

# Leventhorpe Growth Plan 2019-2022

## Our Vision

Together we provide the care and opportunities for all to grow, learn and face challenge with confidence

## Our Values

Excellence:	Growing to be the best you can be
Commitment:	Taking opportunities and being passionate about learning
Respect:	Caring about each other and appreciating individuality

## Over the next three years we will aim to ensure that:

### 1. Students

Students will feel safe. We will provide a supportive environment to build self-esteem, resilience and tools to equip students to think deeply and challenge viewpoints. Students of all abilities will thrive and achieve. Targeted students will be given tailored support to improve progress. Students will receive a broad balanced curriculum that develops knowledge and skills and prepares students for their next phase. Student attendance and behaviour will be strengths of the school and reflect their positive attitudes to learning.

### 2. Staff

Potential staff will be attracted to Leventhorpe as a destination employer. We will deliver programmes to support growth and development to enable staff to support each other and contribute to the culture of high-quality provision in all areas. We will seek to proactively manage workload and work life balance.

### 3. Sixth Form

Our Sixth Form will provide the care and support for students to thrive, achieve well and be prepared for their next steps. Recruitment rates from internal students will increase and we will continue to be attractive to external students. Students and staff will demonstrate consistent agreed behaviours that create positive attitudes and support excellent outcomes.

### 4. Systems

Our systems will effectively safeguard, monitor and evaluate school activities. Communication with all relevant stakeholders will be efficient, effective and clearly understood by users. School rules and expectations will be updated to reflect the school ethos and changes to site.

### 5. Site

Our learning environment will be safe, stimulating and engaging. Building programmes will be completed and faculties relocated. ICT facilities to support learning will be upgraded. We will take a responsible and ethical approach to environmental issues.

## 6. Stakeholders

Parents will be engaged and aware of issues to support students in their academic and wider social development. The school will engage actively in partnerships with other schools and organisations to improve provision across the local area and nationally.

### Outcomes achieved by August 2022

Students	Staff	Sixth Form	Systems	Site	Stakeholders
Progress 8 score +0.5	School is fully staffed with the best available staffing	Level 3 VA +0.2	Staff workload issues monitored and managed within constraints	Building programme complete	Parental information and education programme in place
Student Attendance 96%	Leventhorpe staff are supported to become highly effective and prepared for next career steps	Student Attendance 96%	Self-evaluation and Quality Assurance systems SMART and effective	ICT capacity to be appropriate to meet needs	Parental communication expectations and processes reviewed and embedded
SEN Progress 8 in line with cohort, PP gap closed to -0.25	Staff well-being programme and systems developed. Work life balance issues proactivity managed	Sixth form tutor team effectively support systems and manage day to day expectations	Assessment and Reporting/ Data Capture systems SMART and effective	School to meet environmental expectations	Proactive participation and leadership of BSET provision in ITT and Leadership development
Programme for resilience and mental health is in place	School leadership structures reflect growth and are fair and equitable	Programme for resilience and mental health is in place	Use of data for academic and pastoral monitoring SMART and effective		National involvement in Thinking Schools network
Average Ready to Learn scores =2 Number of students persistently below 3 (more than 3 data consecutive capture points) under 5%	Staff routines and expectations met consistently	Recruitment increased with particular focus on High Ability – retain 80% of top 40 achievers. 160 students per year from September 2022 intake	Internal communications fully reviewed and systems streamlined to be efficient and effective		High quality engagement with businesses to support school programmes and student pathways
Low instances of poor behaviour out of lessons. Students feel safe and secure. Bullying incidents low.		Recruit 60% of internal students into the sixth form Retention rates to be 95% for two year courses.	External communications fully reviewed. New website, social media strategy.		Review of Governance efficiency and effectiveness complete and implemented
High quality futures programme in place. Gatsby benchmarks met		High quality futures programme in place. Gatsby benchmarks met	Day to day rules and expectations reviewed, clarified and embedded		Engagement with Sawbridgeworth community groups to be formalised and linked to internal student voice
Thinking Schools programme embedded		Students become self-regulated learners	Safeguarding and GDPR processes up to date and fit for purpose		
Curriculum offer matches national expectations and student needs					