

# Bradstow Improvement Plan: Summary

Last updated: 7 Oct 2019

Key Priority "High Five"	Activities
<p><b>1 : People Development</b> Owner: Mike Kemlo Ofsted key judgement: Leadership &amp; Management EFQM: 3. People Key Process: People &amp; resources management Governor Subcommittee: People Management &amp; Development, Chair: Alison Trehearn</p>	<p>1.1 Sustaining the Vision Statement across the whole school community and all our stakeholders 1.2 Individually undertaking paired, peer or group reflective practice, including weekly video reviews for direct staff to support the Vision Statement of a Culture of Gentleness in all interactions across the Bradstow community <b>WSPO</b> 1.3 HR review and reorganisation 1.4 Implementation of IIP action plan 1.5 Develop the school's Communication Strategy to ensure effective and efficient communication 1.6 Human Capital: to implement the recruitment review to ensure we recruit the right people with skills, knowledge, values and behaviours 1.7 Develop a high quality AET Hub to develop a centre of excellence for Kent</p>
<p><b>2 : Curriculum</b> Owner: Sarah Adams Ofsted key judgement: Quality of Teaching, Learning and Assessment EFQM: 5. Processes, Products &amp; Services Key process: Preparing for adulthood Governor Subcommittee: Processes, Products &amp; Services, Chair: Andre Haynes</p>	<p>2.1 To conduct a full review of curriculum needs in the light of the new OFSTED framework (2019) 2.2 To refine Subject Leader Coordination in line with curriculum review. 2.3 Re-develop and enhance the sensory, therapy and library facilities 2.4 Develop the community work experience projects and expand WRL opportunities in the community and on site 2.5 Implement Wellbeing Award in Schools (WAS) and RRSA action plans and implement policy and strategy for all 2.6 Enhance the implementation of personalised visual communication systems accessible at all times <b>WSPO</b> 2.7 Review the Implementation of Healthy School initiatives</p>
<p><b>3. How are we doing?</b> Owner: Mike Kemlo Ofsted Key Judgement: Leadership &amp; Management EFQM: All Key process: Effectiveness of leadership &amp; management and governance Governor Subcommittee: Processes, Products &amp; Services, Chair: Andre Haynes</p>	<p>3.1 Apply for European Excellence Award 2020 and subsequent EFQM Action Planning 3.2 Define key performance indicators for professional services in line with process and procedural demands 3.3 Develop key data sets for measuring strategic and operational performance 3.4 Develop a systematic approach to the policy structure and school cycle of review 3.5 Develop a three year financial plan in line with audit action 3.6 Develop an IT strategy for the school community</p>
<p><b>4. Data &amp; Assessment</b> Owners: Sarah Adams Ofsted Key Judgement: Teaching, learning &amp; assessment EFQM: 5. Processes, Products &amp; Services, 6. Customer Results, 9. Business Results Key process: Effectiveness of leadership &amp; management and governance Governor Subcommittee: Processes, Products &amp; Services, Chair: Andre Haynes</p>	<p>4.1 Develop a clear and coherent assessment process in line with Rochford Review recommendations 4.2 Dashboard development for outcomes we value in line with the revised OFSTED framework (2019) 4.3 Embed and develop the new website</p>
<p><b>5a. Extended Provision</b> Refurbishment of main building project phases Owner: Mike Kemlo Ofsted Key Judgement: Personal development, behaviour &amp; welfare EFQM: 4. Partnerships and Resources Key process: People &amp; resources management Governor Subcommittee: Partnerships &amp; Resources, Chair: Mr Eddie Howard</p>	<p>5a.1 To implement the phased plan for the redevelopment of the main building 5a.2 To undertake a comprehensive site survey to realise the full potential of the school site, its buildings and resources 5a.3 Implement a review and replacement programme for main building and homes to ensure cyclical renovation 5a.4 Implement systematic Restrictive Practice Reduction Strategy and planning across the school community <b>WSPO</b></p>
<p><b>5b. Extended Provision</b> Children's Home Improvement Plan and Ofsted Action Plan Owner: James Borland Ofsted Key Judgement: EFQM: 5. Processes, Products &amp; Services Key process: People &amp; resources management Governor Subcommittee: Processes, Products &amp; Services, Chair: Andre Haynes</p>	<p>5b.1 Reorganisation and embedding of revised Care Management structure with enhanced middle management roles 5b.2 Embed Wiki software to develop Care Planning and individual websites for young people 5b.3 Clarify &amp; embed key working in line with Children's Home regulations 5b.4 Staff will plan and prepare personalised "flows of life" for each young person to invite them into a fulfilling lifestyle of engagement, participation, contribution and skill development. 5b.5 Development of high grade living accommodation and ambience of homes with maintenance needs addressed promptly 5b7 Develop a coherent approach to quality assurance and auditing in relation to Children's Home regulations and Quality Standards</p>