



SDP Priorities

2024 - 2025

SDP Priorities 204-25						
Priority/Target	Actions	When	Who	Monitoring & Evaluation	Cost	Progress
<p>Delivery of ‘Quality First Education’ through effective CPD, ongoing development for all staff and sharing of good practice.</p> <p>Support staff wellbeing by investing in their CPD and creating opportunities to grow teams and leadership, ensuring that the aspirations of every member of staff is catered for.</p>	<ul style="list-style-type: none"> Invest in MLT Development & Strategy Day where all middle leaders are offsite with HT to establish the role they can play in delivering on the SDP priority of <i>Quality First Education</i> – opportunity to plan and work with fellow middle leaders prior to sharing plans with departments and informing DDP priorities for 2024/25 Regular weekly T&L briefings and T&L focused staff meetings High quality staff induction supported by the introduction of new Staff Handbook. Sharing of best practice linked to appraisal cycle for all staff More effective and robust monitoring e.g. HOYs to develop and implement yearly action plans. 	<p>Autumn 1 2024/25</p> <p>Ongoing and as per school calendar September 2024 and ongoing</p> <p>04.10.2024</p>	<p>SWE/MLT/LJO</p> <p>SWE/SWA/ACA (SLT & all staff)</p> <p>ACA/VAV</p> <p>SWA</p>	<p>SLT Monitoring Schedule</p> <p>Standards & Curriculum – Governors</p> <p>Department Review Process</p>	<p>2024/25 CPD budget = £9,500</p> <p>Staff handbook budget = £1,000</p> <p>Total £10,500</p>	<ul style="list-style-type: none"> Safeguarding and behaviour training sessions delivered to staff INSET 02-09-24 7x members of staff have signed up for the United Learning Senior(x2)/Middle(x5) Leadership Development programme Calendar of annual wellbeing events established (TPE/SWA) X3 short CPD training sessions delivered on Safeguarding, Behaviour and Assessment Stakeholders feedback following Y7 Parents’ Evening January INSET re: Disadvantaged MLT Meeting focused on SEND /Disadvantaged Regular Wednesday briefings re: Safeguarding/EAL Training opportunities e.g. SISRA training session
<p>Ensure that our disadvantaged pupils at St Mary’s make progress in line with their non-disadvantaged peers.</p>	<ul style="list-style-type: none"> Quality First Education Disadvantaged pupils prioritised for all additional interventions. Embedding pupil voice interviews 	<p>Ongoing</p>	<p>ALE/ACA (& all staff)</p>	<p>SLT Monitoring Schedule: Pupil groups (Disadvantaged)</p>	<p>2024/25 Trips and enrichment budget = £2,500</p>	<ul style="list-style-type: none"> Disadvantaged progress a PM objective for all HOY/ Pastoral team Action plan in place for HOYs to target progress focusing on disadvantaged and SEND



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	<ul style="list-style-type: none"> Access to enrichment and trips offer. 			<p>Focus of all DDPs (Department Development Plans)</p> <p>MLT to conduct year group progress analysis following data drops (with a focus on disadvantaged)</p> <p>Department Review Process</p> <p>Standards & Curriculum - Governors</p>		<ul style="list-style-type: none"> Disadvantaged / SEND a clear focus in all DDPs Monitoring of disadvantaged / SEND progress and provision Presentation to MLT HOD Meeting devoted to sharing good practice and effective strategies to support disadvantaged learners Disadvantaged learners focused data training delivered by ACA Disadvantaged learners focus of book scrutiny within Dept. Reviews Whole staff January INSET devoted to Disadvantaged MLT meeting 23.01.25 focused on disadvantaged learners/provision Disadvantaged provision is a key focus of all DDPs Disadvantaged provision is a key focus of all Department Reviews (see History Jan 2025) Disadvantaged pupils in Y11 prioritised for mentoring Analysis of disadvantaged outcomes in all mock analysis meetings



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						<ul style="list-style-type: none"> Disadvantaged mock performance a feature of analysis for Standards & Curriculum committee 03.02.2025 'Closing the Gap for Disadvantaged learners', the focus of staff training meeting 12.02.2025 Ongoing priority and access to trips/enrichment
Deliver a whole school Assessment process which provides quality data to inform all stakeholders and identifies areas for improvement in both the processes and outcomes.	<ul style="list-style-type: none"> Implementation of new approach to Assessment. Including: Staff INSET training Share quality data at governor level including analysis of patterns and trends SLT to use data from revised approach to track and drive achievement (progress and attainment) Regular MLT analysis of data drops. HOYs to link this to rewards in areas where good progress is made and also to identify underachievement and support needs. Opportunities to increase stakeholder engagement e.g. evenings for parents to explain how they can support their child 	<p>02.09.2024</p> <p>As per S&C schedule</p> <p>Termly</p>	ACA	<p>SLT Monitoring Schedule: T&L (inc Assessment)</p> <p>Standards & Curriculum</p> <p>As per SLT monitoring schedule</p> <p>HOYs to conduct year group progress analysis following data drops.</p> <p>Form tutor involvement in</p>	<p>2024/25</p> <p>Staff INSET training</p> <p>=£600</p>	<ul style="list-style-type: none"> Delivered to staff – INSET 02-09-24 Marksheets live – dept. trackers can be created Summer 2 Review – ongoing with HOYs KS3 / KS4 assessment live on website Whole staff briefing update by ACA 27.11.24 First data drop 06.12.24 The first data drop under the new system went live 06.12.24 Processes in place to be followed with each assessment cycle including data analysis and subsequent intervention Assessment information on school website developed and updated



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	<p>in making progress following assessment points.</p> <ul style="list-style-type: none"> Opportunities for pupils to better understand what the assessment information is highlighting. 			discussing pupils' progress.		<ul style="list-style-type: none"> Stakeholder feedback – Parents Evening & Staff
<p>Ensure that the needs of all learners are well catered for at St Mary's, especially for those pupils with SEND.</p>	<ul style="list-style-type: none"> Conduct an extensive review of all aspects of SEND provision at St Mary's with collaboration from <i>Heart of Mercia Trust</i>. The review will include evaluation of roles and responsibilities, capacity, and financial review to ensure funding and expenditure is used effectively. 	Autumn 1 2024/25	SWE/ALE/ACA (& all staff)	<p>SLT Monitoring Schedule: Pupil groups (SEND)</p> <p>Standards & Curriculum committee – Governors</p> <p>Safeguarding committee – Governors</p> <p>Resources committee - Governors</p>	<p>2024/25 Notional SEN budget £558,819</p>	<ul style="list-style-type: none"> Established SEND development plan linked to SPD TA feedback TA/Pastoral/Leadership Voice – ongoing SEND Review w/c 04.11.24 SEND Dept. Review Report Feedback to SEND Dept. 04.12.24 SEND Priority Action Plan Implementation of SEND action plan January 2025 SEND focus of MLT Meeting 23.01.25 SEND focus of Department Reviews e.g. paired learning walks and lesson observations in History and English reviews Provision Mapping research Regular SEND meetings and briefings in accordance with the plan



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						<ul style="list-style-type: none"> Approaches to EHCP process with Niall Crawford, LA 11.02.25
Further develop our approach to embedding the virtue pairs in the life of the school, to ensure that we are fully focused on our Mission Statement and responsibilities as Catholic educators.	<ul style="list-style-type: none"> Assembly schedule Spirituality Twilight training sessions Governor Away Day training PSHRE <p>Additional resource allocated to RE to support the spiritual life of the school.</p>	<p>Ongoing</p> <p>April 2025</p> <p>09.10.2024</p>	SWE/VAV/RSU (& all staff)	<p>Spirituality Group</p> <p>CSED (Catholic Self-Evaluation Document)</p> <p>Pupil Voice</p> <p>SLT & HOYs to monitor the quality and delivery of Spirituality work at St Mary's.</p>	<p>2024/25 Twilight training budget £600</p> <p>Governors away day = £500</p> <p>Additional RE resources =£2,500</p> <p>Total = £3,600</p>	<ul style="list-style-type: none"> Consistent liturgy hymn in all assemblies TenTen Training ongoing Incorporated Virtue Pairs into PSHRE curriculum Completion of RE Review and subsequent Dept. report Updated CSED Staff Spirituality Group (met twice in Spring 1) Year 8 Retreat 'Human Dignity' 31.01.2025 Year 11 Retreat 'Firm Foundations' 12.02.25 Assemblies including 'Grateful & Generous' Jan 2025, Holocaust Memorial, Year of Hope Catholic Spirituality stakeholder feedback Pupil voices – RE experiences All CSED documentation updated – ongoing/additional work scrutiny in RE/Church life section on school website updated




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Improve consistency of behaviour management at St Mary's, to ensure that the highest standards and expectations of pupil behaviour are maintained	<ul style="list-style-type: none"> Implementation of our new Behaviour escalation policy Staff training and CPD Introduction of taught behaviour curriculum via PSHRE and assembly schedule Introduction of more routine monitoring processes to evaluate effectiveness of the above and identify support and staff training needs. 	02.09.2024 02.09.2024 and ongoing	VAV (& all staff)	Pastoral meetings (fortnightly) Behaviour Data Analysis as per SLT monitoring schedule. Increased monitoring via clarity of new roles – form tutor/class teacher, HODs, HOYs, SL Safeguarding committee – Governors	2024/25 Staff training budget £9,500	<ul style="list-style-type: none"> 4P's assembly and escalation process delivered to all year groups Established SLT callout monitoring system Amended behaviour categories Escalation process training delivered to all staff Behaviour Update Staff briefing Behaviour Analysis at SLT 2x Behaviour assemblies delivered to all year groups by VAV
Providing a financially sustainable curriculum which is ambitious, has academic rigour, offers breadth of creativity, yet is also flexible in meeting the needs of a potentially changing cohort.	<ul style="list-style-type: none"> Review KS4 provision at St Mary's Visits to other outstanding schools to look at their curriculum offers. 	Autumn ½	SWE/AGI/CBY	Standards & Curriculum committee – Governors	Cost: zero	<ul style="list-style-type: none"> Curriculum Review – PM objective for AGI Attendance at Curriculum Review CPD 18.11.24 by AGI Ongoing Curriculum Review Stakeholder Curriculum Feedback including parents, pupils and teachers Full curriculum review undertaken and completed December 2024 School Business Case consultation Feb 2025
Further develop the culture of safeguarding at St Mary's, to ensure that	<ul style="list-style-type: none"> Staff INSET Training on KCSIE Regular safeguarding briefings and updates 	02.09.2024 Termly	ALE (& all staff)	Pastoral Safeguarding meetings	2024/25 Lockdown budget = £2,500	<ul style="list-style-type: none"> Be Safe assembly delivered to all year groups (Child on Child including online safety)



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all can work and learn in a safe environment.	<ul style="list-style-type: none"> Safeguarding focused pastoral meetings Implementation of lockdown policy External support with sharing of good safeguarding practice via <i>Heart of Mercia Trust</i>. 	Fortnightly September 2024 Ongoing		SLT monitoring schedule Safeguarding Committee - Governors		<ul style="list-style-type: none"> SENSO, Prevent GDPR and Lockdown training delivered to staff Lockdown procedures delivered to all pupils during form Prevent & GDPR online training – all staff Sexual Harassment training delivered to all staff 21.11.24 by ALE Safeguarding External Audit – SCR & Safer Recruitment 06.12.24 Safeguarding Staff briefing updates 11.12.24
Effective monitoring of IT usage at St Mary's, to ensure all stakeholders are safe and protected.	<ul style="list-style-type: none"> Regular communication on the safe use of technology Ongoing meetings between DSL and pupils in response to online activity which is a cause for concern. 	Ongoing	ALE/CJO (& all staff)	Safeguarding Committee - Governors	Cots: zero	<ul style="list-style-type: none"> SENSO training Cyber Security training – all staff
To ensure the school's IT Infrastructure, systems and processes are robust and resilient to potential threats posed by cyber security attacks.	Continue implementing recommendations from Heart of Mercia's IT Review Report inc: <ul style="list-style-type: none"> Introduction of MFA for remote access Migration to the cloud Server Updates SIMS updates Air Con fitted in server room 	Summer 2024 and ongoing	SWE/CJO	Resources committee – Governors	2024/25 IT review budget = £10,000	<ul style="list-style-type: none"> Recommendations complete 365 migration Change to photocopier contracts CCTV review



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	<ul style="list-style-type: none"> New interactive boards for classrooms Reporting procedure and policy developed and implemented for communication to all stakeholders on the processes to alleviate and respond to threats. 					
To ensure that the leadership structure at St Mary's is effective and financially sustainable.	<ul style="list-style-type: none"> Review of current roles and responsibilities Present a range of costed models to governors Evaluation of capacity for internal leadership secondments/appointments 	Autumn 1 2024 Autumn 2 2024 Ongoing	SWE/CBY/LJO	Resources committee – Governors Full Governing Body	Cost: zero	<ul style="list-style-type: none"> SLT Structure modelling shared with full governors 25.11.24 Modelling of future options shared with governing body 25.11.24
To ensure governors have a deep understanding of the school and provide expert challenge and support to leaders.	Second Governor Away Day planned to focus on: <ul style="list-style-type: none"> Mission Statement & school development priorities. Preparation for inspection Effective Governance – with external input from Linda Watkins Director of Governance (<i>Heart of Mercia Trust</i>) Progress with new approaches to behaviour and assessment Governor attendance at School Council meeting Head Boy & Head Girl to attend Full Governors' meeting to share pupil voice 	09.10.2024	SWE/LJO	Full Governing Body	2024/25 Governors away day = £500	<ul style="list-style-type: none"> Governor Away Day, 09-10-24  Away Day - October 2024.docx Governor involvement in SEND Review 04.11.24 Governor link visits HOD Presentation at Full Governors' meeting Governor meeting during Ofsted 11.01.24



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To reduce projected in-year deficits over the next 3-year period in order to stabilise and improve overall school budget position.	Extensive Financial planning and spending review (including a review of income)	Autumn 1/2	SWE/CBY	Resources committee – Governors	Cost: zero	<ul style="list-style-type: none"> • Extraordinary Resources Committee Meetings x2 • Business Case • Succession Planning (SLT) • Support staff consultation began on 27.01.25 • Consultation concluded 10.02.25 • Staff Meeting 12.02.25 • Restructure and redundancy process ongoing
Ensure that the physical learning and working environment is fit-for-purpose, safe and sustainable with any necessary improvements identified.	<ul style="list-style-type: none"> • Conduct an internal audit and rag rated review report. • DfE Net Capacity Assessment programme Visit arranged. 	Autumn 1 2024 Autumn 2024	SWE/CBY	Net Capacity Report to be shared with Resources committee and Archdiocese of Cardiff.	Cost: zero	<ul style="list-style-type: none"> • Lockdown measures put in place e.g. alarm sounders

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The successful transference of deed of ownership from the current trustees of Lugwardine Education Centre to the Archdiocese of Cardiff.	<ul style="list-style-type: none"> Due diligence process by the Archdiocese of Cardiff Contingency plan for responding at short notice to rooming and accommodation issues. 	Ongoing until 31.12.2024	Jamie Yeoman, LJO, SWE and other members of the Lug Court working party.		2024/25 Rent budget = £44,000	<ul style="list-style-type: none"> All safety checks and H&S audits undertaken Transfer of deed on track for original deadline 31.12.24 Successful transference of deed to Archdiocese of Cardiff February 25

Glossary of Terms/Initials:

SLT: Senior Leadership Team HOYs: Heads of Year ALE: Angela Leslie: Deputy Head AGI: Anthony Giampalma: Assistant Head

MLT: Middle Leadership Team SWE: Stuart Wetson: Headteacher VAV: Vikki Avery: Assistant Head ACA: Arron Cassidy: Assistant Head

LJO: Lynn Johnson: Chair of Govs. SWA: Sean Warde: Assistant Head CBY: Christine Bryan: School Business Manager

CJO: Chloe Jones IT Network Manager. RSU: Rebecca Surman: Head of RE. LWI: Head of History/Citizenship Lead

