

2026-27 School Development Plan

Key priorities

Priority Area	Objective	Key Actions	Timeframe	Success Criteria	Responsibility
1. Curriculum collaboration with SGHS (KS5 only)	Consolidate Phase 2 shared KS5 curriculum delivery and strengthen cross-site consistency, ensuring alignment with national reforms.	- Embed Phase 2 shared KS5 subjects and timetabling - Extend joint moderation to all shared KS5 subjects - Develop shared digital curriculum resources and assessment banks for KS5 - Develop plans for extending collaboration e.g. History for Sept 2027 - Joint CPD calendar for KS5 curriculum leaders - Annual safeguarding/attendance review for KS5 cross-site delivery - Ensure KS5 curriculum planning reflects reformed Progress 8 pathways (for continuity from KS4)	- Phase 2 embedded by Sept 2026 - Moderation termly - Shared resource bank by Jan 2027 - Safeguarding review July 2027	- Consistent KS5 assessment outcomes across sites - Positive KS5 student voice - Efficient shared planning - Safeguarding/attendance systems remain aligned	DHT (T&L), Assistant Head (GB) SGHS Sixth Form Lead KS5 Curriculum Leaders DSLs
2. Teaching Quality	Sustain high-quality teaching across all key stages, ensuring staff are equipped for curriculum reforms, digital literacy expectations, and statutory changes.	- Implement the revised assessment framework and respond to DfE guidance on the 2028 curriculum changes. - Deliver subject-specific CPD on evidence-based teaching - Leaders to create and disseminate to staff literacy guidance to ensure AI is used safely, ethically and effectively - Prepare departments for the new Computing GCSE - Strengthen literacy teaching across subjects with a focus on writing, embedding reading and oracy - Introduce KS3 reading strategy aligned with mandatory Y8 reading tests and anticipated national curriculum changes - Ensure teaching staff are trained on new RSHE digital content (misogyny, online harms, relationships online)	- AI literacy guidance by Dec 2026 - Computing GCSE preparation by June 2027 - Reading test prep by May 2027 - RSHE training by Feb 2027 - CPD delivered termly	- Consistent high-quality feedback in QATL - Teachers confident in AI literacy and digital safeguarding - Improved reading outcomes in Y8 - Strong teaching consistency across departments	DHT (T&L) CPD Coordinator Curriculum Leaders
3. Staff Wellbeing	Improve staff wellbeing, workload balance, and communication through structured support and responsive leadership.	- Conduct termly wellbeing surveys - Implement workload reduction initiatives (streamlined reporting processes, shared resources, etc.) - Provide guidance to staff on managing digital pressures (AI usage, phone ban enforcement) - Improve internal communication channels - Offer wellbeing-focused CPD and peer support	- Surveys termly - Workload initiatives ongoing - Digital wellbeing guidance by Jan 2027	- Improved staff wellbeing survey outcomes - Reduced duplication in planning - Positive feedback on workload and communication - Staff feel confident managing digital challenges	DHT (T&L) Wellbeing Group SLT
4. SEND and Disadvantaged support	Ensure sustained progress for SEND and disadvantaged pupils through targeted support.	- Embed enhanced pupil passports - Increase SENDCo/TA presence in lessons - Faculty-level SEND strategies - Extend interventions to Maths and Science - Expand bursary-linked enrichment and mentoring - Ensure SEND/PP pupils benefit from Ofsted's new enrichment benchmarks	- Passport review Sept 2026 - Faculty strategies by Nov 2026 - Interventions termly - Enrichment expansion by March 2027	- No significant attainment gaps - Improved staff confidence - Strong progress in core subjects - Increased enrichment participation	SENDCo DHT (Pastoral) AHT (Data and Progress) Heads of Year Inclusion Link Governor

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5. Parental engagement	Enhance parental involvement and communication through clearer reporting and more events.	- Expand weekly bulletin with curriculum/revision content - Refine guidance to parents on revision, digital safety, and post-16 and -18 pathways - Improve clarity of assessment reports - Termly parental focus groups - Launch Arbor parent portal for attendance / behaviour / progress - Parent information campaign on mobile phone policy	- Arbor Portal launch Sept 2026 - Workshops termly - Focus groups autumn / spring / summer - Mobile devices policy communication Sept 2026	- Improved parental survey outcomes - High attendance at events - Positive feedback on communication clarity - High compliance with statutory phone ban	Deputy Head (Pastoral) Heads of Year
6. Safeguarding improvements (KS5 collaboration)	Maintain high safeguarding standards and strengthen site security.	- Annual safeguarding audit with SGHS (KS5 only) - Implement virtual Sixth Form safeguarding protocols - Increase pupil awareness through assemblies/tutor sessions - Complete next phase of site security upgrades - Ensure compliance with revised school phone policy - Embed new RSHE digital safeguarding content	- Phone policy enforcement Sept 2026 - Security upgrades autumn 2027 - Awareness programme termly - Audit July 2027	- 100% staff trained - Positive pupil safety survey - External audit shows no gaps - Full compliance with school phone policy	DSLs DHT (Pastoral) SGHS DHT (Pastoral) IT Manager

Other priorities

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7. Sustain high outcomes	Improve progress in targeted subjects and embed revision strategies across all key stages.	- Targeted subject support (MFL, English, Humanities) - Expand KS3 revision programme - Strengthen intervention tracking - Introduce exam-readiness curriculum in KS4 - Prepare for mandatory Year 8 reading tests	- Subject support by Oct 2026 - KS3 revision by Jan 2027 - Reading test preparation by May 2027 - Interventions termly	- Improved progress in targeted subjects; especially Grades 7+ - High intervention attendance - Strong reading outcomes in Year 8 - Revision strategies evident in pupil work.	DHT curriculum HoF
8. Enhance careers guidance	Deliver a fully compliant, high-impact careers programme.	- Annual careers fair - Grow pupil careers leadership group - Expand alumni network - Ensure two meaningful encounters per year group - Improve tracking systems - Align careers programme with reformed Progress 8 - Integrate Ofsted enrichment benchmarks - Fully integrate Modern Work Experience, including Equalex framework - Develop use of Compass Plus and additional CEC Frameworks and surveys (e.g. Maturity Model, ILR, FSQ, On Track+, Your Child's Future)	- Careers fair spring 2027 - Leadership group by Nov 2026 - Tracking updates by autumn 2026	- Positive student voice - 100% disadvantaged pupils meeting encounter minimum - Strong employer feedback - Careers programme supports broader curriculum pathways	AHT (Careers Lead) Careers Coordinator HoF
9. Embed behaviour systems	Strengthen consistency and embed restorative practice.	- Launch pupil forums - Increase restorative practice training - Strengthen start/end-of-lesson routines - Expand Pastoral Bulletin with case studies - Ensure behaviour policy supports phones policy	- Forums by Oct 2026 - Training termly - Bulletin monthly - Phone policy enforcement Sept 2026	- Reduction in targeted behaviours - Improved pupil/staff survey outcomes - Consistent QATL behaviour evidence - High compliance with phone policy	DHT (Pastoral) Pastoral Team
10. Maintain high levels of pupil attendance	Maintain excellent attendance and reduce PA further.	- Extend attendance team capacity - Launch attendance mentoring for PA pupils - Increase parental guidance on attendance - Ensure attendance systems support enrichment benchmarks	- Mentoring by Oct 2026 - Parent guidance from Sept 2026	- Attendance remains top decile - PA reduced below 8% - Improved attendance for SEND/PP pupils - Enrichment attendance tracked	Attendance Officer DHT (Pastoral) Sixth Form Team
11. Manage financial resources	Achieve a balanced budget for FY 2027–28.	- Continue curriculum breadth review - Increase pupil recruitment - Expand revenue-generating activities - Review support staff deployment - Plan for costs associated with curriculum reform, enrichment entitlement, and digital safeguarding	Continuous	- Balanced budget forecast - Increased roll - Efficient staffing model - Financial readiness for national reforms	Headteacher Finance Manager
12. Site improvements	Deliver next phase of site development to enhance learning environment. - Fire alarm replacement - SEND Hub - Internal & External Doors - Mag Locks	- Scope works required - Identify potential contractors - Obtain quotations for tender - Share outline proposals with Governors - Sign-off detailed costs from Governors - Confirm capital funding with submission to DfE - Plan schedule of work	August 2026	- Capital Funding approval from DfE - Project completion - Scope and cost of works	School Business Leader Headteacher Finance Manager Site Manager

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	- Sixth Form Decoration - Carpeting - External Drainage - Curtains / LED lighting	- Supervise project works - Report to Governors			