

Bishop Walsh Catholic School, *part of the St. John Paul II Multi-Academy.*



**The John Paul II
Multi Academy Company**
Bishop Walsh Catholic School
Holy Cross Catholic Primary School
St Joseph's Catholic Primary School
St Nicholas Catholic Primary School



Bishop Walsh
Catholic School

SCHOOL IMPROVEMENT PLAN (SIP)

Bishop Walsh Catholic School, Spring 2018 to Spring 2019.

School Improvement Aims.

Aim 1: 'What type of person is Jesus calling us to be and how does the answer change the world around us?'

Aim 2: To make the quality of all teaching, learning and assessment **outstanding** by **engaging** and **challenging ALL** students.

Aim 3: To develop a first class Catholic education by **collaborating with others** particularly our partners in an **expanded St. John Paul II Multi-Academy** so that we strive to provide the **best possible outcomes** for pupils.

Aim 4: To promote **positive behaviour** and **personal standards** of all pupils through the **highest expectations** of them.

Aim 5: To attract as many resources as possible to improve the **pupil outcomes and the school environment**.

Key Priorities of the St. John Paul II Multi-Academy Development Plan for 2017-2020.

Priority 1: To review and rationalise medium term staffing structures across the SJPIIMA in order to create better provision.

Priority 2: To develop SJPIIMA sustainability to develop outreach opportunities for the wider Catholic Community.

Priority 3: To promote the Catholic Life of SJPIIMA

Priority 4: To improve Standards, Achievement and the Quality of Teaching, Learning and Assessment

Priority 5: To promote Pupils' Personal Development, Behaviour and Welfare

Priority 6: To promote staff well-being

Priority 7: To improve the effectiveness and impact of Leadership and Management

The first few pages of this plan reflect the **views of stakeholders** and the ensuing action points try as much as is possible to address these views

Pupil Views on how to improve Bishop Walsh Catholic School

The school values the views of the **School Council** as part of our *School Improvement Plan*. In **December 2017** all year group sub-committees of the full School Council debated the question '**What needs to be improved at Bishop Walsh Catholic School?**' and also specifically '**What is it like to be LGBT at Bishop Walsh?**' This second question was a result of a desire amongst pupils to discuss the school's provision in this regard. As you will read provision to promote diversity features in some of the action points of this improvement plan. Year 13 Senior Students reported pupils' views on LGBT and how to improve the school in a Curriculum and Ethos Committee of the governance of Bishop Walsh and this is reflected in the notes below.

A summary of sub-committee minutes DECEMBER 2017 for YEARS 7-13: What needs to be improved at Bishop Walsh Catholic School?

1. **Wylde Green Road needs speed bumps to avoid accidents'**. The school council has worked very closely with local councillor Alex Yip to send Birmingham City Council a 5,000 signature petition to install speed bumps immediately around the bridge near the entrance of the school. **Fantastically in April 2018 these were installed and will make as sure as possible that all users of Wylde Green Road** including our pupils will be much safer and there will be very few accidents which have plagued the area in recent years. - Our most confident idea is to have a 'school clean-up project' with a particular focus on tidying up the drama studio, science labs and media rooms. These rooms have been highlighted as 'poor learning environments' due to their clutter, uncleanliness or out-of-date display boards. We suggested this could be a sponsored event for those willing to take part. For example the drama studio 'block furniture' could be stored out of sight and Media 2 is cluttered with non-department furniture.
2. **Toilets and hygiene** – the school did react to all the requests of the councils last year to improve the toilets. However, the year 9 sub-committee were concerned that boy's toilets floor still flooded. Pegs are needed in the girl's bathroom to put coats and bags on and that automatic air fresheners also could be placed in all bathrooms.
3. **Gym** – KS4 & 5 council thanked the school that last year's wish for a gym facility during lunch hours has happened.
4. **Many year groups reported that disabled access needed to be improved at Bishop Walsh Catholic School.**
5. **Catholic Life.** Heating in liturgies to be improved. Discussions about values rather than yellow pages. Have assemblies that are age tailored to each year group.
6. **Make the 'Help' button more anonymous.** Unfortunately the school cannot guarantee this due to the imperative nature of safeguarding.

LGBT and Diversity issues.

1. Pupils have welcomed the whole school 'Diversity week in July. In this week lots of students want to hear from speakers who connect with or identify as LGBT.
2. The student view is that LGBT can co –exist with gospel values, tolerance and community. There can still be derogatory terms used by private groups however in open discussion in a classroom situation students noticed that language used has adapted over the years in a most positive way. There is more awareness generally across all of the year groups. although problems still exist but generally people know the damage that this can cause
3. The need to champion LGBT pupils was particularly emphasised in Y8.
4. Most students want more open discussion of these issues and felt that raising it this way as a direct question in the school council went a long way to this end – that the LGBT community in school just want representation in this
5. A need to make a compulsory part of the curriculum where these issues are studied and debated especially in the light of the teaching of the church. Unfortunately the new GCSE in RE had little emphasis on LGBT issues whereas the old one did. The school commits itself to making sure it is covered somewhere in the curriculum and discuss the best place for it with the school council.
6. The word 'GAY' has been used by some as a derogatory term for something bad by pupils. Sometimes Y7 and Y8 do not realise and need to be educated. There is a need to network with other schools on this and learn the best approach from each other.
7. The slogans on the walls could be changed to reflect positive LGBT attitudes. For example the powerful quote from Pope Francis that could be displayed. AR's were in agreement.

Parent Views on how to improve Bishop Walsh Catholic School

The school collects parental feedback from parents' evenings using a questionnaire. This year we had 215 responses. We ask parents to rate the school according to the Ofsted parent view questions and also have a section where parents can write in more detail. Some immediate feedback and resultant changes were put in newsletters. All figures in percentages with last year's figures in brackets.

	Strongly agree	Agree	Disagree	Strongly disagree	No answer
My child is happy at this school	64 (71)	34 (28)	1.5 (0.5)	0 (0)	0.5 (0.5)
My child feels safe at this school	68 (75)	30.5 (24)	0.5 (0)	0 (0)	1 (1)
My child makes good progress at this school	61 (64)	36.5 (35)	1.5 (0.7)	0 (0)	1 (0.3)
My child is well looked after at this school	64 (73)	35 (27)	0 (0)	0 (0)	1 (0)
My child is taught well at this school	63 (66)	34.5 (33.3)	0.5 (0)	0 (0)	2 (0.3)
My child receives appropriate homework for their age	53.5 (75)	41 (18)	4 (0.5)	1.5 (0)	1 (0.5)
This school ensures pupils are well behaved	65 (60)	33 (36.5)	0.5 (2.5)	0.5 (0)	1 (1)
This school deals effectively with bullying	51 (65)	26.5 (33.5)	2.5 (0.5)	0.5 (0)	9.5 (1)
This school is well led and managed	70 (64)	29 (33)	0.5 (0)	0 (0)	0.5 (3)
This school responds well to any concern I raise	55 (55)	37 (35)	2 (0.2)	0.5 (0)	5.5 (1)
I receive valuable information from the school about my child's progress	63 (66)	33 (30)	2 (1)	0.5 (0.5)	1.5 (2.5)
I would recommend this school to another parent	73 (73)	24.5 (26)	1 (0.9)	0 (0)	1.5 (0.1)

GENERAL COMMENTS MADE BY INDIVIDUAL PARENTS

- I am over the moon with how my daughter has settled into school. This is down to all the lovely staff. Thank you.
- I cannot access either of my children's reports. I am awaiting another password- I have tried numerous times and cannot view this - very frustrating.
- We are happy with all communication from school. We are very pleased with how our son has settled into school. We feel the values and discipline of the school are excellent.
- Fantastic learning environment- thank you. Excellent snow communications.
- Is there any way we can receive one email per family rather than one per pupil?
- For parents to support their child, there are now multiple online platforms- website, KEYS, Parent Pay, SIMS- the latter 3 all with different logons/passwords and 4 different websites. Is a single log on via the website an option? Appreciate, not easy. Termly newsletters, general communication is good. Promote social media more- Twitter, Linked in.
- Having problems getting on the new website. Would be good if phone calls are returned as several times I have called and it's taken days to return my call.
- It is still a very cumbersome and drawn out process to access my daughter's reports online. Can these not just be emailed as a PDF directly to parents?
- Fabulous support from teachers and leadership.
- Parents' evening isn't very effective. Teachers have far too many pupils to be able to see all parents.
- Really pleased with support and extra sessions available in preparation for exams.
- Generally my daughter's teachers are very supportive and have been able to provide clear information and guidance on her strengths and areas to develop. Their commitment and professionalism is much appreciated.

Parent Views on how to improve Bishop Walsh Catholic School (continued). Written responses are from individual parents.

- Sad my husband wasn't here to hear all the positives about my child. Thank you to the Bishop Walsh team – all staff work very hard and are committed to the school and students. Hoyg is a great Head of Year – good communication and follows up any queries effectively. Thanks to Asst. SENCO for her support re SEN issues. Very satisfied with the level of education, care and support my child receives at Bishop Walsh. Fabulous leadership team too- who are very approachable, dynamic and driven. Thank you.
- I am really pleased with my son's progress this year. His teachers really understand him and his needs and are using effective strategies to enable him to thrive in school. Very thankful for the support and extra mile the teachers go to in order to resolve any issues promptly. Thank you.
- Regular communications from school are essential and I find the newsletter very informative.
- I can't always access reports and occasionally KEYS. Very happy with Bishop Walsh.
- Thank you for all your hard work and patience. I always feel very welcome in school
- Quite long winded to get my daughter's report through MISONLINE. Is there a quicker way please? Thank you to everyone who has taught our daughter this year – she has thrived.
- Children in Year 11 should attend parents' evening.
- Please don't send more than 1 newsletter if you have more than 1 child in the school. I have 3 children in the school so received 3 newsletters.
- Thank you for the support you have given my son over his time at Bishop Walsh. HOY11 has developed a good rapport with my son and communicates well with us. The Learning Mentor continues to support my son emotionally and is such a valuable asset to the school. Teachers were well informed about my son's progress.
- Use the egg timers! Some parents spent far too much time with some teachers. Certain teachers still not sticking to egg timers.
- Thank you once again to all staff for their enthusiasm, dedication and support. My daughter is enjoying Year 11 as she has enjoyed every other year at Bishop Walsh. She continues to work hard and try her best and we will support her throughout this very important year. We would particularly like to thank staff for all the extra things they do- after school revision sessions, practice questions/answers, all the wise counsel of advice- all above and beyond the call of duty but so very much appreciated.
- More frequent newsletter is very good to keep us informed.
- Good reminders via group-call.
- I'm very proud of my daughter and what she has achieved here. The staff have been really outstanding in their dealings with her.
- The single biggest problem for this age group is mobile phones and social media. Aside from the potential bullying aspects etc., the distractions they bring are significant. We as parents have limited power to sort the issue – short of causing arguments. Would like guidance from school on how to best handle this. This year is so important and to be set back by mobile phones is a tragedy. Please provide help!
- Thank you for help with the wheel chair access. Great set up. Can we do the same for our other daughters 'parents' evenings – Year 7 and Year 9?
- Studying 4 subjects in Year 12 has proved challenging and diluted effort. This is now being rectified to enable a lot more time to focus and hopefully improve his grades.
- My daughter has found the transition from Year 11 to Year 12 difficult in the first term but this has slowly improved. She remains lacking in confidence and needs a little support in this area.
- Wonderful to speak with kind, professional and dedicated teachers who do a fantastic job.
- I am very happy about my daughter's performance. The teaching staff are highly commended for their hard work.
- Electronic communication is very useful. It is great to see some excellent improvements to the fabric of the school.
- Staff are helpful, supportive and friendly. Thank you!!
- I attended this year's prize-giving and found it really inspirational. Fantastic to see the school embracing youth culture through music and a wonderful guest speaker. It was really good hearing about individual achievements. Keep up the good work Bishop Walsh.
- Stop sugar coating the feedback to parents. Tell us how it is. That way we can help.

Staff Views on how to improve Bishop Walsh Catholic School

In November 2017 a questionnaire went out to staff asking them to rate the school according to the Ofsted staff view questions and having a section where they could write their views in more detail about what would be better if. Last year we only had 35 responses but this year 89. This is very helpful to school improvement planning as staff voice gains greater clarity and accuracy. All figures in percentages with last year's figures in brackets.

	Strongly agree (%)	Agree (%)	Disagree (%)	Strongly disagree (%)
I am proud to be a member of staff at this school.	68.5 (77)	30.3 (23)	1.2 (0)	0 (0)
Children are safe at this school.	64.8 (71)	35.2 (29)	0 (0)	0 (0)
Behaviour is good in this school.	26.1 (34)	68.2 (63)	5.7 (3)	0 (0)
The behaviour of pupils is consistently well managed.	20.5 (26)	62.5 (63)	17 (11)	0 (0)
The school deals with any cases of bullying effectively (bullying includes Persistent name-calling, cyber, racist and homophobic bullying).	50.6 (71)	49.4 (29)	0 (0)	0 (0)
Leaders do all they can to improve teaching.	35.3 (40)	57.6 (54)	7.1 (6)	0 (0)
The school makes appropriate provision for my professional development.	21.8 (29)	62.8 (49)	14.9 (20)	1.1 (3)
The school successfully meets the differing needs of individual pupils.	28.1 (40)	62.9 (60)	7.9 (0)	1.1 (0)
I know what we are trying to achieve as a school.	47.7 (60)	46.6 (40)	5.7 (3)	0 (0)
All staff consistently apply school policies.	3.4 (14)	65.2 (54)	30.3 (29)	1.1 (3)
The school is well lead and managed	45.5 (63)	54.5 (37)	0 (0)	0 (0)

<p>Staff views on how to improve Bishop Walsh. (continued) The written responses below are from individual members of staff. For further information please see full report prepared by Mr. S. Barlow – Staff Academy Representative of BWCS and Staff Director of SJPIIMA.</p>	
<p>What are the best things about Bishop Walsh?</p>	<p>Even better if?</p>
<p>The Catholic ethos at Bishop Walsh is not just stated but truly carried out. Staff routinely go above and beyond expectations which proves this is not just a job but a vocation. The students are generally well behaved. I do feel a sense of pride to be a member of such a fantastic school • school has a good reputation • I am proud to be a member of a successful thriving environment who work and support each other well • I would happily send my own children to Bishop Walsh. • Feel well supported by SLT • Very few staff 'clock watch'. I feel well supported by SLT • Now security doors are installed it is much safer • I never feel unsafe at work and believe that any issues that arise are always dealt with • There is immediate reaction to events during the day. There is a call-out rota and department referral systems to support colleagues. Key Stage Mentors work tirelessly to anticipate issues and the use of Damascus and Isolation helps to keep disruptions to a minimum. Heads of year know their pupils well and this serves to create the safe atmosphere I witness every day. Staff who greet pupils at the door and attend their duty promptly secure the atmosphere of safety immediately. I am biased as I am privy to what the leadership team deal with on a day to day basis - I feel that some staff are totally unaware of how much they deal with that staff never hear about. It is a hardworking and caring leadership team. The school improvement plan is clear and explained on a regular basis to all staff. I am confident that if I request training the school will support my request as long as it meets the objectives of the SIP.</p>	<ul style="list-style-type: none"> • I really do like working at Bishop Walsh but getting the work/life balance correct is really difficult. I usually feel exhausted, overworked and burnt out quite frequently during the school year and I think it's getting harder. A "them and us" feeling has developed with the ever-greater scrutiny on teaching staff. It can feel like we never do enough and we wait to be found wanting. • Until this year I have been happy at this school, but this year the workload is unmanageable. The addition of a parent's evening assessment is unnecessary and simply adding to marking stress. School two week marking policy is impossible to keep up when there are four assessments going on at the same time (7, 10 TL, 8, 13 parent's evening assessments), which were preceded by Year 9 and Year 11 TL assessments also. This is having a detrimental effect on mental health and morale. Additionally, the new intervention system for 'at risk' boys is also adding to my work load. I have concerns about the safety of certain staircases at busy times. • The corridors can get a bit congested during lesson change over. • I do not feel the terrorism advice (to hide) is correct. (This was checked out and H&S advice is that hide rather run is safest advice at BW – Mr. Farrell) There should be more thought on staff well-being. Work load is constantly increasing with ever greater demands on staff. After previous surveys, SLT stand up and address the criticisms, by simply claiming they are wrong. This is immature and stops staff from completing them honestly. If staff feel it is a problem worth raising, I hope SLT take the time to consider them

Academy Representative Views on how to improve Bishop Walsh Catholic School

On February 26th 2018 Academy Representatives were asked in their Full Academy Committee meeting to reflect on the two questions below. The responses below are from individual Academy Representatives and were done after a consideration of other stakeholder feedback detailed in pages 2-6 of this document.

What are the best things about Bishop Walsh?	Even better if?
<ul style="list-style-type: none"> • A strength is all of the pastoral work being done on top of the job of teaching. • Staff and SLT are very strong – positive, vibrant, eager. • The development of the children as individuals is a strength • Opportunities for individual development are high. A very well run school. • Tracking of pupils is improving and needs to be encouraged to continue further. • Pupil voice is a crucial part of the school – this has improved enormously and must continue. • Work with primary schools is very good. Continue to develop the links. • Building needs work. But there have been many positive additions over a number of years. • We are a school that is moving forward constantly. Staff feel that there is a good balance at the moment. • Pupils seem to be very happy here. Uniform is very good. • Pastoral care is excellent. The Catholic Life of the school is excellent. JPII awards. Results are great at A level. The Curriculum and Ethos committee reports show that teachers are committed – giving up their own time to build pupils confidence. • Committed dedicated passionate teachers are strength. • Prize giving – changing the date was useful for ex pupils – more were able to attend • The Catholic ethos of the school is the best thing about Bishop Walsh. • Every child has an equal opportunity no matter what background. The school show is such a strength. Every child has an opportunity to participate. ALL are encouraged. • Keep going with the ethos in this day and age where religion is not cool not popular, Discipline stands out and has done for many years. Pupils know the boundaries. Renowned in the area (talking to other parents) for the Catholic Ethos. • Strong leadership team – really good governors – improved governance structure, great governor scrutiny. Appraisal works well, exam results are fantastic - best value added at A level in the Sutton schools. MAC is going well. • BWA are always consistently fundraising. A great help to the school and strength. • Teaching of RE .Sixth form is one to be proud of results at A level are better than the grammar schools this year. 	<ul style="list-style-type: none"> • The fabric of the building needs improvement • Building – significant investment needed. • The focus of our plans must have boys and disadvantaged pupils to the fore and the progress 8 residual must be improved in the 2018 GCSE results. • Better if - we do the same type of work with the secondary schools joining the MAC therefore when we expand interaction with other secondary school is needed. • Continue to think about staff wellbeing – as well as pupil wellbeing. Continue to think about what is being asked of staff – are initiatives allowing teachers to teach well? • Closing the GAP – disadvantage /boys. Anything can we pick up earlier than year 6? • Better – building – funding. Concern about the challenge of maintaining communication as we expand. Pleased to see the BOD minutes more quickly than usual. Keep this up. Will become more challenging. • Keep on top of the technology – keep on top of the game! Use data as much as possible – this is more important. • Is there an opportunity to include parents at other end of year Masses like Y11 and Y13. We do a family Mass for Y7 – why not for other year groups. • Parish links need to be improved – not much happening in parishes. • Dates of open evenings – for Sixth Form. We are always the last. The reason is that this has not affected us in the past. It suits us. Our building does not impress. • Do we promote ourselves enough in the media? It costs money is the disadvantage. MS might be able to help with this. • Better at diversity. Pupil voice must be maintained – improve encourage. • Consistency of applying school policies might need addressing. It is important for staff morale. Boy's achievement - needs more work. We still have some way to go. • Transition – do not dilute resources with expansion. Expansion brings challenges. • Fresh thinking around disadvantaged children – outcomes. Is there more we could be doing.

The context of the School Improvement Plan, 2018-2019.

This is the key document for school improvement in the next cycle of the school's development. In preparing for this new cycle of school improvement we must bear in mind that we are due a section 5 Ofsted inspection from April 2019 – for the past few plans we have been working on clear areas of development both from our section 5 and 48 Ofsted in 2016. Thanks to the efforts of all we have completed the vast majority of the SIP, Spring 16-Spring 17. We are committed **to be an outstanding school by 'closing the gaps' in pupil progress and attainment.** This document is guided by the seven key priorities of our SJPIIMAC Development Plan mentioned on p 1. This frames the SIP for Bishop Walsh which has the updated **the aims for the school** below and then **action points or objectives** on following pages. Extensive pupil, parent, staff and academy representative voice was sought in late 2017/early 2018 and ideas harvested are recorded and used in this plan. The SIP follows the main S48/5 Ofsted headings. We are never complacent at Bishop Walsh about the need to maintain/develop our aspiration of being one of the best schools in the UK. It was heartening to see the school so high in the 2017 Birmingham and West Midlands School Performance Tables. At the heart of our Catholic School we believe that young people should experience **'Academic Excellence, Social Awareness and Spiritual Development.** Our core task is **giving pupils as many life chances as possible, guided by the teachings of Jesus Christ.**

SIP: Aim 1: What type of person is Jesus calling us to be and how does the answer change the world around us? This reflects the fundamental mission of Bishop Walsh Catholic School to know, understand and serve God and others. The aim is that our pupils are proud to profess love and tolerance, that society is richer because it is so diverse and that Catholic values are British Values. Our Catholic Life/Collective Worship were judged to be outstanding by Ofsted Section 48 and this year we would like to further develop student participation in worship and Christianity in action within school/local/national/global communities. Pursue the St. John Paul II Award, Envision, Aspire Cards, Fair Trade, Lepira, CAFOD, KIDS, Fr. Hudson's etc., and projects with other faiths/cultures e.g. Hodge Hill Girls' School. Encouraging pupils to get involved with Kenelm Youth Trust, Lourdes Pilgrimage and attending to the impact of these religious experiences when pupils return to school. Sixth Form Christian Duty. **'Catholic Life' appraisal target** integral for all teaching staff. Working with JPIIMA schools on developing Catholic Life.

SIP: Aim 2: To make sure the quality of all teaching, learning and assessment is outstanding by engaging and challenging ALL students. Embed best practice that makes sure outstanding progress happens in **every lesson.** Creative INSET/Coaching to promote excellence and intervene when teaching is not good. Use of staff/pupil mantras/appraisal systems to encourage pedagogy that is effective. Use of partnerships to improve T&L at BWCS and make sure that a significant number of staff have accredited training in improving outcomes of pupils learning. Develop middle leaders in ways of leading and monitoring teaching. **A new Assessment and Reporting system** that uses rigorous benchmarks to improve Progress 8 outcomes for all groups. Closing the gaps identified in 'Analysing School Performance'/Sixth Form analysis especially boys/disadvantaged pupils.

SIP: Aim 3: To develop a first class Catholic education by collaborating with others particularly our partners in an expanded St. John Paul II Multi-Academy so that we strive to provide the best possible outcomes for pupils. Fulfilling the key priorities of the SJPIIMA Development Plan – see page 1. To use the expanded SJPIIMA for extended CPD/Leadership Development opportunities and harnessing resources for better pupil outcomes. Learn from primary partners on standards in core subjects and developing effective common systems. Student enjoyment/achievement through our curriculum plan, 18-19, anticipating and preparing pupils for the new national exams at GCSE and A level. Extending our performing arts, sports and extracurricular programme and seeking external grants to fund. Preparing pupils for the world of work. Having systems to help families across the SJPIIMA. Making sure that pupils have a real appreciation of the diverse world they live in and the advantages incurred – Diversity Week, July 2018.

SIP: Aim 4: To promote positive behaviour and personal standards of all pupils through the highest expectations of them. Further develop emphasis on Safeguarding. Embed specific, high expectations using a clear approach to consistently applying school policies. Continue trend of less fixed term/permanent exclusions. Launch and evaluate the 'Newstart' initiative. Using staff CPD to improve pupil behaviour e.g. START programme by building upon our rewards system. A healthy relationship with God is about serving others and improves our mental health; understanding the balance between rights/responsibilities. Empowering the KS3 curriculum so that all are stretched and challenged. Identifying with ethos of school through spiritual/extra-curricular. Using expertise of East Area Network (EBN) to 'help turn around' pupils who have lost their way.

SIP: Aim 5: To attract as many resources as possible to improve pupil outcomes and the school environment. Making sure the restricted school budget is sensitively managed and targeted to support learning and teaching (see SJPIIMA ADP Priority 1). Ambitious plans for a permanent Sixth Form Centre, changing rooms adjacent to Sport Hall, further refurbishment of windows/roof. Make the school more attractive/supportive of learning. Continue plans for asset management e.g. Lettings and with outside agencies like Microsports, Sutton Town Football Club and improve decoration/display inside and outside of the school. Involving pupils more in care/development of their own environment.

Completion of action points in SIP, Spring 2017-Spring 2018.

In the last year the community has worked hard to complete many of the action points that we set ourselves this time last year. Please see the list below; every action point is either completed or partially completed. The action points that are partially completed are shaded.

CATHOLIC LIFE INCLUDING THE PROMOTION OF PUPILS' SPIRITUAL, MORAL, SOCIAL AND CULTURAL DEVELOPMENT

Action 1a: To further encourage students to help to plan liturgy, prayer and the cycle of assembly and reflection themes. **Action 1b.** Collective worship – improve singing. **Action 1c.** Develop values based reflections with a refreshed format for 2017-2018 based on results of a Catholic Life Questionnaire done in early May 2017 staff CPD on Collective Worship/Catholic Life. This to include staff CPD on Collective Worship/Catholic Life.

Action 1d. Encourage Catholic Life by the **Aspire Stickers Scheme** and a **trip to Rome** in 2018.

EFFECTIVENESS OF LEADERSHIP AND MANAGEMENT

Action 2a. Expansion of the **St. John Paul II Multi-Academy** and its' benefits for Bishop Walsh Catholic School in terms of improved pupil outcomes, moderation of pupils work, continuous professional development for staff and harnessing resources for value for money. **Action 2b.** The **Full Academy Committee** of Bishop Walsh Catholic School to further develop its **strategic leadership in holding the school to account** for further improvement at BWCS.

Action 2c. To provide CPD for whole staff on **leadership and team dynamics** in order to develop staff outcomes. **Action 2d.** Development of **student leadership** with regard to a **rewards system** and further developing the **careers programme**. **SIP ACTION 2e.** Complete **'The Bishop Walsh Way'** to excellence in learning.

QUALITY OF TEACHING, LEARNING AND ASSESSMENT

Action 3a. Section 5 Ofsted imperatives on teaching to achieve the **best possible outcomes** in all their experiences at Bishop Walsh Catholic School. *'Ensure that all teachers take full account of pupils' current knowledge, skills and understanding during lessons to make sure the right activities and level of challenge enable pupils to make progress. Section 5 2016'* **Action 3b.** Implementing national A level and GCSE change to meet the needs and aspirations of pupils at Bishop Walsh.

PUPILS' PERSONAL DEVELOPMENT AND WELFARE

ACTION 4a. To be clear about our **high expectations regarding the work ethic and aspiration of boys** and disadvantaged pupils to promote excellent standards. **Action 4b.** Improve fabric of school site and its' facilities to improve safety and behaviour.

OUTCOMES FOR CHILDREN AND LEARNERS

Action 5a. CLOSE THE GAPS IN Effective intervention strategies to reach GCSE target of 80% grade 5s including Eng. & Maths or +0.25 Progress 8. **In particular the gaps that need to close identified in RAISEOnline.** This will ensure that outcomes for pupils at the end of KS4 are as high as they can be.

Action 5b. Effective intervention strategies to reach 55%+ A*, A and Bs for full A levels in Summer 2017 and to make improvements in post-16 provision.

Actions (objectives) of School Improvement Plan for Spring '18-Spring'19.

CATHOLIC LIFE INCLUDING THE PROMOTION OF PUPILS' SPIRITUAL, MORAL, SOCIAL AND CULTURAL DEVELOPMENT

We have been guided by the Archdiocesan PICCL (Person In Charge of Catholic Life – Miss A. Darby at BWCS) conference in Oct. 2017. Key points raised this year were; 1a) **Gestures and religious language – Believe/Proclaim/Serve** – opportunities around us to spiritually develop pupils every day. Smallest of gestures gives the greatest of truths, 1b) **Staff CPD** - The influence that staff have on pupils. 1c) **Guide students during liturgy** – Get them involved and be part of worship. 1d) **Spiritual development during form periods.**

Action Points 1a/1d. 1a. Believe/Proclaim/Serve 1d) Spiritual development during form periods. AD, Fr. Allen, CF, LT, HOY and House Tutors to deliver.

	Believe Using LIGHT	Proclaim	Serve (witness)
Spring 19	What is light? – SMSVC and Friday Form Light Light and prayer – All form rooms have a candle that has light from a candle that has been blessed. <i>Friday Form light - Share an intention, ask for healing and prayer in silence</i>	Joy – what is Joy? Assembly Are you grateful to God? Do you show it? How does the Christian come up and out of you? ‘Alleluia up to the surface’ Your smile should mirror the love in your heart. What would people’s memory be of you?	Acknowledge and support one another – SMSVC and personal restoration Ask one another if they are ok? That question may change somebody’s life
Summer 18	Carry light – Practical activity The Holy Spirit is with you – All pupils carry a LED light for the day reminded them that they have stamina, guidance and love Diversity week - July 2018.	Language – SMSVC – Change the words ‘lucky’ to ‘blessed’ /“say a prayer for this” as restorative Diversity week - July 2018.	Reflect – What needed restoring about you? Assembly How can you make yourself an improved person? Look at the disciples / we are all not perfect/ we are work in-progress Damage and mistakes does not devalue a human Diversity week - July 2018.
Autumn 18/Spring 19	Light can fix us/ return to the light – Light and prayer – The Holy Spirit SMSVC, New focus for academic year in terms of values/key church teachings. How do they look in everyday life and behaviour?	Share – Practical activity in forms What makes us unique? What is it that you thank God for? Share your appreciation	Lead an act of service – Assembly Stand out from the crowd and think about faith in action

Action Point 1b) Staff CPD

	Whole staff CPD – SLT and / or external CPD	In house training
CPD (1 hour)	Introducing the Catholic Life development Plan Discussing questionnaire/ social experiment results and Chaplaincy team findings	
Spring 18		CF and Chaplaincy Teams- Delivering form periods with reflection and prayer – the believe, proclaim and do agenda
Summer 18	David Wells – Joint CPD with St Francis? Your role as a teacher in a Catholic School	
Autumn 18- Spring 19	Daniel Vince – Welcome to the catholic school community – What makes us unique?	

Action Point 1c) Guide students during liturgy

	Whole school mass preparation House Group masses	Jr. Chaplaincy teams	Sr. Chaplaincy teams
Spring 18	Chaplaincy team leading liturgy (Voluntary prayer sessions) create an SMSVC, Ash Wednesday/Easter service/Ascension Day preparation House Group/Leavers' masses	<ul style="list-style-type: none"> *Year 7 Family Mass *Lead on the 'Light' aspects of the Believe/ Proclaim and Do – SMSVC's *Leading Advent charity work *Website and articles 	<ul style="list-style-type: none"> *SS. Peter and Paul Day Mass *Form room checks *Social Experiments – Helping with the 'DO' *Lead on the 'DO' aspects of Believe/ proclaim and Do – SMSVC's
Summer 18	St Peter and St Paul Mass preparation with all schools in SJPIIMA including May procession. Assembly time House Group Masses Youth Synod	<ul style="list-style-type: none"> *Leading Lent charity fundraising *SMSVC's on the areas of focus for that half tem *The Timothy Project (Training two leaders) *Participating in Archdiocesan Papal Synod consultations 	<ul style="list-style-type: none"> *Shoe box appeal *Press – Website and articles *Preparing for 'Celebrating diversity week' *whole school charity accumulator *SMSVC for social issues *Impact of the Timothy Project * Participating in Archdiocesan Papal Synod consultation
Autumn 18- Spring 19	Family Mass All Saints Day Mass - not in school so we will have whole school Mass day after Family Mass St. John Paul II Award Advent and Christmas		

EFFECTIVENESS OF LEADERSHIP AND MANAGEMENT

<i>Action point</i>	<i>What do we do to make it happen/who will lead on this?</i>	<i>Impact on Learners (success criteria)</i>
<p>SIP – Action 2a. Expansion of the St. John Paul II Multi-Academy. SS. Mary and John, SS. Peter and Paul and St. Edmund Campion to join during the cycle of this SIP. The benefits of this for BWCS are improved pupil outcomes/moderation of standards, staff CPD and harnessing resources with VFM.</p> <p>Action 2b. Reorganising leadership roles at Bishop Walsh both in and outside of the current Leadership Team in the light of the retirement of one of the Vice-Principals.</p> <p>Action 2c. The Full Academy Committee of Bishop Walsh Catholic School to further develop its strategic leadership in holding the school to account for further improvement at BWCS.</p> <p>Action 2d. To manage the difficult financial settlement for 2018-19 so that pupil outcomes are the priority. Making sure that staff wellbeing is at the fore in SJPIIMA restructuring and major changes to school policy.</p> <p>SIP Action 2e. Development of student leadership with regard to a rewards system and explore how to make Bishop Walsh a school that further recognises and celebrates diversity.</p>	<p>a. JBF/ES to lead in SJPIIMA expansion. SS. Mary and John, SS. Peter and Paul and St. Edmund Campion to join during the cycle of this SIP. Meeting with schools and helping to make a reality the academy development plan of the multi-academy – see p.1. Of this document.</p> <p>b. Look at changing some of the current roles of the Leadership team in the light of the retirement of Belinda Dunphy and the current financial pressures on schools. To make changes for September 2018 to look at not replacing a LT member from an outside appointment but by promoting a middle manager in an acting capacity to join the LT – this post will include Safeguarding (DSL & DDSL), Appraisal amongst other tasks. Need to fill the post of SENCO and Hd of RE from within current staff. Working closely with ES on restructuring plans across whole multi-academy to make sure the outcomes for pupils at BW are developed. JBF/LT to lead.</p> <p>c. Making sure that as part of the restructure of governance across the SJPIIMA that we systematically review the effectiveness of Full Academy Committee in its strategic role. Once a term an Academy Representative completes a learning walk using OfSTED schedule and the action point (s) of the SIP as a focus. PMC/JBF to lead.</p> <p>d. To work with ES/SCC on being as transparent as possible about how we manage staffing changes during any restructures with the focus always being better pupil outcomes. Making sure that the new Assessment, Recording and Reporting Policy both makes more of an impact on pupil outcomes as well as restoring a better work/life balance for staff. (LT to lead)</p> <p>e. Pupil leadership through pupil council to continue to improve teacher/student dialogue in decision-making. In particular a new rewards system and making Bishop Walsh a more diverse community. (WLC/TK/AD/HOYs to lead)</p>	<p>By early 2019 the named schools here have joined an expanded St. John Paul II Multi-Academy and pupil outcomes improve as a result.</p> <p>The expanded SJPIIMA development plan being realised with at least with the two secondary schools concentrating on CPD, leadership development, vulnerable groups and standards. Beginnings of harmonised calendars between schools in 2018-19 academic year.</p> <p>Regular reports on ‘closing the gaps’ and other SIP priorities in various Academy Committees. ARs sourcing training across SJPIIMA and beyond during the academic year. ARs have a detailed knowledge of school in action in order to inform its’ strategic functions.</p> <p>The school prospers making sure learning improves during a very difficult government ‘flat cash’ period. See pupil outcomes/staff well-being surveys. As a result of staff survey we have immediately dropped the parents’ evenings’ assessment. (Spring 2018)</p> <p>Pupil council to help develop a new rewards system and advise on making Bishop Walsh a more diverse community. Diversity Week – July 2018.</p>

QUALITY OF TEACHING, LEARNING AND ASSESSMENT		
Action point	What do we do to make it happen/who will lead on this?	Impact on Learners (success criteria)
<p>SIP – Action 3a. Section 5 OfSTED imperatives on teaching to achieve the best possible outcomes in all their experiences at Bishop Walsh Catholic School. <i>‘Ensure that all teachers take full account of pupils’ current knowledge, skills and understanding during lessons to make sure the right activities and level of challenge enable pupils to make progress. Section 5 2016’</i></p> <p>SIP – ACTION 3b. To create a new Assessment, Recording and Reporting (ARR) Policy to directly impact on improving the Progress 8 residual at Bishop Walsh by maximising the outcomes of all groups of pupils particularly those of disadvantaged pupils/ boys. This will also prioritise attention to the work/life balance issues raised by staff by helping staff to maximise the use of their time and cut back on unnecessary worry.</p> <p>SIP – Action 3c. Implementing national A level/GCSE changes to meet the needs and aspirations of pupils at Bishop Walsh. (Second year of this action point – most subjects with changes at GCSE will see first results in Summer 2018.) To settle on KS5 assessment policy that removes the stand/alone AS qualification, increases teaching time and has linear examinations at end of yr. 13.</p> <p>SIP – Action 3d. Implementing a Curriculum Plan for 2018-2019 that continues to improve pupil outcomes and complements the aims</p>	<p>a. A programme of CPD that stimulates staff to imaginatively engage pupils in their own progress – use LPs in school and links within an expanded SJPIIMA – see ADP priorities on p.1 of this document. (AD/HJK and rest of LT to lead)</p> <p>b. To completely overhaul the current ARR policy to make sure it impacts more directly on the progress of all groups of pupils. This will focus on changing the ARR calendar, the nature and engagement of our reporting to parents and making staff accountable while attending to their work life balance. This includes the extension of the KS3 80/100/120 system into year 8 and 9. There will need to be a series of rationale and planning meetings at all levels in school particularly at LT and HOD/HOY level to ‘own’ the way forward. (BN/HJK to lead)</p> <p>c. As part of this overhaul of the ARR policy in the school to not enter pupils in year 12 for the stand alone AS, have rigorous internal year 12 examinations thereby increasing teaching time and intervention strategies for students who are struggling. Savings made in year 12 examinations fees to help with the appointment of a data manager to enable staff to make the new ARR policy work.</p> <p>d. Curriculum Plan, 2018-2019, Develop the Curriculum Plan to improve pupil outcomes in the long term. Decision to make science curriculum at KS4 to follow a progress 8 model. Making space in the curriculum for examination sessions weekly into year 11 that subjects can use which will protect their teaching time as well as help with the introduction of the new ARR policy. Commitment in the medium term to pupil choice in KS4 Options over any EBacc imperative. Overhaul of MFL curriculum to have carousel of languages in Year 7 with option for languages into year 8 curriculum. Focus on ART/DT at KS3 in order to improve options numbers at KS4. Need to look at progress in reading and spelling ages and having systems to measure and ensure progress.</p>	<p>Triangulation of data demonstrates that the right activities and level of challenge used by staff enables pupils to make progress.</p> <p>A new ARR policy in place by September 2018. Evaluation of the operation of that new policy. Better pupil outcomes at GCSE especially for disadvantaged/boys (measured by Progress 8 Residual). 100% parental engagement and work life balance for staff.</p> <p>Linear examinations in place for KS5 with increased teaching time and better student outcomes for L3 BTEC and A level. Appointment of a data manager.</p> <p>Curriculum Plan produced for 2018-19. Pupils enjoying learning, Increase in teaching time and even though we do not have currently an EBacc imperative in our KS4 Options model we do have greater interest and take up in MFL because of a new curriculum model at KS3 in operation from September 2018.</p>

of the new ARR policy mentioned in actions points 3b and 3c.		
PUPILS' PERSONAL DEVELOPMENT AND WELFARE		
<i>Action point</i>	<i>What do we do to make it happen/who will lead on this?</i>	<i>Impact on Learners (success criteria)</i>
<p>SIP ACTION 4a. To be clear about our high expectations regarding the work ethic and aspiration of boys and disadvantaged pupils to promote excellent standards.</p> <p>SIP ACTION 4b. The appointment of a new SENCO who will review the use of LPAs in order to further maximise pupil outcomes for vulnerable groups of pupils.</p> <p>SIP – Action 4c. Introduction of new safeguarding team to include more staff with the role of DSL. This to include further training for all stakeholders.</p> <p>SIP – Action 4d. Ambitious plans for a permanent Sixth Form Centre, changing rooms adjacent to Sport Hall, further refurbishment of roof and improved music and DT facilities. Make the school more attractive/supportive of learning.</p>	<p>A.Key Stage Leaders to create a culture where boys, disadvantaged and other vulnerable pupils improve ways of working to maximise achievement. Revisit LT roles so they are more targeted towards this end in the light of the retirement of Miss Dunphy. This action point will require blue sky thinking about how to motivate pupils in vulnerable groups to higher expectations of themselves, This will require working with pupils, staff and taking advantage of the new ARR policy. This includes the roll out of the 'NewStart' initiative. (led by AH/ED) in cycle of this SIP, (AH/PN/TK).</p> <p>b. Advert for SENCO role on TLR2c. Part of recruitment process to suggest how school can further develop impact of LPAs on pupil progress. (JBF to lead process then appointed SENCO to lead under the line management LT member)</p> <p>c. To induct new Safeguarding Team which will have at least two new DSLs to join the team. Review of year 12 work experience and possible implementation of it in July 2019. Further safeguarding training at governance, staff, parent and pupil level through the academic year 2018-19. (PH to work with TK to lead year 12 work experience review)</p> <p>d. Using the Academies Capital and Maintenance Programme (ACMP) to build a new permanent Sixth Form Centre. JBF works with Directors/PFS to get outline planning permission. Working on a major roofing refurbishment by applying for funds from Conditioning Improvement Fund (CIF). JBF to lead on this with schools' architects – bid successful for Maths block roof – March 2018. JC/JBF leading on Sports Hall Changing Room project with Sutton United and Football Foundation. JC/AD to lead on bid for Sutton Charities money to improve music and DT facilities. Expansion of SJPIIMA to enable BWCS to gain £115 per pupil capital funding every year to enable building projects. JC, JBF, DK, ES and PFS committee to work on maximising lettings income to impact significantly of budget shortfall.</p>	<p>New systems to hold boys/disadvantaged pupils to account for their own achievement and motivate. This will complement the new ARR policy and will result in new ways to inculcate higher expectations amongst vulnerable groups.</p> <p>Impact of ways to motivate boys/disadvantaged seen in initiatives and improved pupil outcomes.</p> <p>Working with NHS funders to make sure that the aims of the 'NewStart' initiative has a positive impact on the well-being and outcomes of pupils at BWCS along with reliable ways of measuring this impact.</p> <p>Appointment of SENCO with action plan for LPAs to further improve pupil outcomes.</p> <p>The plans in action point 4d will be realised with new facilities and an improved learning environment.</p> <p>Planning Permission sought and being handled by school architect.</p> <p>JC/JBF/DK/ES to report to PFS academy committee half termly and also to SJPIIMA F&A Committee.</p> <p style="text-align: center;">Various refurbishments and construction completed.</p>

OUTCOMES FOR CHILDREN AND LEARNERS		
<i>Action point</i>	<i>What do we do to make it happen/who will lead on this?</i>	<i>Impact on Learners (success criteria)</i>
<p>SIP – Action 5a. CLOSE THE GAPS in Effective intervention strategies to reach GCSE target of 60-65% grade 5s including Eng&Maths and at least a positive Progress 8 score. In particular the gaps that need to close identified in ASP. This will ensure that outcomes for pupils at the end of KS4 are as high as they can.</p> <p>SIP Action 5b. Effective intervention strategies to reach 55%+ A*, A and Bs for full A levels in Summer 2018 and have a positive L3VA score (+0.24 in 2017) and to make improvements in post-16 provision. Also with the move to linear examinations at KS5 reduce the ‘drop out’ rate.</p> <p>SIP Action 5c. Review the curriculum offer at KS5 including researching into possible introduction of T levels.</p> <p>Maintaining and increasing our Sixth Form numbers to make sure pupils’ outcomes are even</p>	<p>a. A range of strategies to make sure that pupils and staff are challenged and supported to further improve pupil outcomes for KS4 see many of the other action points in this report, e.g. strategies for improving disadvantaged/boys outcomes and ARR amongst other initiatives. (HJK/BN/PH/AH)</p> <p>Using the expanded SJPIIMA to work with our comparator secondaries in CPD and moderation of standards to gain new ideas and greater insight into boys/disadvantaged. (PH/HJK/AD)</p> <p>This action point to include having weekly opportunities of all subjects in Year 11 to have examination time without it encroaching on teaching time. (HJK/BN to lead) Targeting the use of pupil premium to target pupil achievement. (BN to lead). Use of C&E committee to monitor underperforming departments which are Art, French and PE at A level, and Art, Spanish and DT at GCSE. (BN)</p> <p>b. Embed curriculum plan informed by L3VA data for post 16 students which improves standards and reflects the demands of new specifications e.g. Linear examinations strategy to increase teaching time, robust year 12 internal examinations which will reduce drop out. (TK/HJK to lead) Increasing the proportion of pupils who leave year 13 who go to Oxbridge/Russell Group Universities and embark on Higher Apprenticeships. (TK to lead) Research and look into the possibility of introducing at least one T level at Bishop Walsh. This should be done in conjunction with SEC in the run up to and after they have joined the SJPIIMA.</p>	<p>All gaps closed in Analysing School Performance 2018 and 2019 (ASP) for vulnerable groups of pupils and subjects, particularly boys, disadvantaged pupils and those subjects under scrutiny of the Curriculum and Ethos Committee.</p> <p>As few pupils as possible leaving Bishop Walsh without a grade 5 in 2018 at GCSE for English and Maths. Boys and disadvantaged pupils to get an improving progress 8 figure in 2018 compared to 2017.</p> <p>All subject areas and vulnerable groups of pupils to demonstrate progress in L3VA 2018.</p> <p>JBF/HJK/BN/TK to report to LT and FAC about pupil progress. Presentation to the BofD and AC Committees in this cycle of school improvement.</p> <p>Introduction of Linear examinations at KS5 with no stand-alone AS examinations in Summer 2019.</p> <p>A lower dropout rate at KS5 with higher numbers going to Russell Group Universities and Higher Apprenticeships.</p> <p>Plans for rationale behind T level introduction.</p>

better and it is value for money.		
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By 2019 (BRIAN TO WORK WITH STEVE RICE TO UPDATE), ICT infrastructure will have produced the following learning and teaching outcomes at Bishop Walsh Catholic School

The core aim of developing ICT at Bishop Walsh is to enhance learning, to provide innovative and exciting ways to explore ideas and develop our pupil's success and enjoyment of education. All support for ICT at Bishop Walsh Catholic School comes from the St. John Paul II Multi-Academy shared ICT provision team.

ICT infrastructure

- To continue to maintain and upgrade the whole school IT infrastructure to develop the capacity, efficiency and reliability of ICT provision across the school.
- To upgrade the school computer hardware on a rolling programme – in June 2018 the leases for the computers in Rooms 10, Bus 2, 30, 31 and the LRC will be up for renewal at an estimated cost of £22,000.
- To ensure all staff have up to date laptops for classroom use
- To continue to utilise new technologies to enhance learning, in particular through purchasing sets of tablets for classroom use
- Staff to become more familiar with software and training in mobile technologies for learning.
- To re-sell/recycle outdated, not fit for use IT equipment.
- Whole school wireless upgrade (approx. £2400)
- To pursue economies of scale through purchasing across the St. John Paul II Multi-Academy – SR to write draft of a SJPIIMA ICT development plan.
- To implement the biometric/cashless system for school dinners to work with parent pay and to give parents greater understanding of what their child is eating.
- Extend the schools CCTV system to help under pin safeguarding.
- Offsite back up for staff and students. Two new servers needed with updated air conditioning in the server room.

VLE and online learning

- To further develop the VLE (KEYS) in order to create a more effective resource for learning. This will require staff to input information to input materials for new GCSE and A levels. AH/AD to enable departments to do this in June/July 2017. Need to renew the 'Webanywhere' licence before mid-2018. (Approx. £10,000)
- To develop the resources on KEYS - providing bespoke reporting to parents – AH to lead.

MIS

- To maximize the full functionality of the School MIS system to increase the effectiveness of reporting/behavior and assessment of pupils learning
- To liaise with our academy partner schools and discuss the implementation of a common MIS and LAN School 8 in all four schools.

Personnel

- To develop the capacity and efficiency of the IT team within the context of the academy structure including a Google Drive approach to BofD documents.
- To look at an apprenticeships scheme to Maximize IT support across the MAC

The above will all demand training for:

Pupils. Use of KEYS. Appropriate Internet use/E-safety.

Staff. Time and training for creation of materials for KEYS and Google drive. General use and possibilities of ICT in enhancing pupil learning. Use of SIMS.

Parents. Awareness of new technologies and how they can help support learning. Use of a parent portal with SIMS reporting system.

School Improvement Action Points, spring 2018-spring 2019.

CATHOLIC LIFE INCLUDING THE PROMOTION OF PUPILS' SPIRITUAL, MORAL, SOCIAL AND CULTURAL DEVELOPMENT

Action 1a: To further encourage students to help to plan liturgy, prayer and the cycle of assembly and reflection themes. **Action 1b.** Collective worship – improve singing. **Action 1c.** Develop values based reflections with a refreshed format for 2017-2018 based on results of a Catholic Life Questionnaire done in early May 2017. Staff CPD on Collective Worship/Catholic Life. This to include staff CPD on Collective Worship/Catholic Life.

Action 1d. Encourage Catholic Life by the Aspire Scheme and a trip to Rome in 2018.

EFFECTIVENESS OF LEADERSHIP AND MANAGEMENT

SIP – Action 2a. Expansion of the St. John Paul II Multi-Academy. SS. Mary and John, SS. Peter and Paul and St. Edmund Campion to join during the cycle of this SIP. The benefits of this for BWCS are improved pupil outcomes, moderation of pupil's work, continuous professional development for staff and harnessing resources with value for money. **Action 2b.** Reorganising leadership roles at Bishop Walsh both in and outside of the current Leadership Team in the light of the retirement of one of the Vice-Principals. **Action 2c.** The Full Academy Committee of Bishop Walsh Catholic School to further develop its strategic leadership in holding the school to account for further improvement at BWCS.

Action 2d. To manage the difficult financial settlement for 2018-19 so that pupil outcomes are the priority. Making sure that staff wellbeing is at the fore in SJPIIMA restructuring and major changes to school policy. **SIP Action 2e.** Development of student leadership with regard to a rewards system and explore how to make Bishop Walsh a school that further recognises and celebrates diversity.

QUALITY OF TEACHING, LEARNING AND ASSESSMENT

SIP – Action 3a. Section 5 Ofsted imperatives on teaching to achieve the best possible outcomes in all their experiences at Bishop Walsh Catholic School. *'Ensure that all teachers take full account of pupils' current knowledge, skills and understanding during lessons to make sure the right activities and level of challenge enable pupils to make progress. Section 5 2016'*. **SIP – ACTION 3b.** To create a new Assessment, Recording and Reporting (ARR) Policy to directly impact on improving the Progress 8 residual at Bishop Walsh by maximising the outcomes of all groups of pupils particularly those of disadvantaged pupils/ boys. This will also prioritise attention to the work/life balance issues raised by staff by helping staff to maximise the use of their time and cut back on unnecessary worry.

SIP – Action 3c. Implementing national A level/GCSE changes to meet the needs and aspirations of pupils at Bishop Walsh. (Second year of this action point – most subjects with changes at GCSE will see first results in summer 2018.) To settle on a KS5 assessment policy that removes the stand alone AS qualification, increases teaching time and has linear examinations at the end of Year 13. **SIP – Action 3d.** Implementing a Curriculum Plan for 2018-2019 that continues to improve pupil outcomes and complements the aims of the new ARR policy mentioned in actions points 3b and 3c.

PUPILS' PERSONAL DEVELOPMENT AND WELFARE

SIP ACTION 4a. To be clear about our high expectations regarding the work ethic and aspiration of boys and disadvantaged pupils to promote excellent standards. **SIP ACTION 4b.** The appointment of a new SENCO who will review the use of LPAs in order to further maximise pupil outcomes for vulnerable groups of pupils. **SIP – Action 4c.** Induction of new safeguarding team to include more staff with the role of DSL. This to include further training for all stakeholders. **SIP – Action 4d.** Ambitious plans for a permanent Sixth Form Centre, changing rooms adjacent to Sport Hall, further refurbishment of roof and improved music and DT facilities. Make the school more attractive/supportive of learning.

OUTCOMES FOR CHILDREN AND LEARNERS

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S5 OFSTED APRIL 2016 – AREAS FOR DEVELOPEMENT

Continue to improve the outcomes for disadvantaged pupils so that gaps between their achievement and attendance and those of other pupils are eradicated, by:

- ensuring that teachers implement strategies in the classroom that are consistently effective to support disadvantaged pupils’ progress
- evaluating the impact of the distinct actions taken to close such gaps and maintaining those that have the most success.

Ensure that all teachers take full account of pupils’ current knowledge, skills and understanding during lessons to make sure the right activities and level of challenge enable pupils to make progress.

Make sure that the positive impact of recent developments to ensure that pupils are actively engaged in their learning are consistent across the school by sharing the best practice that exists within the school.

S48 OFSTED OCTOBER 2016 – AREAS FOR DEVELOPEMENT

In order to improve the school should:

Monitor and evaluate new curriculum changes at both GCSE and A level to maintain high outcomes for all students.

Formalise the monitoring of the student chaplaincy team to demonstrate their impact on the Catholic life and collective worship of the school.

Ensure there is consistency in the marking policy across the RE department by giving students the opportunity to respond to written feedback from teachers and by teachers acknowledging the subject specific development of pupils in their written work.