

SEF Summary 2023-24

Overall Effectiveness

- Staff understand and know children and families well. Staff work tirelessly with great commitment to improving the life chances of these children and families.
- Families are an integral part of the school and the Children and Families team supports our families in multiple ways including attendance, behaviour support and signposting to external agencies.
- Children and parents value the education and support that the school provides and this is reflected in the improving attendance of pupils when they join the school.
- The school is fully staffed and each class is taught by a qualified teacher. All staff show an exceptionally high level of dedication and commitment to the children in their care.
- Mental health and wellbeing of staff is a priority and there is a collegiate approach to supporting each other. Staff take good advantage of the Employee Assistance Programme and the Daily Debrief provides an opportunity for informal supervision.
- The school works very well with external agencies to provide bespoke support to address the needs of children.
- Safeguarding at the school is of a very high quality. All staff take responsibility for ensuring that concerns are raised and addressed in a timely manner.
- Personal Development is a strength of the school. The PSHE curriculum is well developed and supports children to form positive relationships, healthy lifestyles and keep themselves safe.
- Trauma informed practices are becoming embedded and there are plans to further develop this across the staff body.
- Pupils are developing increasingly secure reading skills as a result of the successful implementation of the phonics programme. Assessment data shows improvements in both reading and writing on last AY.
- The school actively engages with support from external partners to improve the quality of education.
- Leaders and governors are taking appropriate actions to address the challenges of recruitment and retention which have had a significant impact on the school's work this academic year.
- We are proud members of the Aspire Community Trust and the school is benefiting from a close and productive working relationship which is supporting leaders to focus on school wide improvements at Vermont.

What we need to improve:

Quality of Education
<ul style="list-style-type: none"> • Consistency in the quality of teaching by ensuring that all staff have a comprehensive understanding of the special educational needs of the children, are able to adapt their teaching practice accordingly and maximise learning time. • The planning and the delivery of the Maths curriculum so that there is a better understanding of the application of number and the four operations of Maths. • Develop the English curriculum to strengthen the delivery of phonics and maximise opportunities for reading and writing across the curriculum.
Behaviour and Attitudes
<ul style="list-style-type: none"> • Ensure there is a consistent response to managing challenging behaviour across the school which incorporates trauma informed practices. • Further develop a behaviour curriculum based on the school's values which explicitly teaches learning behaviours. • Ensure that the school environment is supportive of children's needs.
Personal Development
<ul style="list-style-type: none"> • Embed high quality opportunities for pupils to play an active role in their school through the school council. • Provide a range of lunch time clubs that children can participate in.
Leadership and Management
<ul style="list-style-type: none"> • Further develop the effectiveness of leaders to plan, monitor and evaluate their impact. • Ensure the new governing body effectively supports, challenges and holds leaders to account. • Review and refine the CPD to further develop and embed best practice across the school.