



Heltwate School

School Development Priorities

Academic Year 2023/24

Area	Current School Strengths	
Leadership and Management	School leaders have high expectations of teaching and learning for both the children and teaching staff	
	School leaders have developed and implemented an ambitious, rich, exciting curriculum throughout the school which meets the needs of all learners.	
	School leaders focus on improving staff's subject knowledge and their pedagogical skills needed for their pathway to enhance the teaching of the curriculum and the appropriate use of assessment systems to show progress.	
	Across the school there is a strong culture of safeguarding that supports the pupil and families through interagency working,	
	School leaders provide excellent mentoring and support for ECTs, the school has 100% success rate of supporting ECT through their programme.	
	School leaders provide an extensive CPD programme which is targeted based on the Performance Management of all staff.	
	Areas for Development	
	LM1	Strengthen a future whole school wellbeing culture in consultation with key members of staff that promotes a healthy work life balance for all staff.
	LM2	Further strengthen/ promote Governor presence within school.
	LM3	To consider in detail future leadership of multi sites and safe proofing existing and future leaders.
LM4	Continue to review Safeguarding procedures in line with changing cohorts and moving to multiple sites.	
LM5	Ensure Financial stability through 3 year budget planning	
Quality of Education	Current School Strengths	
	Teachers use an established assessment system to make accurate judgements about children's learning.	
	Significantly high expectations of teaching and learning from senior management ensure that all teaching is at least good with many outstanding.	
	Leaders have developed a rigorous system of triangulated monitoring of teaching and learning which provides precise evidence for developmental targets for staff.	
	Bespoke curriculum designed for learners to develop detailed knowledge and skills that is based on modern theories of learning.	
	Areas for Development	
	QE1	To develop the functional communication across the school to ensure that every child has a voice
	QE2	Ensure there is a consistent approach to curriculum coverage and progression in core subjects across all pathways.
QE3	To further strengthen delivery of early reading skills throughout school	
QE4	To strengthen the teaching expertise of existing staff for the change in cohort and curriculum through coaching and mentoring.	
Personal Development	Current School Strengths	
	Staff work collaboratively with parents to support them while in school. A strong induction for new parents and children to the school is embedded.	
	Pupils' social, spiritual, moral and cultural development is extremely well promoted within school through key whole school memorable events.	
	School curriculum extends beyond the academic and allows children to develop skills and experiences towards community access and Preparation for adulthood.	
	Areas for Development	
	PE1	To embed an equality ethos throughout the school
PE2	To embed the aspect of 'My Future' (careers), across all pathways	
Behaviour and Attitudes	Current School Strengths	
	Heltwate School promotes positive behaviour through bespoke rewards and a culture of celebration of all.	
	Behaviour of pupils is consistently good, pupils are taught self-regulation techniques to support their behaviour by a skilled team.	
	Attendance monitoring is very good at Heltwate, pupils' attendance overall sits above the National average for Special School	
	Re-visit school behaviour policy to ensure all staff are consistent with responses to	
	Areas for Development	
BA1	Embed a whole school approach to mental health and wellbeing	
BA2	Embed whole school systems for debriefs after serious incidents	
BA3	Deepen the understanding and review the behaviour policy in line with the school changing cohorts.	
BA4	Embed and review Risk Reduction Plans for impact	
Post 16 (Sixth Form)	Current School Strengths	
	Bespoke curriculum tailored to meet the young people's needs, linked to PfA outcomes	
	Strong partnership working with colleges to ensure smooth transition into Post 19	
	Successful enterprise project, Cafe, which promotes practical, functional, vocational and communication skills	
	Areas for Development	
SF1	To expand external opportunities to Young People in Post 16 to enrich curriculum offer	
SF2	Enhance link and develop existing links with Post 19 providers	
EYFS	Current School Strengths	
	Individualised curriculum, adapted and ambitious outcomes to meet the child's needs, starting points and support next steps	
	Creative and well-resourced curriculum	
	Strong parental engagement which supports the child's learning	
	Staff provide a secure supportive environment, which enhances the child's emotional resilience.	
	Areas for Development	
EY1	Develop effective use of the school's outdoor areas to suit curriculum offer	
EY2	To further strengthen the role of support staff within EYFS to enhance pupils' access to all areas of learning and development.	