



SDP Priorities

2024 - 2025

SDP Priorities 204-25						
Priority/Target	Actions	When	Who	Monitoring & Evaluation	Cost	Progress
<p>Delivery of ‘Quality First Education’ through effective CPD, ongoing development for all staff and sharing of good practice.</p> <p>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.</p>	<ul style="list-style-type: none"> Invest in MLT Development & 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 Regular weekly T&L briefings and T&L focused staff meetings High quality staff induction supported by the introduction of new Staff Handbook. Sharing of best practice linked to appraisal cycle for all staff More effective and robust monitoring e.g. HOYs to develop and implement yearly action plans. 	<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 & all staff)</p> <p>ACA/VAV</p> <p>SWA</p>	<p>SLT Monitoring Schedule</p> <p>Standards & 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>	
<p>Ensure that our disadvantaged pupils at St Mary’s make progress in line with their non-disadvantaged peers.</p>	<ul style="list-style-type: none"> Quality First Education Disadvantaged pupils prioritised for all additional interventions. Embedding pupil voice interviews Access to enrichment and trips offer. 	<p>Ongoing</p>	<p>ALE/ACA (& 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>	



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				following data drops (with a focus on disadvantaged) Department Review Process Standards & Curriculum - Governors		
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.	<ul style="list-style-type: none"> • Implementation of new approach to Assessment. Including: Staff INSET training • Share quality data at governor level including analysis of patterns and trends • SLT to use data from revised approach to track and drive achievement (progress and attainment) • Regular MLT analysis of data drops. HOYs to link this to rewards in areas where good progress is made and also to identify underachievement and support needs. • Opportunities to increase stakeholder engagement e.g. evenings for parents to explain how they can support their child in making progress following assessment points. 	02.09.2024 As per S&C schedule Termly	ACA	SLT Monitoring Schedule: T&L (inc Assessment) Standards & Curriculum As per SLT monitoring schedule HOYs to conduct year group progress analysis following data drops. Form tutor involvement in discussing pupils' progress.	2024/25 Staff INSET training =£600	



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	<ul style="list-style-type: none"> Opportunities for pupils to better understand what the assessment information is highlighting. 					
Ensure that the needs of all learners are well catered for at St Mary's, especially for those pupils with SEND.	<ul style="list-style-type: none"> 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. 	Autumn 1 2024/25	SWE/ALE/ACA (& all staff)	SLT Monitoring Schedule: Pupil groups (SEND) Standards & Curriculum committee – Governors Safeguarding committee – Governors Resources committee - Governors	2024/25 Notional SEN budget £558,819	
Further develop our approach to embedding the virtue pairs in the life of the school, to ensure that we are fully focused on our Mission Statement and responsibilities as Catholic educators.	<ul style="list-style-type: none"> Assembly schedule Spirituality Twilight training sessions Governor Away Day training PSHRE Additional resource allocated to RE to support the spiritual life of the school.	Ongoing April 2025 09.10.2024	SWE/VAV/RSU (& all staff)	Spirituality Group CSED (Catholic Self-Evaluation Document) Pupil Voice SLT & HOYs to monitor the quality and delivery of Spirituality work at St Mary's.	2024/25 Twilight training budget £600 Governors away day = £500 Additional RE resources =£2,500 Total=£3,600	



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<p>Improve consistency of behaviour management at St Mary's, to ensure that the highest standards and expectations of pupil behaviour are maintained</p>	<ul style="list-style-type: none"> • Implementation of our new Behaviour escalation policy • Staff training and CPD • Introduction of taught behaviour curriculum via PSHRE and assembly schedule • Introduction of more routine monitoring processes to evaluate effectiveness of the above and identify support and staff training needs. 	<p>02.09.2024</p> <p>02.09.2024 and ongoing</p>	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</p> <p>Safeguarding committee – Governors</p>	<p>2024/25 Staff training budget £9,500</p>	
<p>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.</p>	<ul style="list-style-type: none"> ▪ Review KS4 provision at St Mary's ▪ Visits to other outstanding schools to look at their curriculum offers. 	Autumn ½	SWE/AGI/CBY	Standards & Curriculum committee – Governors	Cost: zero	
<p>Further develop the culture of safeguarding at St Mary's, to ensure that all can work and learn in a safe environment.</p>	<ul style="list-style-type: none"> • Staff INSET Training on KCSIE • Regular safeguarding briefings and updates • Safeguarding focused pastoral meetings • Implementation of lockdown policy • External support with sharing of good safeguarding practice via <i>Heart of Mercia Trust</i>. 	<p>02.09.2024</p> <p>Termly</p> <p>Fortnightly</p> <p>September 2024</p> <p>Ongoing</p>	ALE (& all staff)	<p>Pastoral Safeguarding meetings</p> <p>SLT monitoring schedule</p> <p>Safeguarding Committee - Governors</p>	<p>2024/25 Lockdown budget = £2,500</p>	



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Effective monitoring of IT usage at St Mary's, to ensure all stakeholders are safe and protected.	<ul style="list-style-type: none"> Regular communication on the safe use of technology Ongoing meetings between DSL and pupils in response to online activity which is a cause for concern. 	Ongoing	ALE/CJO (& all staff)	Safeguarding Committee - Governors	Cots: zero	
To ensure the school's IT Infrastructure, systems and processes are robust and resilient to potential threats posed by cyber security attacks.	Continue implementing recommendations from Heart of Mercia's IT Review Report inc: <ul style="list-style-type: none"> Introduction of MFA for remote access Migration to the cloud Server Updates SIMS updates Air Con fitted in server room New interactive boards for classrooms Reporting procedure and policy developed and implemented for communication to all stakeholders on the processes to alleviate and respond to threats. 	Summer 2024 and ongoing	SWE/CJO	Resources committee – Governors	2024/25 IT review budget = £10,000	
To ensure that the leadership structure at St Mary's is effective and financially sustainable.	<ul style="list-style-type: none"> Review of current roles and responsibilities Present a range of costed models to governors Evaluation of capacity for internal leadership secondments/appointments 	Autumn 1 2024 Autumn 2 2024 Ongoing	SWE/CBY/LJO	Resources committee – Governors Full Governing Body	Cost: zero	



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To ensure governors have a deep understanding of the school and provide expert challenge and support to leaders.	Second Governor Away Day planned to focus on: <ul style="list-style-type: none"> ▪ Mission Statement & school development priorities. ▪ Preparation for inspection ▪ Effective Governance – with external input from Linda Watkins Director of Governance (<i>Heart of Mercia Trust</i>) ▪ Progress with new approaches to behaviour and assessment ▪ Governor attendance at School Council meeting ▪ Head Boy & Head Girl to attend Full Governors’ meeting to share pupil voice 	09.10.2024	SWE/LJO	Full Governing Body	2024/25 Governors away day = £500	
To reduce projected in-year deficits over the next 3-year period in order to stabilise and improve overall school budget position.	<ul style="list-style-type: none"> • Extensive Financial planning and spending review (including a review of income) 	Autumn 1/2	SWE/CBY	Resources committee - Governors	Cost: zero	
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"> • Conduct an internal audit and rag rated review report. • DfE Net Capacity Assessment programme Visit arranged. 	Autumn 1 2024 Autumn 2024	SWE/CBY	Net Capacity Report to be shared with Resources committee and Archdiocese of Cardiff.	Cost: zero	



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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"> Due diligence process by the Archdiocese of Cardiff Contingency plan for responding at short notice to rooming and accommodation issues. 	Ongoing until 31.12.2024	Jamie Yeoman, LJO, SWE and other members of the Lug Court working party.		2024/25 Rent budget = £44,000	

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

