



## Objectives for 2020-21

### 1. Staff Development and Training related to Racial Equality and Empowerment

**CONTEXT AND PURPOSE:** After an incident in November 2019 revealed gaps in the school's ability to respond quickly and effectively enough to something which occurred in a particular lesson, and greater national awareness of underlying racism in society was generated by the Black Lives Matter movement, it was decided to form a Racial Equality and Empowerment Working Group to agree on a series of next steps to make the school more of a place where pupils from different ethnic backgrounds could equally thrive and succeed. The Church of England educational vision has been a great source of help in this, with its focus on the four key themes of community, dignity, wisdom and hope. Psalm 133 speaks of the vital element of unity in any Christian community.

**ACTIONS:**

- a. Formation of Racial Equality and Empowerment Working Group, led by Mr Bowers, Head of Science, and Mrs Hutchinson, Head of Pupil Welfare June 2020
- b. Unconscious bias training for all staff July 2020
- c. More deliberate review of existing policy and practice related to racial equality September 2020 onwards
- d. Reworking and re-energising how the school marks Black History Month: "Show Red" day to raise money for charity; poster competition for pupils; assemblies by student leaders October 2020
- e. Staff Development Day on Equality and Diversity November 2020
- f. Review of anti-bullying policy and practice September-November 2020
- g. Departmental focus on how pupils can see themselves in the curriculum November 2020 onwards
- h. Senior and Pastoral Leadership and Governor training session on locating matters of racial equality contextually and developing a meaningful dialogue across the school community December 2020
- i. Staff Development Session on clarifying procedures in practice March 2021
- j. Further work to be identified in the School Development Plan Feb/March 2021

### 2. Support for pupils who have experienced Adverse Childhood Experiences

**CONTEXT AND PURPOSE:** As a school we are, like many other schools, becoming increasingly conscious of the considerable traumas which some of our pupils have already experienced early in their lives. In November 2019 we held a Staff Development Day on this theme, which others from the Borough also attended. In February 2020 we became part of a project involving a number of Croydon secondary schools to work in partnership on giving better and more informed support to our young people in the future.

**ACTIONS:**

- a. Trauma- Informed training for staff as part of this Croydon Council project May 2020
- b. Strategic Development of our SEN and Learning Support Teams to increase our ability to support and help SEN pupils who also have these emotional needs June 2020
- c. Creation of a Pupil Support Room in school, with a Teacher in Charge who can work with individual pupils referred for help accessing their normal lessons June-September 2020

- d. Focused work with specific individuals in Years 8, 9 and 11 in particular  
September 2020 onwards
- e. One-to-one sessions also as part of the SEN curriculum  
September 2020 onwards

**3. Better targeted academic support for Disadvantaged and other similar pupils with identified gaps in their progress in particular subjects**

CONTEXT AND PURPOSE: Changes in the staff leadership and oversight of the use of the Pupil Premium Grant (PPG) have given us the opportunity this year to refocus our efforts and use of resources in a more strategic way, drawing on the progress data available in school to identify more specifically pupils who need support and of what type. In this rethinking we have been encouraged by the recent work of the Educational Endowment Foundation to work more explicitly with the concept of “Targeted Academic Support”, with both internal and external staff to do this.

**ACTIONS:**

- a. Miss Philips, Head of History, becomes PPG Coordinator. Mrs Williams from the Learning Support Team has time to work with her in supporting pupils in small groups or on a one-to-one basis.  
January 2021
- b. Mrs Ghayur, Teacher of Science, is investigating how the school can access the National Tutoring Programme effectively.  
From January 2021
- c. Catch-up Funding for 11-16 is being used for additional sessions in Years 10 and 11 in English, Maths and Science.  
From September 2020
- d. 16-19 Catch-Up Funding is being used to provide small group sessions for Sixth Form students with lower prior attainment at GCSE  
During this academic year
- e. On-Line Learning Co-ordinators monitor attendance and engagement of PPG pupils during the period of national Lockdown  
From January 2021
- f. Additional support for Year 11 PPG pupils in the preparation for GCSEs  
March-June 2021
- g. Identifying key pupils in Year 10 needing subject support this year  
April-July 2021
- h. Building a programme of in-house small group sessions outside timetabled hours for KS3 pupils  
February-July 2021

**REVIEW and EVALUATION**

The relevant SLT Link meets weekly/fortnightly with the programme leader(s) for each of these areas and updates are provided within the structure of our Thursday Senior Leadership Team meetings.

Staff Development Days and Sessions after school are used to share what is being done with staff more widely and report back on progress being made and next steps to be taken. In the same way Governors’ Committees are kept informed at their regular meetings.

The formal evaluation is done with in the timetable and framework of the School Development Plan, which is normally written in June, presented to Governors at the end/start of the academic year, published in September/October, subject to a mid-year review in February and formally reviewed in June.