



# SDP Priorities

2024 - 2025

**SDP Priorities 204-25**

Priority/Target	Actions	When	Who	Monitoring & Evaluation	Cost	Progress
<p><b>Delivery of ‘Quality First Education’ through effective CPD, ongoing development for all staff and sharing of good practice.</b></p> <p><b>Support staff wellbeing by investing in their CPD and creating opportunities to grow teams and leadership, ensuring that the aspirations of every member of staff is catered for.</b></p>	<ul style="list-style-type: none"> <li>Invest in MLT Development &amp; Strategy Day where all middle leaders are offsite with HT to establish the role they can play in delivering on the SDP priority of <i>Quality First Education</i> – opportunity to plan and work with fellow middle leaders prior to sharing plans with departments and informing DDP priorities for 2024/25</li> <li>Regular weekly T&amp;L briefings and T&amp;L focused staff meetings</li> <li>High quality staff induction supported by the introduction of new Staff Handbook.</li> <li>Sharing of best practice linked to appraisal cycle for all staff</li> <li>More effective and robust monitoring e.g. HOYs to develop and implement yearly action plans.</li> </ul>	<p>Autumn 1 2024/25</p> <p>Ongoing and as per school calendar September 2024 and ongoing</p> <p>04.10.2024</p>	<p>SWE/MLT/LJO</p> <p>SWE/SWA/ACA (SLT &amp; all staff)</p> <p>ACA/VAV</p> <p>SWA</p>	<p>SLT Monitoring Schedule</p> <p>Standards &amp; Curriculum – Governors</p> <p>Department Review Process</p>	<p>2024/25 CPD budget = £9,500</p> <p>Staff handbook budget = £1,000</p> <p>Total £10,500</p>	<ul style="list-style-type: none"> <li>Safeguarding and behaviour training sessions delivered to staff INSET 02-09-24</li> <li>7x members of staff have signed up for the United Learning Senior(x2)/Middle(x5) Leadership Development programme</li> <li>Calendar of annual wellbeing events established (TPE/SWA)</li> <li>X3 short CPD training sessions delivered on Safeguarding, Behaviour and Assessment</li> <li>Stakeholders feedback following Y7 Parents’ Evening</li> </ul>
<p><b>Ensure that our disadvantaged pupils at St Mary’s make progress in line with their non-disadvantaged peers.</b></p>	<ul style="list-style-type: none"> <li>Quality First Education</li> <li>Disadvantaged pupils prioritised for all additional interventions.</li> <li>Embedding pupil voice interviews</li> <li>Access to enrichment and trips offer.</li> </ul>	<p>Ongoing</p>	<p>ALE/ACA (&amp; all staff)</p>	<p>SLT Monitoring Schedule: Pupil groups (Disadvantaged)</p> <p>Focus of all DDPs (Department Development Plans)</p> <p>MLT to conduct year group progress analysis</p>	<p>2024/25 Trips and enrichment budget = £2,500</p>	<ul style="list-style-type: none"> <li>Disadvantaged progress a PM objective for all HOY/ Pastoral team</li> <li>Action plan in place for HOYs to target progress focusing on disadvantaged and SEND</li> </ul>



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				following data drops (with a focus on disadvantaged)  Department Review Process  Standards & Curriculum - Governors		<ul style="list-style-type: none"> <li>Disadvantaged / SEND a clear focus in all DDPs</li> <li>Monitoring of disadvantaged / SEND progress and provision</li> <li>Presentation to MLT</li> <li>HOD Meeting devoted to sharing good practice and effective strategies to support disadvantaged learners</li> <li>Disadvantaged learners focused data training delivered by ACA</li> <li>Disadvantaged learners focus of book scrutiny within Dept. Reviews</li> </ul>
<b>Deliver a whole school Assessment process which provides quality data to inform all stakeholders and identifies areas for improvement in both the processes and outcomes.</b>	<ul style="list-style-type: none"> <li>Implementation of new approach to Assessment. Including: Staff INSET training</li> <li>Share quality data at governor level including analysis of patterns and trends</li> <li>SLT to use data from revised approach to track and drive achievement (progress and attainment)</li> <li>Regular MLT analysis of data drops. HOYs to link this to</li> </ul>	02.09.2024  As per S&C schedule  Termly	ACA	SLT Monitoring Schedule: T&L (inc Assessment)  Standards & Curriculum  As per SLT monitoring schedule	2024/25 Staff INSET training =£600	<ul style="list-style-type: none"> <li>Delivered to staff – INSET 02-09-24</li> <li>Marksheets live – dept. trackers can be created</li> <li>Summer 2 Review – ongoing with HOYs</li> <li>KS3 / KS4 assessment live on website</li> <li>Whole staff briefing update by ACA 27.11.24</li> <li>First data drop 06.12.24</li> </ul>



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	<p>rewards in areas where good progress is made and also to identify underachievement and support needs.</p> <ul style="list-style-type: none"> <li>• Opportunities to increase stakeholder engagement e.g. evenings for parents to explain how they can support their child in making progress following assessment points.</li> <li>• Opportunities for pupils to better understand what the assessment information is highlighting.</li> </ul>			<p>HOYs to conduct year group progress analysis following data drops.</p> <p>Form tutor involvement in discussing pupils' progress.</p>		
<p><b>Ensure that the needs of all learners are well catered for at St Mary's, especially for those pupils with SEND.</b></p>	<ul style="list-style-type: none"> <li>• Conduct an extensive review of all aspects of SEND provision at St Mary's with collaboration from <i>Heart of Mercia Trust</i>. The review will include evaluation of roles and responsibilities, capacity, and financial review to ensure funding and expenditure is used effectively.</li> </ul>	<p>Autumn 1 2024/25</p>	<p>SWE/ALE/ACA (&amp; all staff)</p>	<p>SLT Monitoring Schedule: Pupil groups (SEND)</p> <p>Standards &amp; Curriculum committee – Governors</p> <p>Safeguarding committee – Governors</p> <p>Resources committee - Governors</p>	<p>2024/25 Notional SEN budget £558,819</p>	<ul style="list-style-type: none"> <li>• Established SEND development plan linked to SPD</li> <li>• TA feedback</li> <li>• TA/Pastoral/Leadership Voice – ongoing</li> <li>• SEND Review w/c 04.11.24</li> <li>• SEND Dept. Review Report</li> <li>• Feedback to SEND Dept. 04.12.24</li> <li>• SEND Priority Action Plan</li> </ul>
<p><b>Further develop our approach to embedding the virtue pairs in the life of the</b></p>	<ul style="list-style-type: none"> <li>▪ Assembly schedule</li> <li>▪ Spirituality Twilight training sessions</li> </ul>	<p>Ongoing  April 2025</p>	<p>SWE/VAV/RSU (&amp; all staff)</p>	<p>Spirituality Group</p> <p>CSED (Catholic Self-Evaluation Document)</p>	<p>2024/25 Twilight training budget £600</p>	<ul style="list-style-type: none"> <li>• Consistent liturgy hymn in all assemblies</li> <li>• TenTen Training ongoing</li> </ul>



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school, to ensure that we are fully focused on our Mission Statement and responsibilities as Catholic educators.	<ul style="list-style-type: none"> <li>▪ Governor Away Day training</li> <li>▪ PSHRE Additional resource allocated to RE to support the spiritual life of the school.</li> </ul>	09.10.2024		Pupil Voice SLT & HOYs to monitor the quality and delivery of Spirituality work at St Mary's.	<p>Governors away day = £500</p> <p>Additional RE resources =£2,500</p> <p>Total=£3,600</p>	<ul style="list-style-type: none"> <li>• Incorporated Virtue Pairs into PSHRE curriculum</li> <li>• Completion of RE Review and subsequent Dept. report</li> <li>• Updated CSED</li> </ul>



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<b>Improve consistency of behaviour management at St Mary's, to ensure that the highest standards and expectations of pupil behaviour are maintained</b>	<ul style="list-style-type: none"> <li>• Implementation of our new Behaviour escalation policy</li> <li>• Staff training and CPD</li> <li>• Introduction of taught behaviour curriculum via PSHRE and assembly schedule</li> <li>• Introduction of more routine monitoring processes to evaluate effectiveness of the above and identify support and staff training needs.</li> </ul>	02.09.2024  02.09.2024 and ongoing	VAV (& all staff)	<p>Pastoral meetings (fortnightly)</p> <p>Behaviour Data Analysis as per SLT monitoring schedule.</p> <p>Increased monitoring via clarity of new roles – form tutor/class teacher, HODs, HOYS, SL Safeguarding committee – Governors</p>	2024/25 Staff training budget £9,500	<ul style="list-style-type: none"> <li>• 4P's assembly and escalation process delivered to all year groups</li> <li>• Established SLT callout monitoring system</li> <li>• Amended behaviour categories</li> <li>• Escalation process training delivered to all staff</li> <li>• Behaviour Update Staff briefing</li> <li>• Behaviour Analysis at SLT</li> <li>• 2x Behaviour assemblies delivered to all year groups by VAV</li> </ul>
<b>Providing a financially sustainable curriculum which is ambitious, has academic rigour, offers breadth of creativity, yet is also flexible in meeting the needs of a potentially changing cohort.</b>	<ul style="list-style-type: none"> <li>▪ Review KS4 provision at St Mary's</li> <li>▪ Visits to other outstanding schools to look at their curriculum offers.</li> </ul>	Autumn ½	SWE/AGI/CBY	Standards & Curriculum committee – Governors	Cost: zero	<ul style="list-style-type: none"> <li>• Curriculum Review – PM objective for AGI</li> <li>• Attendance at Curriculum Review CPD 18.11.24 by AGI</li> <li>• Ongoing Curriculum Review</li> </ul>



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						<ul style="list-style-type: none"> <li>Stakeholder Curriculum Feedback including parents, pupils and teachers</li> </ul>
<p><b>Further develop the culture of safeguarding at St Mary's, to ensure that all can work and learn in a safe environment.</b></p>	<ul style="list-style-type: none"> <li>Staff INSET Training on KCSIE</li> <li>Regular safeguarding briefings and updates</li> <li>Safeguarding focused pastoral meetings</li> <li>Implementation of lockdown policy</li> <li>External support with sharing of good safeguarding practice via <i>Heart of Mercia Trust</i>.</li> </ul>	<p>02.09.2024</p> <p>Termly</p> <p>Fortnightly</p> <p>September 2024</p> <p>Ongoing</p>	<p>ALE (&amp; all staff)</p>	<p>Pastoral Safeguarding meetings</p> <p>SLT monitoring schedule</p> <p>Safeguarding Committee - Governors</p>	<p>2024/25 Lockdown budget = £2,500</p>	<ul style="list-style-type: none"> <li>Be Safe assembly delivered to all year groups (Child on Child including online safety)</li> <li>SENSO, Prevent GDPR and Lockdown training delivered to staff</li> <li>Lockdown procedures delivered to all pupils during form</li> <li>Prevent &amp; GDPR online training – all staff</li> <li>Sexual Harassment training delivered to all staff 21.11.24 by ALE</li> <li>Safeguarding External Audit – SCR &amp; Safer Recruitment 06.12.24</li> </ul>




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						<ul style="list-style-type: none"> <li>• Safeguarding Staff briefing updates 11.12.24</li> </ul>
<b>Effective monitoring of IT usage at St Mary's, to ensure all stakeholders are safe and protected.</b>	<ul style="list-style-type: none"> <li>▪ Regular communication on the safe use of technology</li> <li>▪ Ongoing meetings between DSL and pupils in response to online activity which is a cause for concern.</li> </ul>	Ongoing	ALE/CJO (& all staff)	Safeguarding Committee - Governors	<b>Cots: zero</b>	<ul style="list-style-type: none"> <li>• SENSO training</li> <li>• Cyber Security training – all staff</li> </ul>
<b>To ensure the school's IT Infrastructure, systems and processes are robust and resilient to potential threats posed by cyber security attacks.</b>	<p>Continue implementing recommendations from Heart of Mercia's IT Review Report inc:</p> <ul style="list-style-type: none"> <li>▪ Introduction of MFA for remote access</li> <li>▪ Migration to the cloud</li> <li>▪ Server Updates</li> <li>▪ SIMS updates</li> <li>▪ Air Con fitted in server room</li> <li>▪ New interactive boards for classrooms</li> <li>▪ Reporting procedure and policy developed and implemented for communication to all stakeholders on the processes to alleviate and respond to threats.</li> </ul>	Summer 2024 and ongoing	SWE/CJO	Resources committee – Governors	<b>2024/25 IT review budget = £10,000</b>	<ul style="list-style-type: none"> <li>• Recommendations complete</li> </ul>





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<b>To ensure that the leadership structure at St Mary's is effective and financially sustainable.</b>	<ul style="list-style-type: none"> <li>▪ Review of current roles and responsibilities</li> <li>▪ Present a range of costed models to governors</li> <li>▪ Evaluation of capacity for internal leadership secondments/appointments</li> </ul>	Autumn 1 2024  Autumn 2 2024  Ongoing	SWE/CBY/LJO	Resources committee – Governors  Full Governing Body	<b>Cost: zero</b>	<ul style="list-style-type: none"> <li>• SLT Structure modelling shared with full governors 25.11.24</li> </ul>
<b>To ensure governors have a deep understanding of the school and provide expert challenge and support to leaders.</b>	<p>Second Governor Away Day planned to focus on:</p> <ul style="list-style-type: none"> <li>▪ Mission Statement &amp; school development priorities.</li> <li>▪ Preparation for inspection</li> <li>▪ Effective Governance – with external input from Linda Watkins Director of Governance (<i>Heart of Mercia Trust</i>)</li> <li>▪ Progress with new approaches to behaviour and assessment</li> <li>▪ Governor attendance at School Council meeting</li> <li>▪ Head Boy &amp; Head Girl to attend Full Governors' meeting to share pupil voice</li> </ul>	09.10.2024	SWE/LJO	Full Governing Body	<b>2024/25 Governors away day = £500</b>	<ul style="list-style-type: none"> <li>• Governor Away Day, 09-10-24  Away Day - October 2024.docx</li> <li>• Governor involvement in SEND Review 04.11.24</li> <li>• Governor link visits</li> <li>• HOD Presentation at Full Governors' meeting</li> </ul>
<b>To reduce projected in-year deficits over the next 3-year period in order to stabilise and improve overall school budget position.</b>	<ul style="list-style-type: none"> <li>• Extensive Financial planning and spending review (including a review of income)</li> </ul>	Autumn 1/2	SWE/CBY	Resources committee - Governors	<b>Cost: zero</b>	<ul style="list-style-type: none"> <li>• Extraordinary Resources Committee Meetings x2</li> <li>• Business Case</li> <li>• Succession Planning (SLT)</li> </ul>



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Ensure that the physical learning and working environment is fit-for-purpose, safe and sustainable with any necessary improvements identified.	<ul style="list-style-type: none"> <li>Conduct an internal audit and rag rated review report.</li> <li>DfE Net Capacity Assessment programme Visit arranged.</li> </ul>	Autumn 1 2024  Autumn 2024	SWE/CBY	Net Capacity Report to be shared with Resources committee and Archdiocese of Cardiff.	Cost: zero	<ul style="list-style-type: none"> <li>Lockdown measures put in place e.g. alarm sounders</li> </ul>
The successful transference of deed of ownership from the current trustees of Lugwardine Education Centre to the Archdiocese of Cardiff.	<ul style="list-style-type: none"> <li>Due diligence process by the Archdiocese of Cardiff</li> <li>Contingency plan for responding at short notice to rooming and accommodation issues.</li> </ul>	Ongoing until 31.12.2024	Jamie Yeoman, LJO, SWE and other members of the Lug Court working party.		2024/25 Rent budget = £44,000	<ul style="list-style-type: none"> <li>All safety checks and H&amp;S audits undertaken</li> <li>Transfer of deed on track for original deadline 31.12.24</li> </ul>

#### Glossary of Terms/Initials:

SLT: Senior Leadership Team      HOYs: Heads of Year      ALE: Angela Leslie: Deputy Head      AGI: Anthony Giampalma: Assistant Head  
 MLT: Middle Leadership Team      SWE: Stuart Wetson: Headteacher      VAV: Vikki Avery: Assistant Head      ACA: Arron Cassidy: Assistant Head  
 LJO: Lynn Johnson: Chair of Govs.      SWA: Sean Warde: Assistant Head      CBY: Christine Bryan: School Business Manager  
 CJO: Chloe Jones IT Network Manager.      RSU: Rebecca Surman: Head of RE.      LWI: Head of History/Citizenship Lead

