

ACTION PLAN 3: Responsible Citizens

SEPTEMBER 2017-JUNE 2018

Current Situation						
<ul style="list-style-type: none"> • Pupils currently have the opportunity to develop leadership capacities through a number of academic and extra-curricular activities • A pastoral mentoring programme is in place for Year 8-10 pupils • Whole-school consultation in 2016-17 identified the need to review the house system. A co-ordinator for the House System has been appointed June 2017 • The arrangements for assembly were reviewed for 2016-2017 to include pupil leadership opportunities • A range of internal promotional and developmental opportunities were provided for staff to take on positions of leadership at middle and senior level in 2016-2017 • A Digital Leadership group was established in 2016 • RES continues to be 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
<p>By June 2018 to develop Pupil Leadership throughout the school:</p> <ul style="list-style-type: none"> • By further researching models for RES House System • By increasing the number of departments using subject mentors by 20% • By increasing the number of extra-curricular 	<p>Pupils are working confidently and participating fully in the academic and extra-curricular life of the school and their community</p>	<ul style="list-style-type: none"> • House System Co-ordinator (HSC) to review house system and make proposals for its implementation to promote excellence and challenge • Embed Year 14 subject mentor programme through Subject Leader and departmental meetings to promote subject excellence • Revision of reviewed assembly programme to extend pupil, staff and community involvement to celebrate excellence 	<p>HSC</p> <p>Subject Leader meetings</p> <p>Staff time to review programme</p>	<p>HSC to visit other schools</p> <p>CMC/Subject Leaders</p> <p>CMD/SLT</p>	<p>Throughout 2017-18</p> <p>Throughout 2017-18</p> <p>Throughout 2017-18</p>	<p>Proposals produced for SLT & BOG</p> <p>Subject Leaders/HOYs will monitor impact of programme Pupil interviews</p> <p>SLT will review progress regularly</p>

<p>assemblies by 20%</p> <ul style="list-style-type: none"> • By Digital Leaders providing 2 training sessions for pupils on e-safety • By electing new School Council members by October 2017 • By providing contacts to role models from RFPA 		<ul style="list-style-type: none"> • Digital leaders to provide tailored training and awareness events on e-safety to relevant year groups to provide challenge and support with pupil online presence • School council reps to present to their own Year group in the Spring Term • Establish links with past pupils who may be able to contribute to academic and/or pastoral programme 	<p>Planning Time/Meetings</p> <p>Planning Time/Meetings</p> <p>Planning Time/Meetings</p>	<p>JP</p> <p>MMC/MCU</p> <p>MMC/BOG/ CMD/RFPA</p>	<p>Throughout 2017-18</p> <p>Throughout 2017-18</p> <p>Throughout 2017-18</p>	<p>SLT will review progress regularly</p> <p>SLT will review progress regularly</p> <p>SLT will review progress regularly</p>
<p>By June 2018 to develop Staff Leadership throughout the school:</p> <ul style="list-style-type: none"> • By providing staff with on-going support to grow and develop as leaders through at least one 	<p>Staff are working confidently and participating fully in the academic and extra-curricular life of the school and the community</p>	<ul style="list-style-type: none"> • Newly appointed staff will have the opportunity to lead a team, develop communication and interpersonal skills, reporting back to SLT, BoG. Priority will be given in SDD and CPD programmes to facilitate these initiatives • Redistribution of leadership and management duties • Subject and pastoral leaders will be encouraged 	<p>Planning Time/Meetings</p> <p>Staff development fund, training time, team leadership and</p>	<p>LearnSpark/ MMC/SLT</p>	<p>Sept 2017 – June 2019</p>	<p>SLT will review progress regularly</p>

<p>tailored training session which will foster leadership skills, competencies and accountability</p> <ul style="list-style-type: none"> • By increasing the number of staff who accept leadership roles over and beyond the management structure by 2 per year <p>These targets will be implemented over the lifetime of the SDP 2016-2019</p>		<p>to apply for PQHNI and middle leadership programmes</p> <ul style="list-style-type: none"> • Provide opportunities to develop through the extra-curricular programme • Invite new leaders to feedback to BoG and to SLT 	<p>reporting, SLT planning time</p> <p>Buy in external providers to facilitate training as required</p>			
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