

CHADSGROVE SCHOOL

Key Principles of our Vision

Chadsgrove Song...

*Chadsgrove's a community
We all achieve success
Chadsgrove's a community
We all achieve success
Working hard and having fun
That's what we do best!
That's what we do best!*

*Happy faces, lots of laughter
Talking, signing; communicate
Walking, rolling, side by side
Our differences, we celebrate*

*Targeting independence
We can fly. Feeling free
Skills for life. Confidence
Be the best that we can be*

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Our School Values...



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SCHOOL AIMS

Achievement and Standards

- To offer a broad, balanced and relevant curriculum that meets the needs of all pupils, statutory requirements and allows for flexible approaches to learning
- To maximise an individual's potential in mobility, physical abilities, communication skills, sensory capabilities and personal independence recognising a change in needs due to COVID
- To prepare pupils to make the best possible progress when they leave Chadsgrove

Technology and Innovation

- To maximise the use of technology in order to improve learning outcomes for pupils

Professional Development and Research

- To enable all staff to fulfil their roles as effectively as possible by accessing relevant and appropriate training including online/remote CPD
- To promote the use of research in order to develop staff expertise and maximise learning opportunities for the pupils and young people at Chadsgrove

Training School

- To provide a range of professional development and support services in education, to ensure the best possible outcomes for children and young people
- To ensure the smooth running of the ITT programme including remote provision

Quality of Provision

- To provide a welcoming environment and stimulating educational opportunities which promote effective learning and enables pupils to experience a sense of fun and achievement

Specialist Provision

- To use specialist activities and resources as well as expertise in staffing, as a vehicle for improving pupil achievement, self-esteem and self confidence

Outreach/School to School Support Services

- To provide appropriate levels of support for pupils with physical disabilities, their parent carers and school staff to achieve successful, inclusive education
- To offer advice, training and equipment, to help maintain access to a full curriculum
- To assist with all aspects of planning and implementing access for pupils with limited mobility, including building modifications
- To provide school to school support on request (in addition to WCF PD Outreach Service) for children with SEND in both mainstream and specialist settings

Families

- To liaise with and support parent carers and families as essential partners of the school

Community

- To foster the positive mental health and social, emotional and moral development of all pupils, thus enabling them to take their place in society as mature and responsible adults
- To promote the school's involvement in the community as far as is possible
- To maintain effective co-operation and communication with the school's trans-disciplinary team
- To prioritise the mental well-being of staff across the school and within our extended services
- To empower pupils with the skills and confidence to challenge inequality in society

We will strive to ensure our pupils will:

- Be safe, healthy and happy
- Enjoy learning and achieve success
- Be able to contribute to their school and society
- Be prepared for a life in the 21st Century

CURRICULUM PRIORITIES 2021-2022

Autumn Term	Assistive Technology and Communication
Spring Term	English
Summer Term	Maths



**Quality of
Education**

Continue to ensure progression throughout the curriculum is sequenced and coherent in order that all learner's needs are met		
Target	Lead	Impact (July 2022)
1. To lead staff meetings on 'Curriculum' – Review rolling programmes	Gareth B	
2. To implement the new Long Term Plan for D and T and ICT (Key Stage 4/accreditations)	Ellie T Jemma W	
3. To review the Early Years curriculum in line with the new Statutory Framework from September 2021	Angela M	
4. To revise the English Long Term Plan for all Key Stages (Semi-Formal and Formal Pathways)	Gareth B	
5. To embed the Engagement Model as a means of formative assessment for pupils on the Pre-Formal Curriculum Pathway	Melanie B	
6. To consider how best to address equality and diversity in the curriculum	Jemma W	
7. To provide a structure for Semi Formal Pathway to follow in Upper School	Gareth B	
8. To embed the principles of Preparing for Adulthood (PfA) into the Upper School curriculum	Emma N US Phase Leads	

**Quality of
Education**

Continue to develop a reading culture at Chadsgrove so that every child has a love and passion for reading

Target	Lead	Impact (July 2022)
1. To purchase further Literacy texts linked to the curriculum	Gareth B	
2. To carry out Learning Walks to re-assess reading records and reading environments and implementing a plan to reflect need	Georgia T Sam M	
3. For key staff to undertake 'Precision Teaching' training	Mark L	
4. All Teachers to complete at least one peer observation focused on the use of communication strategies (performance management target for all teachers)	Deb R & Bec S	
5. Re-establish phonics groups following baseline assessments for appropriate pupils on the Formal/Semi-Formal Pathway	Georgia T	
6. Expand use of Books Beyond Words to enable pupils to discuss topics and encourage them to do additional reading to support their learning	Val H Amy H	
7. To engage pupils with reading, writing, visual literacy and storytelling through the Pop Up SEND Literacy Festival Project	Gareth B	

Quality of
Education

Continue to embed monitoring and moderation strategies in order to ensure that judgements are accurate and the curriculum is challenging and supports all pupils

Target	Lead	Impact (July 2022)
1. To moderate the 'Engagement Model' across the Pre-Formal Phase to ensure assessments made are accurate	Melanie B	
2. To monitor all interventions across school and analyse the impact of these on pupil progress	Gareth B Angela M	
3. To develop effective moderation strategies, in Maths and English, using SOLAR, for pupils on the semi-formal and formal pathways in Years 1 to 9	Gareth B Roger D-R Jemma W	
4. To use SOLAR moderation sheets to moderate work with another special school	Gareth B Roger D-R Jemma W	
5. To refine our tracking systems in pupils' books to better demonstrate progress using 'Learning Ladders'	Carina T Amy H	
6. To develop moderation strategy for EYFS linked to the new statutory framework (RS)	Angela M	
7. To import the Skills builder expanded framework onto SOLAR to individually track soft skills (EN)	Angela M	
8. To hold termly moderation meetings with all teachers submitting OCR Life & Living Skills Units (GT and RG)	Bec G Georgia T	
9. To identify CUTA pupils and the implementation of strategies on Medium Term Planning	Gareth B	

**Leadership
and
Management**

Embed policy and best practice in order to ensure that we deliver an outstanding Chadsgrove curriculum which meets the needs of all our learners		
Target	Lead	Impact (July 2022)
1. To extend the Chadsgrove P Levels on SOLAR to include ICT and Computing	Angela M	
2. Review, purchase and embed as needed additional technologies in the curriculum	Angela M	
3. Maths leads to observe Maths being taught in other outstanding Special Schools	Jemma W Roger D-R	
4. To complete re-accreditation for the ICT Mark and the 360 audit	Angela M	
5. PMLD Lead to organise TaSSeLs and Objects of Reference training for appropriate staff	Melanie B	
6. To plan staff training on 'communication using ICT', including use of the Eye Gaze	Bec S Matt G	
7. To extend opportunities for pupils to access learning through ICT	Jemma W	
8. For whole school to attend communication training including Signalong	Bec S	
9. To update whole staff training on Educational Visits, to ensure confidence in restarting class trips	Bec S	
10. To ensure all pupils within the Pre Formal Pathway have appropriate access to assistive technology	Angela M	
11. To embed the Worcestershire Agreed Syllabus for Religious Education in Key Stages 1,2 and 3	Melanie B	
12. For relevant staff to demonstrate confidence and competency across the SEND Gatsby Benchmark Toolkit	Emma N	
13. To revise the Chadsgrove Science P levels to ensure pupils achievements can be accurately assessed and progress can be tracked	Angela M	
14. To embed the use of Colourful Semantics into targeted classes	Gareth B Bec S	
15. Make displays accessible for all, through the use of personalised Aided Language Displays and interactive switches where appropriate	Bec S Julia L	

**Leadership
and
Management**

To foster the positive mental health of all staff and pupils across the school		
Target	Lead	Impact (July 2022)
1. Capture staff views through Workforce Reviews and address any issues accordingly	Deb R	
2. To consider ways of reducing staff workload by introducing more efficient ways of working e.g. electronic Red Folders	Angela M	
3. To re-establish supervision sessions for Safeguarding Leads	Deb R	
4. To reintroduce face to face briefings (pending Government Guidelines) to enable staff to come together at the start of each day	Deb R	
5. To apply for the School Mental Health Award	Deb R Steph W	

**Leadership
and
Management**

To further develop outstanding practice throughout the school, engaging with all our stakeholders

Target	Lead	Impact (July 2022)
1. To investigate how best to inform pupils and families with regard to what options are available to them post school	Bec G Emma N	
2. Send questionnaires out to all pupils and seek to address any issues raised	Sam M	
3. To embed the capturing of pupil voice before Child in Need/LAC/Core Group meetings	Angela M	
4. To feedback the results of the families questionnaire on our website and any necessary actions taken	Angela M	
5. To increase engagement with the local community through a variety of activities to strengthen partnerships and create opportunities for our pupils to become active members of the community	Bec G Emma N	
6. To welcome families back into the classroom through a range of class/school events to further foster positive relationships with our families	Deb R	
7. To further develop and widen our network of PfA stakeholders (Social Care Providers/Business contacts) to broaden and enhance pupil opportunities	Bec G Emma N	

**Behaviour
and
Attitudes**

To re-affirm our school values and behaviour protocols following COVID restrictions easing and bubbles mixing		
Target	Lead	Impact (July 2022)
1. To incorporate school values into all class and school assemblies so that pupils develop a deeper understanding of behaviour and expectations	Deb R Steph W	
2. For all classes to visually demonstrate classroom rules so as to ensure positive behaviour across school	Bec G	
3. To complete staff training on the policies and procedures with regard to behaviour management (including Team Teach)	Bec G	
4. To maximise the use of the start of term class based model in order to foster positive relationships and re-affirm expectations (staff to record evidence of activities completed)	Bec G	

Further develop ways to capture the development of 'soft skills' in order to ensure that we encapsulate the progress of pupils		
Target	Lead	Impact (July 2022)
1. To embed 'Skills Builder' (soft skills assessment tool) into relevant Upper School classes (Formal and Semi-Formal pathways)	Bec G Emma N	
2. To hold half termly, whole school, enrichment curriculum and wellbeing days	Gareth B Steph W	
3. For identified pupils to participate in their Duke of Edinburgh expedition	Bec G Emma N	
4. For pupils to further develop their life skills through the provision of curriculum enrichment activities such as horticultural sessions and the effective use of resources purchased through fundraising	Bec G Emma N	

**Personal
Development**

To further promote opportunities to develop employability skills

Target	Lead	Impact (July 2022)
1. To pursue funding streams, including charity bids in order to fund the addition of a job coach to support pupils with their access to employment	Bec G Emma N	
2. To host three career workshops throughout the year to raise awareness of the employment opportunities available to pupils	Bec G Emma N	
3. To link with identified post 19 providers to promote independent living skills for our pupils	Bec G Emma N	
4. To further develop links with local community businesses with a view to extending our work experience placements and encounters for our pupils	Bec G Emma N	

**Personal
Development**

Develop our Options Programme to ensure pupils interests and aspirations are reflected in provisions/curriculum offer

Target	Lead	Impact (July 2022)
1. To encourage pupils to access off site activities during options (e.g. swimming, the police station, Willowbrook) in order to develop their independence skills and engagement with the community	Gareth Brown	
2. To identify suitable short course accreditations/Life and Living skills units to complete during options time	Carina Taylor	
3. To ensure that pupils are able to learn about the options that are available to them and to make an informed choice about what they would like to do, as independently as possible	Bec Gayden	

**Personal
Development**

To develop opportunities for pupils to appreciate equality and diversity

Target	Lead	Impact (July 2022)
1. Staff to receive training on equality, diversity and unconscious bias	Deb R Jemma W	
2. All classes to incorporate activities to support pupil understanding of equality and diversity	Deb R Jemma W	
3. To complete the anti-bullying charter audit	Angela M	
4. To thread equality and diversity as appropriate throughout lessons, assemblies and enrichment days in order to empower pupils with the skills and confidence to challenge inequality in society	Deb R Jemma W	
5. To ensure resources, texts, displays etc reflect our equal and diverse society	Julia L	
6. To recognise how we can empower our pupils and promote equality and diversity (to be completed during class team meetings)	Deb R	
7. To embed the 'Festival of the Month' initiative in all classes to promote cultural awareness	Melanie B	
8. To hold a 'Multicultural Curriculum Day' to celebrate the diverse cultures in our school and the wider community	Melanie B	

**Personal
Development**

To support pupils to stay safe at home, in school, on-line and in the community

Target	Lead	Impact (July 2022)
1.Update e-safety information on the school website		
2. To support pupils with travel training where appropriate		
3. Review educational off-site activities documentation		
4. Provide on-line safety training for parent carers, pupils and staff		
5. To provide a range of activities for pupils to understand the importance of staying safe		

**Personal
Development**