

Giles Academy aims to provide a good quality education which enriches students' ambition and love of learning and equips them with the skills, knowledge and cultural capital they need to access aspirational Post-16 pathways, meet the responsibilities and experiences of later life and to **Aspire / Challenge / Achieve**.

TARGET: A. LEADERSHIP & MANAGEMENT	TARGET: B. QUALITY OF EDUCATION	TARGET: C. BEHAVIOUR & ATTITUDES	TARGET: D. PERSONAL DEVELOPMENT	TARGET: E. OVERALL EFFECTIVENESS
<p>STRATEGIC OBJECTIVE IN BRIEF:</p> <p>INTENT: i. To securely embed KS4 curriculum in light of qualification reforms and make any changes-to offer appropriate IAG to KS4. ii. To securely embed the mapped three-year KS3 curriculum. iii. Continue to encourage EBacc participation at KS4.</p> <p>IMPACT (DATA IMPACT): i. To ensure the school remains performing as one of the top non-selective schools in Lincs. ii. KS4: Review target setting; tracking of achievement; PPEs. iii. KS3: Review target setting; tracking of achievement. iv. Introduce data training for staff & relook at accountability measures.</p> <p>STAFF SUCCESSION & CPD: i. Maintain high focus on succession planning; retention; development opportunities & training staff appropriate to their career stage. ii. To ensure all new staff carry out a thorough Trust induction process. iii. Revisit staff understanding of the T&L strategy and data processes, to meet the needs of the national educational agenda.</p> <p>STAFF WELLBEING: To review and continue to build upon our WWW Staff Wellbeing Charter across the Trust.</p> <p>PARTNERSHIPS: i. Further embed the Curriculum Partnership structure across the Trust & implement non-teaching Partnership structure. ii. Implement new PDPs. iii. Ensure consistency and best practice is shared, including both curriculum & non-teaching groups via regular meetings.</p> <p>TRUSTEE & LAB MEMBER TRAINING: i. Revisit Governors understanding of the whole school strategy, to meet the needs of the national educational agenda. ii. Recruitment drive to increase the capacity of GA Local Advisory Boards (LAB).</p> <p>ACA GROUP: Further embed the ACA (Aspire/Challenge/Achieve) internal school improvement group & feedback on impact.</p>	<p>STRATEGIC OBJECTIVE IN BRIEF:</p> <p>TEACHING & LEARNING IMPLEMENTATION: i. Support subject teachers to deliver Good & Outstanding quality lessons, with a particular focus on stretch & challenge, pace, recall, retrieval; questioning; resilience & aspiration. ii. Participate in Implementation Markeplaces.</p> <p>INTERVENTION: Further develop the department approach to Curriculum Implementation through both delivery in the classroom and via intervention (i.e. 4th 'I') to further embed learning automaticity.</p> <p>INDEPENDENCE: Embed an intervention plan for students to build independence; resilience; resourcefulness. With a particular focus on attendance; academic workload; exam resilience and emotional resilience.</p> <p>NATIONAL CURRICULUM MAPPING: To further embed the reviewed student learning experience for each year group, reviewing the stretch and challenge initiatives.</p> <p>QUALITY ASSURANCE: i). To further develop and embed the Trust quality assurance processes – via the SLAT QA programme – i.e. lesson visits; work scrutiny; data analysis & student voice. ii) Partnership leads system to ensure GA Dept HODs are accurately reporting assessment and AOL data – regular QA sampling taking place.</p> <p>ASSESSMENT: Embed the Feedback Policy to include a balance of low; mid; high stake assessments to support managing workload.</p> <p>COMMUNICATION AGENDA: i. Embed the effective Communication Policy and strategies (reading, literacy & oracy). ii. Implement a comprehensive Phonics scheme. iii. QA ESOL provision to ensure progress is in line with expected progress.</p> <p>SEN: i. Continue to embed the 'school within a school' approach to SEN – to ensure appropriate resources and that student Learning Plans are well matched to student individual needs. ii. Embed opportunities for the TAR scheme.</p>	<p>STRATEGIC OBJECTIVE IN BRIEF:</p> <p>BEHAVIOUR: i. Continued focus & training for all staff on the SLAT 4 Point Behaviour Plan and all behaviour systems – to ensure the Behaviour Ladder of Escalation and all behaviour systems are applied consistently in school and across the Trust. ii. Introduce measures for increased security and monitoring-i.e. vape sensors; detectors.</p> <p>REWARDS: KS3: Continue to implement the Trust's Student Reward Aspire Scheme - including developing and improving the system at KS3 (i.e. revised / amended tasks; folders; promotion & the platinum award). KS4: Introduction of Aspire Passports for KS4 to raise aspiration – i.e. building on KS3.</p> <p>ATTENDANCE: i. Continue to monitor & drive attendance effectively and feedback weekly & review impact of attendance strategies & progress. ii. To work to reduce PA %. iii. Continue to support and sustain high attendance of EAL students. iv. Continue to work to reduce EHE numbers.</p> <p>MID YEAR ADMISSIONS PROCESS & FAP: Continue to monitor & drive the mid-year admission process, for a smooth facilitation of the FAPS; managed move and appeals (high volume) process – utilising SS1.</p> <p>AP: To continue to check the quality of education at the alternative provision of Pilgrim Hospital School & other manage move settings, to ensure its appropriateness to engage students & to participate in managing their education.</p> <p>BEHAVIOUR FOR LEARNING: Embed strategies to enable students to enhance their thirst for learning & show their resilience to independent learning & developing confidence (Link to Aspire Reward Passport).</p> <p>IMPROVE ASPIRATION / INDEPENDENCE: i. To build on improving the quality and challenge of regular H/W tasks. ii. Develop greater student ownership of learning.</p>	<p>STRATEGIC OBJECTIVE IN BRIEF:</p> <p>SAFEGUARDING: i). Ensure policy & procedures include all current updates and ensure appropriate training for staff to maintain outstanding support for all. ii To work with external agencies to support the safety and wellbeing of all students, i.e. police network meetings, local truancy patrols etc. iii. To manage routine practice safety systems to increase safety confidence in students ie regular lockdown, fire drills and scanning detectors</p> <p>PSHE / SMSC: i. Embed our robust programme at KS3 & KS4 to prepare our students for the 21st Century in line with SLAT expectations: Fundamental British Values (FBV) / Careers / RSE / Diversity / Celebration/Pride/Respect/Rewards ii. Review the current assembly theme to further enhance our PSHE / SMSC curriculum</p> <p>STUDENT WELLBEING: i. Introduce a Student Welfare Charter across the Trust – modelled on the staff WWW charter. ii. Embed the Trust / whole school robust approach to raising awareness of wellbeing & mental health issues.</p> <p>CAREERS: Continue to raise aspirations and review destinations. Embed the current careers provision and to meet the needs of the Gatsby benchmark, to ensure all students progress to the next appropriate stage of education or employment.</p> <p>DISADVANTAGED STRATEGY: Further embed the school Disadvantaged Strategy to ensure gaps in student learning, rewards or welfare are bridged through the three strategy development pillars - (academic/engagement/welfare).</p> <p>HOUSE SYSTEM: To continue to develop the House system in order to raise the profile of this initiative and give students a stronger House identity.</p> <p>WIDER CURRICULUM: To continue to focus on extra-curricular activities provided and events/trips to raise aspiration – record & breakdown impact by groups of students.</p>	<p>STRATEGIC OBJECTIVE IN BRIEF:</p> <p>QUALITY ASSURANCE: i. Embed the Trust quality assurance processes, including embedding appropriate training for staff. ii. Embed the Trust T&L Team – expand opportunities for wider staff.</p> <p>RAISING ASPIRATION: To embed strategies & support to ensure high aspiration for all students, with a focus on:</p> <ul style="list-style-type: none"> • SEN • EAL / ESOL • LAC • Disadvantaged • Young Carers • Diversity Groups • Most Able • Mid-Term Admissions (FAPS) <p>STAKEHOLDER VOICE: i. Continue with ongoing regular communication with all stakeholders, so all learn to 'know their school well'. ii. Embed the Working Together policy (Parent Code of Conduct).</p> <p>STUDENT VOICE: i. Continue to engage student voice strategies, including 'You Say, We Listen'. ii. Embed the new School Council team working across the Trust to gauge feedback and develop new initiatives. iii. To put in place helpful student surveys to gauge successes & areas for the Trust and school to improve as students' progress to the next stage of their education/work career. iv. To develop the school Prefect system to support the operational function of the school and offering responsibility and reward.</p> <p>POST 16: Continue to support students with the opportunity to transition to Post 16 providers, with appropriate IAG.</p> <p>LEARNING ENVIRONMENT: Facility improvement to raise aspiration – i.e. to complete the development of the ongoing planned building projects and review any future facility needs for 2025/2026.</p>