been offered</p>	<p>The team is well led and cohesive. Our new SRP pupil has been supported through transition. Preparation for a new Sept pupil is underway. Successful SRP review with AFC team completed. Summer holiday site</p>

							by our SRP team.	work booked. Team teach for new team members TBA.
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Priority 3: to deliver an inspiring and inclusive curriculum that addresses gaps in children’s learning.

Why was this chosen as a priority?

- To ensure we deliver a broad and balanced curriculum which responds proactively to learning gaps- following the impacts of CV19 and two years of disrupted learning for pupils.
- To ensure alignment to national requirements and expectations.
- To celebrate and represent our school community through our shared curriculum.
- To ensure our curriculum is supportive to federation ambitions.

What will success look like?

- The delivery of a high-quality (recovery) curriculum that engages all pupils and positively supports their progress and attainment.
- Assessment procedures in place and being used effectively.
- Every child feels represented and connected and a part of the school community.
- Staff have an increased understanding of how our curriculum engages and represents or community.
- Improved reading, writing and multiplication table outcomes.
- Link with CIS impacting positively on curriculum (KS1- KS2).

What is our intent?	How will we implement this?	When will it happen?	What will the impact be?	Cost	Monitoring: How do we know? Who is leading: SLT/ leadership team	Actual Impact		
						Dec 21	Mar 22	July 22
3.1 To ensure our planned, delivered and assessed curriculum is fully aligned to	Curriculum leaders will ensure our curriculum intent, content and delivery is supportive to a high-quality and inclusive curriculum -informed by statutory duties and	Sept onwards	A sequential curriculum, aligned to national expectations. High quality interventions with improved outcomes.	CPD costs PPG fund Sport	CAPs. Curriculum reviews. Website. Foundation assessments. A& F committee.	Our planned and delivered curriculum is in line with expectations.	Spring term curriculum planning has been adapted due to CV19	Summer term work has focused on ensuring clear progression

national expectations- with an awareness of the impact of Cv19.	requirements, robust core and foundation curriculum assessments and reflecting our local context and community and federation links- with additional trips and visitors re-introduced, following the impact of lockdown on our routines.		Memorable opportunities- pupils feeling represented by an inclusive ethos, with increased awareness of local and sustainability issues.	Prem Fund	Sports Mark. PPG Plan. Recovery review. Sports Premium. Parent feedback. Pupil voice surveys. Transition data.	Autumn changes have been made in response to pupil skill gaps and the chronological order of subjects (e.g. geography). Work ongoing (e.g. Music).	impacts. Work is ongoing to ensure our curriculum is fully aligned to national expectations - this will inform summer planning and website content. Curriculum strengths and areas for development are being identified to inform potential deep dives.	across the curriculum. Significant progress has been made, with updates added to the website- informed by a range of audits and evidences (e.g. pupil voice surveys). A range of resources and visits/ opportunities have enhanced our curriculum.
3.2 To identify and address learning gaps (impacted on by CV19 lockdown).	Teams to assess and identify learning gaps that children are experiencing and respond accordingly- through QFT and targeted interventions- with a focus on prioritising reading outcomes that will be supportive to other learning.	Autumn term onwards- termly reviews INSET Day focus	Effective assessment procedures- pupil's acquiring core skills and knowledge and on track across the key stage. High end of KS2 outcomes Positive reading progress and attainment data.	Curr resources CPD and release costs	Pupil progress data. School self- review. Curriculum reviews (termly). A/F input. Y6 SATs/Y4 MTC gap analysis. Y3+ Phonic screening progress data.	Baseline assessments and teacher judgement have informed curriculum planning, delivery and our intervention schedule- aimed at bottom 20% nationally.	The use of Insight as a new assessment tool is informing pupil progress and curriculum delivery. Spring term pupil	Assessments across the core and foundation curriculum have informed pupil annual reports. SATs and

							progress meeting data will inform summer term interventions Y6 are currently preparing for their SATS- Y4 also to sit MTC.	MTC completed (all children participated). Learning gaps are being addressed. Reading impacts have been positive. Writing continues to be a focus- writing steps have been supportive to this.
3.3 To ensure there is a cohesive approach to diversity across our curriculum and school culture.	Continue work started on racial justice, by completing audits of learning resources to ensure access for all (learning resources, displays...). Review our curriculum and identify how and where units and positive learning experiences can be added to enhance the children's experiences and understanding. Link with the CIS team to ensure this work is in tandem with their positive input.	Autumn CPD Termly and ongoing review	Children know what racism is and feel part of our positive response to this. Pupils with increased positive self-identities. Diverse mix of texts and resources studied in our curriculum. Staff have an improved understanding of positive language to aid discussions about race, racism and diverse ethnic heritage with the children in	Curriculum resources Library materials Visitor costs	Diversity surveys (NB). Parental feedback-general and multilingual/ EAL parent groups. Staff view. Pupil voice. Learning walks-display and resources. Termly curriculum review. Racist return sheets-termly (to AFC). Progress towards Diversity Award.	Links with CIS colleagues are developing. New Y3 transition parent links have been developed (NB). CW and NB involved in AFC racial justice work to inform our thinking. Diwali assembly involving parents was well received.	Links with CIS and AFC have been supportive to this and have informed our practice (e.g. attending CIS CPD). Caterlink have been engaged to support (e.g. CNY). Multilingual parent networks	International Day was a successful community event. Parent workshops and Diversity Week were well delivered and received. Year group teams have continued

	<p>Liaise with our wider community to develop links that improve what we deliver. (e.g. assemblies/ Caterlink festival food links/ promoting recipes from home/ community events...).</p>		<p>their classrooms- and how this feeds into the curriculum and the children’s wider experiences.</p>			<p>We are trying to develop links with Caterlink. Language of the week – well received. Two Incidents of pupil racist language challenged proactively.</p>	<p>(NB) have been supportive to our ambitions. CW is now involved in an AFC gender identity network. Summer term planning will be informed by consideration of diversity/ decolonisation- supportive resources are in place. A weekly reminder is now circulated in order to track and respond to any discriminatory incidents or concerns.</p>	<p>to focus on a diverse and inclusive curriculum. Further work is ongoing and will continue in the next academic year.</p>
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Priority 4: To ensure parental and community links are in place and enhance school life and culture.

Why was this chosen as a priority?

- To ensure the school is visible to parents and community groups following CV19.
- To ensure the school is an open and welcoming centre that communicates positively and encourages parental involvement and engagement in ways that are beneficial to pupils, staff and parents.
- To encourage, promote and widen this impact and these links, through different avenues and communications (FGB/ PTA/ Class Reps/ Parent Volunteers/ Multilingual parent groups...).
- To continue to grow this element of our provision across the school year.

What will success look like?

- Parents feeling welcomed into and engaged by the school- through a range of opportunities and links across the school year.
- A sense of joint and shared purpose for staff and parents.
- Clear and positive communications that support this ambition.
- Different parent groups in place (e.g. PTA/ Class Reps/ Multilingual groups...) and proactively supporting progress toward tangible school priorities.

What is our intent?	How will we implement this?	When will it happen?	What will the impact be?	Cost	Monitoring: How do we know? Who is leading: SLT	Actual Impact		
						Dec 21	Mar 22	July 22
4.1 To promote and re-establish proactive and vibrant parent and community links to support positive outcomes for the school.	To sequence an approach (post CV19) that takes practical steps to opening our doors and increases visibility and access for parents (e.g. staff on gates on a daily basis/ new lining up at end of day routines...). To proactively encourage parents into the school through a range of different opportunities that are supportive to a sense of shared purpose and understanding (e.g. reading/ sewing volunteers, governor links, multi-lingual parent	Sept onwards PTA AGM Aut Class Rep meet Events (Termly schedule)	An enhanced range of links and opportunities that are engaged with positively by our community-enjoyed, celebrated and impacting positively for pupils. Events held. Funds raised. Engaged PTA-with key posts filled.		Engagement and positive response from: FGB/ PTA/ Class Reps/ FFWG. Positive parent, staff, governor and pupil feedback and response to engagement and links. Termly events held with community and fundraising impact.	Progress evident. 8/12 New Class Reps in place and communicated with. Events held on site (e-safety/ Y3-4 parent pop ins/ maths eve/ Y2 parent open mornings/Caterlink tasting) – all	Class Reps have had a significant and positive impact this term on community events and fund raising. Parent volunteer support has impacted well (reading, trips...). On-site event delivery was impacted on	New parents have stepped up to the PTA lead posts. Class Reps are supportive to school fundraisers and community events (e.g. adventure playground). A range of summer term events

	<p>workshops, maths workshops, festival and community links and school-based events)). To use bitesize communications that help to celebrate and promote our commitment to developing and embedding parent and community links (e.g. Facebook).</p> <p>To proactively support positive engagement with a variety of parent and community groups to ensure we have a culture and systems in place that promote and celebrate this vital element of what we offer to our community (e.g. FGB/ FFWG/ PTA/ HHA/ Multilingual parent links/ Class Reps...).</p>		<p>Class Reps in place and supportive. Links embedded with clear and positive comms.</p>		<p>Wider network community comms (e.g. St James's Church).</p>	<p>well received. Parent helpers having a positive impact in school (reading/ sewing/ trips...). PTA events- well delivered. Multilingual parent group links in place.</p>	<p>by the Amber threshold. Multi-lingual workshops have been delivered. SEMH Coffee mornings have been well received. Class Rep input informed parent eves (a mix of Zoom and face to face). We are now seeking voluntary site repair help. We now plan to review the variety of parent communication tools currently in use to improve clarity.</p>	<p>on site for parents have been well received (workshops, coffee mornings, sports days...). Links to St James (nature count), the HHA magazine and Good Gym (voluntary site session) are in place. Our Parent survey will be aligned to the ofsted survey- to better inform our understanding of parent view.</p>
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