



Highfield Primary School Improvement Plan 2022 – 2023

Priority One:	To close the in-school gap in achievement in maths
Priority Two:	To ensure The Arts provision is outstanding and has a wide-ranging cultural offer and an embedded diverse curriculum.
Priority Three:	To ensure outstanding teaching and learning in Geography
Priority Four:	To ensure provision for children's mental health and emotional needs is thorough and effective
Priority Five:	To improve the school infrastructure over a period of five years

Priority One: To close the in-school gap in achievement in maths (reacting to national and school data following COVID where maths has been the most adversely affected subject)

Objective	Success Criteria	Actions	Monitoring	Budget Implications	costs
Ensure all staff including inexperienced staff in school are confident in maths policy	Staff teach maths well according to policy. Children make good progress	<ul style="list-style-type: none"> Staff meeting to revisit and ensure consistency 	2023 performance management and observations shared staff objective Governors TLPS committee	Staff meetings KS2 Maths lead additional time KS1 maths lead optional additional days	
Ensure staff subject knowledge is strong	Children learn well due to the skill and deftness of the teaching.	<ul style="list-style-type: none"> Staff are confident and knowledgeable regarding the maths national curriculum for their year group – whole staff explore year 2 and 6 maths SATs papers, content, and strategies Red Kite network meetings attended by Jim Brassil and Jo Wragg 	2023 performance management shared staff objective Maths subject leader team termly monitoring – Jonathan, Jim, Jo Governors TLPS committee	Staff meeting	

Staff plan sequence and teach maths lessons well	Children make good progress in daily and weekly lessons and have good fluency, reasoning, and critical thinking skills.	<ul style="list-style-type: none"> Staff meeting to revisit and ensure consistency – recapping, addressing misconceptions, challenge, depth, enquiry led strategies, modelling, language Review resources used in KS2 particularly Staff are confident in the White Rose maths scheme and its mastery approach Maths Hub July 6th, 2022, conference for subject leaders Maths Red Kite network meetings attended by Jim Brassil and Jo Wragg Pupil voice interviews with maths leaders Performance management lesson observations - March 2023 Autumn maths KS2 Deep Dive November 	2023 performance management shared staff objective Maths subject leader team termly monitoring – Jonathan, Jim, Jo Governors TLPS committee	Staff meeting Maths books, schemes, and resources	£3500
Staff use formative and summative assessment in maths to a high effect	Children make excellent progress within lessons because of high-quality teacher questioning, feedback and marking	<ul style="list-style-type: none"> Staff meeting to revisit formative assessment and questioning and ensure consistency. Staff use their formative assessment to inform their planning Possible Red Kite training Day October 2022 or later in year Revisit maths assessment policy and procedures and use of tests 	2023 performance management shared staff objective Maths subject leader team termly monitoring – Jonathan, Jim, Jo Governors TLPS committee		
Engage and use parents in maths learning	Rates of maths homework are high Parent feedback	<ul style="list-style-type: none"> Relaunch and share the calculation policy with parents through a Zoom meeting Questionnaires to parents 	Governors TLPS committee Governors TLPS committee		

Priority Two: To ensure The Arts provision is outstanding and has a wide-ranging cultural offer and an embedded diverse curriculum.

Objective	Success Criteria	Actions	Monitoring	Budget implications and costs
Art, Music, Dance and Drama provision is outstanding	Arts mark re accreditation by spring 2024	<ul style="list-style-type: none"> Arts Mark Team submit bid and lead the process in school Arts and Music co-ordinators continue to attend Red Kite Alliance subject leader network and CPD meetings and remain members of their subject associations Termly subject leader monitoring learning walks Subject leaders evaluate the current arts curriculum in particular the diversity and quality of external workshops, trips and visiting teachers Arts leaders interview children to hear from pupil voice about experiences in The Arts and feedback regarding the Highfield Arts curriculum CPD for staff in musical composition and use of sketch books, inclusion, equalities, and disability in The Arts curriculum 	By The Arts Mark Team Monitoring forms and feedback regarding curriculum and quality of work	Release time for the Arts Team – Jonny (music, Georgia (art), Amy (drama), Jim/Sally (dance) £500 Art Mark registration Cover time Staff meeting at the end of every term Class release time 4 Twilight staff meetings in the autumn term
Reach out to the	Arts mark accreditation	<ul style="list-style-type: none"> Termly artists in residence days held in 	Success and attendance by local schools	£1500

wider community by delivering CPD	and enhanced skills and experiences in school	<p>school with invitations to local schools – activities different to those we can offer in school e.g., felt and pottery (target group – EAL learners, vulnerable and pupil premium)</p> <ul style="list-style-type: none"> • Hold a Highfield Diversity and Arts exhibition day in school with an afternoon hall exhibition in the spring term to highlight our approach to teaching and celebrating diversity in the curriculum. Displays of examples of curriculum, music, and choir. parents and local community to visit. Led by school council. • Displays of Highfield artwork in the wider community e.g. The Old School House, Marrick, RHBay, libraries, Donisthorpe residential home • Provide opportunities for live music for KS1 children by establishing a performing link with our feeder school Allerton High • Arts and Music co-ordinators participate in Red Kite Alliance community events such as the annual art exhibition and choir opportunities 	<p>Impact on pupil premium emotional wellbeing and self-esteem.</p> <p>Arts day photographs and visitor feedback forms</p>	£1000
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Priority Three: To develop outstanding teaching and learning in Geography (has not been a subject specifically on the SIP in recent years)

Objective	Success Criteria	Actions	Monitoring	Budget Implications	Evaluation
<p>Geography teaching is secure</p> <p>Geography curriculum is well sequenced and offers high quality experiences for children</p> <p>Staff are confident in the teaching of all aspects of primary Geography skill and knowledge</p>	<p>The geography curriculum identifies sufficient breadth of content and ensures that pupils learn this in sufficient depth.</p> <p>Pupils' geographical education begins in the early years and builds year on year, developing pupils' expertise.</p> <p>The organisation of the curriculum builds knowledge so that pupils can draw on it in future learning. Pupils are increasingly able to</p>	<ul style="list-style-type: none"> • Anna Flynn to join Red Kite Alliance Geography network CPD meetings and join Geography association • Work with Allerton Grange geography KS3 lead, Katie Williams, who can support us on our disciplinary knowledge • Staff review the Highfield Geography curriculum from Reception to year 6 understanding its sequence, progression, and their own year group objectives. • Staff meeting to ensure staff understand High-level concepts are central to a pupil's geographical education. place, space, scale, Interdependence, physical and human processes, environmental impact, sustainable development, cultural awareness, cultural diversity • Geography resources and fieldwork opportunities are well used especially the 	<ul style="list-style-type: none"> • Support from Red Kite Alliance geography high school specialist, Katie Williams, in staff meetings, training, and conducting a geography deep dive 	<p>2 Twilight Staff meetings in Autumn term</p> <p>Geography added resources £1500</p> <p>Digi map licence?</p> <p>Release time for Anna Flynn to attend Red Kite networks and planning with Geography High School teacher, Katie Williams.</p>	

	<p>apply generalisations to understand the world around them.</p> <p>Geographical expertise is built on substantive geographical knowledge. Drawing from the breadth of concepts gives pupils the knowledge they need to appreciate the whole domain of geography. They understand how common concepts draw various aspects of the subject together.</p> <p>Teachers break down the content they wish pupils to learn into component parts. When selecting that content, teachers consider what their pupils need based on their prior knowledge and experiences.</p>	<p>school grounds, river study, Marrick, Robin Hood's Bay, orienteering, maps, globes, Digi maps.</p> <ul style="list-style-type: none"> Children can talk confidently about their Geographical knowledge using appropriate vocabulary Geography Deep Dive led by geography lead head teachers and Katie Williams, high school geography lead 			
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Priority Four: To ensure provision for all staff and children's mental health and emotional needs is robust and effective (National concern, reflected in school)

Objective	Success Criteria	Actions	Monitoring	Budget Implications	Evaluation
Ensure all staff are secure in school behaviour policy	Behaviour policy is reviewed and implemented consistently by all staff in school	<ul style="list-style-type: none"> Review policy – teachers, TAs, and lunchtime staff. Ensure restorative practice takes place across the school. Discuss individual support and programmes for children requiring additional support Jonny Gath sharing of NPQ appropriate behaviour management strategies Reception staff monitor and update provision and strategies for new children with poor social development 	<ul style="list-style-type: none"> Focus for governor visits All staff self-monitor Teachers monitor and support TAs in implementation Lunchtime monitoring 	One twilight Staff meeting time in autumn term	
Ensure all staff understand emotional literacy and how they can support children's emotional literacy development	All staff in school can describe emotional literacy and can use language and support strategies associated with it	<ul style="list-style-type: none"> Emotional literacy training led by Helen Calvert Emotional literacy screening for all children in year 4 in autumn term Mind mate lessons evaluate School participation in The Story Project Rachael McVeigh to attend relevant training for school leadership mental wellbeing lead role Assemblies 	<ul style="list-style-type: none"> Inclusion team monitoring weekly provision in school for identified children 	<p>One twilight Staff meeting time in autumn term</p> <p>Story project purchase of books and staff meeting time in autumn term</p>	

Ensure the school embraces diversity and equality in pastoral policy and provision	School gains accreditation by participating in The RED Award (Respect, Equality and Diversity).	<ul style="list-style-type: none"> Member of leadership team attends RED Award launch event Leadership team self-evaluate current provision, review, strengthen and celebrate provision TLPS sub-committee of the governing body monitor evaluation, actions, and progress. Hold a Highfield Diversity and Arts exhibition day in school with an afternoon hall exhibition in the spring term to highlight our approach to teaching and celebrating diversity in the curriculum. Displays of examples of curriculum, music, and choir. parents and local community to visit. Led by school council. 	<ul style="list-style-type: none"> TLPS subcommittee of the governing body School council meetings Weekly inclusion team meetings Parental feedback 	Leadership time	
Ensure all staff are aware of the emotional and mental health needs of children who are experiencing/experienced significant additional stress and trauma in their lives for example, abuse, gender identity and sexuality, refugees, bereavement experiences, attachment.	All staff have a deeper understanding of the significant mental and emotional challenges some children face.	<ul style="list-style-type: none"> Rachael McVeigh to attend relevant training for school leadership mental wellbeing lead role Virtual school led trauma and attachment training day Feb 2023 	Virtual school leadership group training and evaluation afternoon March 2023	<p>Training costs funded through successful government grant</p> <p>School was successful in bidding for this training worth £2500 and no cost to the school</p>	

Priority five: To improve the school infrastructure over a period of five years (Kitchens, electrics and lighting, decoration, ICT, outdoor areas)

Green completed actions Red moved to new financial year

Area	Actions	Reasons	Budget Implications	Monitoring and Evaluation
Communication and admin Admin team Learning Mentor teacher	20 – 21 CPoms for attendance – Helen Calvert Inventory signing in system April 2020	Teacher knowledge of children Ensure access, communicate Reduce Persistent absences	£950 per annum £5000	Excellent Well used
	21 – 22 Introduce SIMS parent APP Helen Calvert to transfer medical records onto CPoms Review and introduce a new school report system JF and PS			
	22 – 23			
	23 – 24			
	24 - 25			
Kitchen Gas and electrical appliance check annual	20 21 New steam oven and dishwasher as part of Leeds Catering five-year SLA 20 -25	Wear and tear		PS monitoring
	21 22			
	22 23 Repairs to vinyl flooring and replace water gully – summer 2021		£2500	
	23 24			
	24 25			

Heating, Lighting, Water, and related consumables Consumable replacements i.e., lightbulbs	20 21 Rolling programme of led lighting one class per year RBH and Meeting room and any tube light fittings that break will be replaced with Led lighting	Energy efficiency and improve light quality throughout the school Poor ventilation Improve light quality in older classrooms	£1500	PS monitoring
	21 22 Year 1 Air conditioning portable units for three classes upstairs Investigate Salex Fund survey to replace all old lighting (removed summer 2021)		£2000	
	22 23 Year 2 Replace lighting following Conditions survey June 2021 using Government Salex Fund (a type of interest free loan where energy savings are paid monthly) Easter/summer 2022		£1500	
	23 24 Year 3		£15,000 over a loan period	
	24 25 Year 4 Consider replacement of boiler as recommended in conditions survey June 2021 which recommended a replacement within 3 – 5 years		£	
Furniture and Flooring	20 21 Bulge class larger tables ready for year 5 and 6 and chairs Dining room furniture	Bulge	£1500 Devolved	Excellent positive feedback from staff and children
	21 22 rolling programme of furniture replacement – year 3 furniture	Wear and tear and efficiency	£22500	
	22 23 rolling programme of furniture replacement – year 5 and year 6G Refurbish meeting room next to head's office Refurbish Heads office to provide for co-headship	Wear and tear	£1800	
	23 24		£2700	
	24 25		£3500	
Decoration/external decoration repairs	20 21	Improve look of school		
	21 22 following conditions survey June 2021 repair frames to old hall windows, timber cladding and repointing to kitchen wall – LCC Council funded project summer 2022	Wear and tear	£2000	
	22 23 Replace section of external cream cladding and paint Annexe front wall (dependent on NPS/council hall survey works)		£5000	
	23 24 Paint downstairs of school		£10000	
	24 25			
PE/sports	See PE Premium funding plans			
Windows and skylights Annual repairs as required	20 21 Repairs to Bulge classroom flashings Drains and gutters – annual maintenance 6G and 5E skylight investigation	Leaks wear and tear	£ 1800	Hall windows - Pat to investigate Council support with substantial repair
	21 22 Hall wall and window and frame replacement	Wear and tear need replacement	£1200	
	22 23 6G and 5E skylight replacement		Leeds City Council to fund all costs and complete works	
	23 24		£3000	
	24 25			
Outdoors – Gardening, Grounds (horticulture) Play areas, Gutters and pipes, brickwork etc. Security under Health and Safety Annual tree survey and maintain perimeter fencing	20 21 Annual tree survey – no works required Repair and upgrade security lighting to LED	Wear and tear and energy efficiency Improved efficiency and security	£1200	Pat monitor Health and safety governor monitoring Much improved lighting all around the building
	21 22 Annual tree survey - June 2021 Upgrade magic garden area and replace trim trail area, running track, ball walls – summer 2021	Old equipment, damage, part condemned	£4900 over three years	
	Repointing boiler house kitchen wall		£55000 Council summer works	

	Repairs to allotment area New outdoor superintendent storage shed	Damage Additional storage and remove any stored items from boiler house	£500 £2000	
	22 23 Annual tree survey Replace Astro turf to Reception play area New canopy to Reception area		£3000 £8000 (PTA fundraising project)	
	23 24 Annual tree survey			
	24 25 Annual tree survey			
Health and Safety – Annual Asbestos, Fire Safety, legionella	20 21 Annual asbestos survey – Repairs to annex internal roof tiles legionella		£450 (annual survey costs December)	
	21 22 Annual asbestos survey – Repairs to annex internal roof tiles legionella			
	22 23 Annual asbestos survey – Repairs to annex internal roof tiles legionella			
	23 24 Annual asbestos survey – Repairs to annex internal roof tiles legionella Investigate new fire alarm system			
	24 25 Annual asbestos survey – Repairs to annex internal roof tiles legionella			
circulation including toilets	20 21 minor repairs		Maintenance repair budget	Superintendent monitoring
	21 22 minor repairs			
	22 23 minor repairs			
	23 24 minor repairs			
	24 25 minor repairs			

SCHOOL IMPROVEMENT PLAN FOR ICT 2017 - 2021

Area	Actions	Reasons	Budget Implications	Monitoring and Evaluation
Laptops and workstations	20 21 All laptops currently operating on Windows 7 year 1 Three additional laptops to support admin pandemic working from home	Wear and tear	3-year lease £2500 £1500	
	21 22 5 leased laptops per year 2 Five additional laptops to support wear and tear, additional teaching staff, and supply five more needed plus new HT		£5000	
	22 23 5 leased laptops per year 3 Three additional laptops New laptop for Jonathan Feeley		£1800 £1500	
	23 24 3 additional laptops		£1800	
	24 25 3 additional laptops		£1800	
Servers (new one 2019)	20 21			
	21 22			
	22 23			
	23 24			
	24 25			
Whiteboards and Touch Screen Monitors	20 21 6FH 4FW 2F	Wear and tear	£11,678 per annum 3-year lease	

	21 22 2 more screens (Nov budget review)		£4000	Excellent feedback re the new screens to 6B and 5E
	22 23 3 more screens		£7500	
	23 24 re-leasing option for upgrades			
	24 25			

Area	Actions	Reasons	Budget Implications	Monitoring and Evaluation
Computer suite	20 21 31 new PCs for computer suite year 1	Wear and tear	Part of the 3-year Lease	
	21 22 31 new PCs for computer suite year 2		Part of the 3-year Lease	
	22 23 31 new PCs for computer suite year 3			
	23 24 re-leasing option?			
	24 25			

Area	Actions	Reasons	Budget Implications	Monitoring and Evaluation
iPads	20 21 16 iPad minis Four normal sized I pad – 3 for reception year 1 Additional fifteen iPad to support pandemic (DfE and council funded)	Wear and tear Tapestry system Pandemic	Part of the 3-year Lease	
	21 22 2 new Reception iPads for staff and Tapestry		£600	
	22 23			
	23 24 re-leasing option?			
	24 25			
	24 25			
Hall and PA System	2020 – 2021	Wear and tear		
	2021 – 2022 stage lighting repairs and hall PA-system repairs - summer 2021?		£1500	Installed and working well