

ACTION PLAN 3: RESPONSIBLE CITIZENS

SEPTEMBER 2016-JUNE 2017

Current Situation						
<ul style="list-style-type: none"> • Pupils currently have the opportunity to develop leadership capacities through a number of extra-curricular activities • A pastoral mentoring programme is in place for Years 8&9 pupils • Whole-school consultation in 2015-16 identified the need to review the house system and the current arrangements for assembly in order to extend pupil leadership opportunities • To provide and offer staff the opportunity to take on positions of leadership at middle and senior level • RES is committed to wider distributed leadership and to the personal and professional development of its staff 						
Objectives/targets to bring about improvement	Success Criteria	Actions to bring about improvement	Time/materials staff development including costs	Staff/Lead responsibility	Timescale	Monitoring and evaluation
By June 2017 to develop Pupil Leadership throughout the school	Pupils are working confidently and participating fully in the academic and extra-curricular life of the school and their community	<p>Establish a Task Group to review the current house system and make proposals for its improvement Preliminary stages only – needs to be time-bound</p> <p>Introduce Year 14 subject mentors, alongside Year 13 pastoral mentors</p> <p>Year 14 and Year 13 subject mentors have been introduced into some subject areas – this information plus any feedback (e.g. successes/challenges) needs to be forwarded by HODs to VP to be collated for SLT.</p> <p>Year 13 pastoral mentoring programme extended to cover Years 8-10. Review and feedback to be forwarded to CS to be collated for SLT.</p> <p>Review of current assembly programme to facilitate greater pupil, staff and community involvement Assembly programme was reviewed (August 2016) and revised programme devised and implemented from September 2016. Feedback to be generated and collated by CMD.</p>	<p>Staff Volunteers</p> <p>Mentor Training</p> <p>Staff time to review programme</p>	<p>DF to visit other schools</p> <p>CMD/FF/IF/HODs</p> <p>DF/SLT</p>	<p>Throughout 2016-17</p> <p>Throughout 2016-17</p> <p>Throughout 2016-17</p>	<p>Report produced for SLT & BOG</p> <p>HODs/HOYs will monitor impact of programme Pupil interviews</p> <p>SLT will review progress regularly</p>

		<p>School council reps to present regularly to each reg group (from Jan 2017).</p> <p>Digital leaders established</p> <p>Group of 9 pupils form the Digital Leaders Group, meeting fortnightly to to support and educate peers on safe, efficient and beneficial use of the internet and social media.</p> <p>Establish links with past pupils who may be able to contribute to academic and/or pastoral programme</p> <p>Initial meetings have taken place Dec 2016</p>		<p>MMC</p> <p>JP</p> <p>BOG</p>		
<p>Establish links with Kilronan Special School to further the role of the school in the community 2016-17</p>	<p>Increased pupil numbers in leadership roles in Sixth Form to <80 pupils by December 2016</p>	<p>Provide leadership training for Prefects in relation to job description through external agency eg LearnSpark Training of Prefects took place on 28 June and 24 August, facilitated by LearnSpark</p> <p>Seek evaluations from Year 14 pupils on training needs Evaluations and training needs for Year 14 provided to SLT by LearnSpark as part of their programme</p> <p>Provide pupils with opportunities to lead on and develop extra-curricular activities Ongoing</p> <p>Raise profile of Prefects through assembly programme and supervision duties Assemblies coordinated and delivered by Prefects for 2 weeks.</p>	<p>Training time</p> <p>External Agency costs</p>	<p>DF</p> <p>CMD</p> <p>FF/CMD</p> <p>CMD/FF</p> <p>CMD/FF NM</p> <p>HODs</p>	<p>2016-19</p>	<p>As previous</p>

		Raise profile of Sixth Form Committee through assemblies and leadership board Photo taken, no board produced				
<p>To provide staff with the opportunities to grow and develop as leaders by opening up a range of initiatives which will foster leadership skills and competencies and accountability</p> <p>This target will be implemented over the lifetime of the SDP 2016-2019</p>	<p>The number of staff who accept leadership roles over and beyond the management structure will increase by 2 per year</p> <p>These roles will provide the opportunity to lead a team, develop communication and interpersonal skills, report back to SLT, BoG. Priority will be given in SDD and CPD programmes to facilitate these initiatives</p> <p>Restructure of SLT, roles and line management duties</p> <p>Provide staff with the opportunities to lead in and develop working parties</p> <p>Subject and pastoral leaders will be encouraged to apply for PQHNI and other middle leadership programmes</p>	<p>Staff development fund, training time, team leadership and reporting, SLT planning time</p> <p>Examine Task Group feedback and look at opportunities for both paid and voluntary leadership roles eg Assistant HOYs</p> <p>Invite staff to apply for the positions on offer</p> <p>Report back to staff on the uptake of applications to the roles on offer in relation to SDP – needs of school</p> <p>Review the management structure of the school</p> <p>Tie in CPD and SDP 2016-2019</p> <p>Buy in external providers to facilitate training as required</p> <p>Look at adopting a coaching role approach for staff – ie career mentor</p> <p>Provide opportunities to develop through the extra-curricular programme</p> <p>Invite new leaders to feedback to BoG and to SLT</p>		Sept 2017 – June 2019		