



HAMILTON  
PRIMARY SCHOOL

## School Development Plan 2019-2020



## OUR PUPILS EXPECT

- A stimulating and safe environment where all pupils are happy, helpful and honest with good manners.
- An education that allows them to achieve in a range of contexts enabling them to gain a wide range of skills and knowledge.
- Well behaved classmates.
- Teachers to challenge and inspire them.
- Teachers to build a trusting relationship

## OUR PARENTS EXPECT

- Pupils to learn at a first class school with an excellent reputation that gives pupils the opportunity to succeed
- An environment where every child is safe, treated as an individual and their personal development is central to success.
- Well behaved and polite children.
- The core values to be modelled by whole school community.

## OUR STAFF EXPECT

- To be treated with respect by all members of the community.
- To be encouraged to continue their own learning journey through high quality training.
- Pupils to come to school prepared to learn and open to making mistakes.
- Well behaved and polite children.
- Governors to engage with classes and support the school.

## OUR COMMUNITY EXPECT

- Our pupils and staff to be responsible citizens who respect the local environment.
- Our pupils and staff to respect, value and participate in their local community.
- Our Governors to challenge, monitor and evaluate the work of the school.



## Quality of Education

**Intent:** To further improve educational outcomes for children across all subjects.

### Implementation:

Action	Impact	Cost	Monitoring	Completion Date	Led By
Produce a skills based progression document for Foundation Subjects which is manageable and clearly defines what skills children will develop across subjects each year.	A clear understanding of what children have covered and what further skills they need to learn. Clarity in planning for all staff. Children able to apply skills from prior learning to new learning. Improved progression for pupils in all subjects, with a particular focus on 'foundation' subjects.	Time	Subject Champions	July 2019/For implementation in September	SLT
Purchase a Science scheme of work.	Children to have a stronger focus on experimental skills and therefore a better understanding of what it is to be a scientist. Teachers to have clearer planning and more resources to support pupil progress in Science. Increased pupil enjoyment of science.	£2000	SLT/ Curriculum Governors	July 2019/For implementation in September	Subject Champion
Improve differentiation for children with SEND in lessons.	Clearer direction for support staff when working with SEND pupils. SEND pupils being included more within day to day lessons. SEND pupils making improved progress.	N/A	SENCo	April 2019	Class teachers
Review the school's Rewards and Behaviour Policy.	Consistent management of pupil's behaviour throughout the school day. Lowering of incidents recorded on the school behaviour log Improved results in the annual questionnaires to pupils, parents and staff around pupil behaviour and safety.	N/A	Curriculum Governors	April 2019	HT
Use parent forum to identify what information parents would like about pupil progress.	Parents and pupils more aware of their next steps and so that less than 14% of parents feel they don't have enough information.	N/A	Full Governors	December 2019	HT



## Personal Development

**Intent:** Improve the school ethos so that it supports good mental health of pupils and staff

**Implementation:**

Action	Impact	Cost	Monitoring	Completion Date	Led By
Employ a dedicated pastoral care worker across the school.	Improved communication with school families. Better support for children to be able to access a school-led service, to improve their educational outcomes by supporting them with an inclusive approach. Clear referral routes to outside agencies.	£3,000 (£27 per hour)	HT	April 2019	DSL's
Increase the number of hours that the SENCo works.	Improved support for children, parents and staff. A narrowing of the gap in outcomes between SEND and non-SEND children.	£10,000	Personnel Governors	September 2019	HT
To consult widely and appropriately before adopting new initiatives.	Lower stress levels for staff. An improved work life balance. Higher morale in the school. New initiatives have high impact.	N/A	SLT	From April 2019	N/A
Introduction of a 'Tuck Shop'.	Key Stage 2 children have a better understanding of budgeting and demand. There is a closer relationship between the kitchen staff and junior children. Healthy snack. Pupil voice being listened to across the school.	£500	Kitchen and School Council	September 2019	DHT
Select a Well-Being Champion.	Raising the profile of well-being and mental health for children and staff. Events for children and staff organised to support raising morale.	N/A	DHT	September 2019	Subject Champion

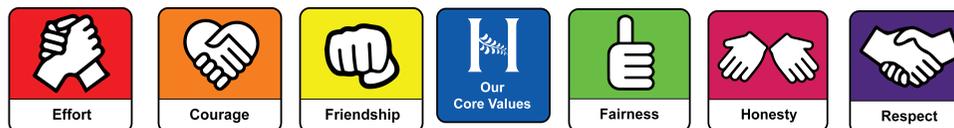


## Behaviour and Attitudes

**Intent:** To ensure children are well behaved and feel safe at school

### Implementation:

Action	Impact	Cost	Monitoring	Completion Date	Led By
Review of the Behaviour Policy.	Pupil and parent perception of behaviour in school improves as demonstrated by the annual questionnaire. Clear understanding and a more consistent approach by all staff on how best to reward good behaviour and tackle poor behaviour.	N/A	Curriculum Governors	May 2019	SLT
Review of the Anti-Bullying Policy.	Pupil and parent perception of bullying at the school improves, as shown by the annual questionnaire.	N/A	Curriculum Governors	May 2019	SLT
Maintain attendance rates to be above 97%.	Pupil outcomes and progress rates continue to be above national markers and Essex markers.	£1,000 for EWO	Full Governors	Termly	HT
Continue to develop practices to enable children to stay safe online.	Children better prepared for their next step in education and how to respond to cyber-bullying. Reduction in bullying incidents. Better mental health for pupils.	N/A	Curriculum Governors	March 2020	Subject Champion
Improve playtimes and lunchtimes through training of staff and more equipment.	Better overall behaviour in the playground leading to less accidents. More engaging playtime for all children. Better well-being for children. Better use of prefects to support games.	£1,000 training and £500 equipment	DHT	Oct 2019	Senior MDA's

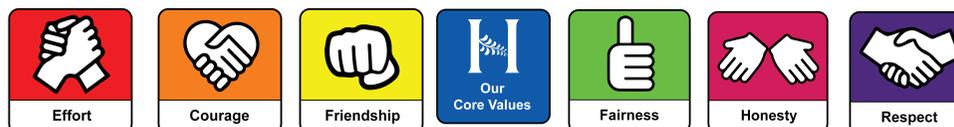


## Leadership and Management

**Intent:** To promote good leadership across the school

**Implementation:**

Action	Impact	Cost	Monitoring	Completion Date	Led By
Develop a consistent routine for sharing staff absences when they occur.	Fewer unintended consequences as a result of not knowing a member of staff is too ill to work. Better outcomes for all children. Less disruption to the school day. Cost saving on supply cover.	N/A	SLT/Office	April 2019	HT
CPD for all teaching staff (1 day @ £170 for course, plus supply cover @ £220 per day).	Children making better progress in all subjects as measured by the school internal assessment systems. Better morale for staff as they are able to further improve their knowledge and skills. Maintaining high standards of attainment and progress. Being aware of current best practice.	£8,500	DHT	March 2020	All staff
Raise the profile of Subject Champions in the school, allow more opportunities to monitor standards around the school and report to Governors.	Improved outcomes for children across all subjects. Development of staff skills in each of the subjects of the National Curriculum. A culture of learning from each other being demonstrated in the school. Development of middle leaders through presenting to Governors and peers. An improved flow of information to Governors on the standard in all subjects across the school.	Covered in release time and staff meetings	SLT	March 2020	Subject Champions



## Premises

**Intent:** To maintain the school building to ensure that it is safe

### Implementation:

Action	Impact	Cost	Monitoring	Date	Led By
New lighting for 3 classes (Year 4 (x2) and Year 6 (x1)) £600 per class.	Better working environment.	£1,800			
Rolling programme of redecoration of school.	Better working environment.	£7,500 per class			
Flat roof repair.	Less water ingress.	£30,000			
Installation of whiteboards in all classes.	Flexibility for staff in how to present work to children without having to rely on technology.	£600			
New flooring in 5DW.	Better and safer working environment.	£2,500			
Break out area for children (Computer Room?).	An opportunity for children with additional needs to be able to self-regulate. A calmer school.	£1,000			
Complete the 5 Year Electrical Test.	Safe school.	£5,000			

