



# HuishEpiscopi

## Raising Achievement Plan 2017

Our plan to further raise progress and attainment for students in 2017 is centered on five key areas as outlined in the Academy Improvement Plan. This plan is regularly updated by the Senior Leadership Team as well as the Board of Directors both through specific working groups in addition to meetings of the Full Board.

The Academy Improvement Plan is also closely aligned with the 2020 Vision document which has been produced by the Directors. This document outlines where we are aiming to position the Academy over the next three years and focusses on;

- exceptional teaching
- an inspirational curriculum
- expanding the horizons of learners
- engaging with our community
- developing strategic partnerships to encourage growth
- further developing our campus to provide outstanding facilities for students and our community

Their vision can be best summarised by the phrase, "inspiring all learners to be better citizens than they ever thought possible."

The Academy Improvement Plan is developed after a thorough analysis of the previous year's results for the school, particularly around the performance of any micro-cohorts, such as, higher ability Free School Meal students or particular types of SEND students. As well as considering the Vision 2020 document we also have regard for the Academy's Risk Register which, as with the Academy Improvement Plan, is monitored by the Board of Directors at each meeting they hold. Finally, we also take into account any areas of particular focus that might be identified by OfSTED or the Education Funding Agency.

The first area of the Academy Improvement Plan relates to ensuring high quality leadership at all levels within the Academy since we believe every teacher is a leader and that consistently outstanding leadership will further improve levels of achievement. The area involves actions such as reviewing middle expectations, continuing to implement team reviews, encouraging leaders to take part in various external courses to develop their skills, developing a Department+ monitoring programme and successfully recruiting new Directors followed by an audit of Directors' skills followed by associated training.

Our second area of focus is on the quality of teaching with the aim of making sure that every lesson we deliver is at least good and contains the five pillars of a lesson at Huish which are based around; pace and progress, differentiation, marking and feedback, active learning and literacy. Our Continuing Professional Development this year will focus on differentiation and literacy throughout the year with our Teaching and Learning team taking a lead role in this area. Specific plans have been drawn up to work on programmes to further improve the areas of SEND, Free School Meals and Literacy.

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The third area of development is around our curriculum and co-curriculum where we want to develop a dynamic, broad and balanced curriculum which emphasizes British values as well as developing other skills such as leadership and good mental health. We implemented a brand new Key Stage 3 for all three years from September 2016 and, following the first set of data collection and moderation, we are now validating those judgements and developing key literacy assessments for each subject. We are in the process of renewing our Britishness audit to ensure that we are continuing to provide opportunities for students to learn about the four fundamental British values of democracy, the rule of law, individual liberty and mutual respect. We have also audited our work on Social and Emotional Health and have developed a series of further actions on this area.

Despite recent positive announcements in 2016 regarding the possibility of fairer funding for Somerset we are still very conscious that funding will become increasingly difficult over the next 3-5 years. In order to ensure that we maintain our core services for students our fourth development area is around making sure that the school structures are operating as effectively and efficiently as possible. Here we will be reviewing all curriculum costings and staffing structures to ensure any required savings are made without impacting on the student experience.

Finally, we will be spending this year to further develop our external links and networks to increase capacity, improve leadership and therefore improve outcomes for students. To this end we will continue to work towards developing our own Multi Academies Trust as well as playing a full role as strategic partners working in conjunction with two Teaching School Alliances. These alliances are allowing us to work alongside two other outstanding secondary schools to develop our own capacity.

We hope that this gives you an overview of our Raising Achievement Plan for this year and helps you to understand how this fits in to our longer term strategy for making Huish Episcopi Academy an outstanding school within the South West. We believe these actions will help us to further improve outcomes for key groups of students particularly those who are vulnerable or disadvantaged.

