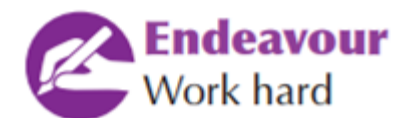


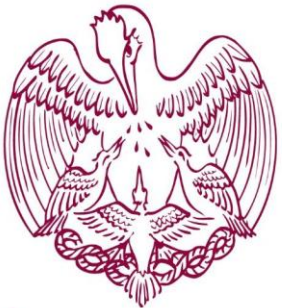
College Improvement Plan 2024-27



Mission

To be successful in education, employment and life, all members of the College will:

- achieve to their highest academic potential;
- embrace all available enrichment and leadership opportunities;
- learn how to value, respect, celebrate and care for each other;
- aspire to be leaders in their school and the wider community;
- and, develop the essential skills, personal responsibility, resilience and confidence to be happy and successful in education, employment and life.



Sawston
Village College

Unlocking Potential



All pupils can succeed.

All pupils have ambition.

All pupils deserve the best education.

All pupils have different strengths and needs.

All pupils need to have people they can trust.

All pupils need to feel valued.

All pupils have something to offer.

All pupils can make progress.

All pupils want to learn.

All pupils must be included.

All pupils should be known.

Unlocking Potential

- We want pupils to discover and develop their passions, talents, knowledge and skills, now and for the future.
- We believe all pupils: can succeed and make progress; have ambition and a desire to learn; deserve the best education; have different strengths and needs; need to feel valued and have people they can trust; must be heard; must be known and included.

Creating Opportunities

All pupils must have access to a broad and balanced curriculum.

All subjects are valued.

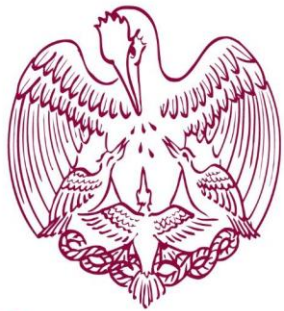
All pupils deserve to be inspired.

All pupils should be exposed to enriching opportunities in all subjects and co-curricular provision, including the Arts, Sport and STEM.

All pupils should be encouraged and supported to be involved in the full life of the College.

All pupils must have access to a diverse range of clubs.

All pupils should be supported to be able to overcome barriers.



Sawston
Village College

Creating Opportunity

- We want pupils to be exposed to as many positive opportunities and experiences as possible, forging powerful memories.
- We believe all pupils: must have access to a broad and balanced curriculum in which all subjects are equally valued; deserve to be inspired; should access enriching opportunities in all subjects and a diverse co-curricular provision, including the Arts, Sport and STEM; should be encouraged and supported to be involved in the full life of the College; supported and cared for to be their authentic selves; should be supported to be able to overcome barriers.

Achieving Excellence

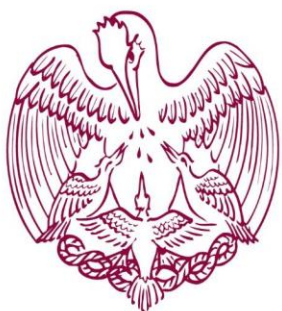
All pupils should achieve their best academically, personally and socially.

All pupils should be well prepared to achieve the next stage in their education, employment or training.

All pupils should feel proud of the College, their achievements and their progress.

All pupils should embrace the values of the College and carry these forward to contribute positively to the community.

All pupils should have a happy, safe and inspiring experience of school.

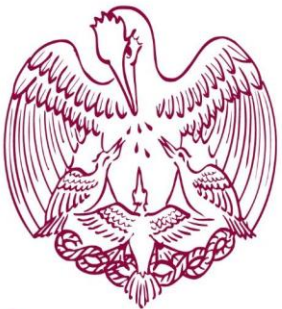


Sawston
Village College

Achieving Excellence

- We want pupils to leave Sawston with the best possible chance of being successful, healthy and happy young adults.
- We believe all pupils: should be taught in the best possible way; be set high expectations and standards; achieve their best academically and personally; have the best chance to progress to their preferred post-16 pathway; should feel proud of the College and their achievements; should embrace the values of the College and carry these forward to contribute positively to the community; should have a happy, safe and inspiring experience of school.

Core Aims 2024-7



Sawston
Village College

- To maintain and improve the KS4 outcomes for all pupils, enabling all to progress to the most appropriate post-16 pathway
- To support the successful completion of the site regeneration project so that it enhances the quality of education, pupil, staff and visitor experience, and the positive culture, ethos and values of the College.
- To recruit and retain the best teachers and support staff.
- To ensure that the areas of the CIP 2021-24 are fully embedded and secure leading to a greater consistency in the quality of education, the College's leadership and management, pupils' behaviour and attitudes and the personal development of all pupils.
- To address the identified areas for focus in the most recent Ofsted inspection: consistent clarity of explanation/instruction and attendance.
- To improve the areas identified within the AL Blueprints that are determined as being less than embedded and high assurance.

Community



**All learners
and staff safe
and happy**

C1: Improved Pupil Wellbeing and Mental Health

Safe, healthy and happy pupils

C2: Improved Staff Wellbeing and Workload

Happy, fulfilled and healthy staff

Ambition



**All learners
understood
and included**

A1: Enhanced SEND provision

Best provision for all

A2: Embedded Inclusive Classrooms

Consistently high quality inclusive learning for all

A3: Successful Alternative Provision

Engaged learners, better outcomes

Respect



**All learners
heard and
valued**

R1: A Greater Sense of Belonging for All
Where everyone feels they belong

R2: More Confident Communicators
*Where everyone can express themselves with politeness
and confidence*

Endeavour



**All learners
attend and
achieve**

E1: Improved Attendance

No one left behind

E2: Improved Pupil Premium outcomes

Improving life chances for everyone

E3: Better Assessment

Best practice that improves progress and outcomes

C Community



All learners
and staff safe
and happy

C1: Improved Pupil Wellbeing and Mental Health

Safe, healthy and happy pupils

To launch and embed a new wellbeing strategy for pupils which enables young people to flourish and thrive, supporting their needs as far as possible and signposting to appropriate additional help and in doing so enable them to achieve well academically, personally and socially.

How each of us could help achieve this objective:

- **Support and look out for each other and pupils**
- **Take time to understand trauma and child development**
- **Be mindful of language, tone, proximity and emotions**
- **Model behaviours, de-escalate and use PACE conversations**
- **Be fair, consistent and collegiate adhering to school values and principles providing a safe and secure environment**

C Community



All learners
and staff safe
and happy

C2: Improved Staff Wellbeing and Workload

Happy, fulfilled and healthy staff

To enhance working practices that enable staff to enjoy and fulfil their roles and responsibilities within a supportive professional environment whilst achieving a healthy work-life balance as far as possible and in doing so address recruitment and retention.

How each of us could help achieve this objective:

- Support and look out for each other
- Professionalism, kindness and respect at all times
- Contribute to shared resources and schemes of learning
- Offer solutions, aim for the positive, keep perspective
- Enable and celebrate each other's successes
- Bring a touch of lightness and good humour

Ambition



**All learners
understood
and included**

A1: Enhanced SEND provision

Best provision for all

To ensure provision matches identified needs and enables all SEND learners to progress academically and engage confidently with an enriching and inspiring evidence-informed curriculum and in doing so improve outcomes for all learners with SEND.

How each of us could help achieve this objective:

- **Understand and respond to pupils' needs in planning and delivery**
- **Make full use of Provision Map**
- **Actively use Learning Plans (APDR) and SEND information / Pupil Passports**
- **Adults in the classroom work together in partnership**
- **Adapt teaching and routinely reflect on practice**

Ambition



**All learners
understood
and included**

A2: Embedded Inclusive Classrooms *Consistently high quality inclusive learning for all*

To continue to develop and enhance inclusive classroom practice enabling all learners to access, engage with and succeed in an enriching and inspiring evidence-informed curriculum and in doing so improve the consistency and strengthen standards in the quality of teaching.

How each of us could help achieve this objective:

- **Embed Inclusive Classrooms principles**
- **Use metacognition and making learning visible**
- **Understand and respond to pupils' needs**
- **Model learning at all times**
- **Be consistent, insistent and persistent**
- **Set high standards and expectations for all**

Ambition



**All learners
understood
and included**

A3: Successful Alternative Provision *Engaged learners, better outcomes*

To ensure appropriate alternative provision matches identified needs and enables learners to engage confidently with an enriching and inspiring evidence-informed curriculum and in doing so supports pupils' progression, attendance, opportunity for reintegration in the mainstream and leads to successful outcomes.

How each of us could help achieve this objective:

- **Embed high quality learning for all in the classroom**
- **Set high standards and expectations for all**
- **Believe in the potential of all pupils**
- **Know and understand the pupils and their needs**
- **Be mindful of language, tone, proximity and emotions**
- **Be patient, consistent, persistent and insistent**
- **Provide appropriate work and guidance where asked**

R espect



**All learners
heard and
valued**

R1: A Greater Sense of Belonging for All *Where everyone feels they belong*

To enable all pupils to engage and participate with increasing confidence and developing leadership skills in the life of the College, within a culture built on mutual respect, a structure that supports positive relationships and renewed commitment to our CARE values and in doing so cement a sense of belonging for all pupils.

How each of us could help achieve this objective:

- **Be mindful of unconscious bias**
- **Support and celebrate pupils and each other**
- **Be mindful of the power of words**
- **Role model respect and apply our values**
- **Remove barriers and develop positive relationships**
- **Read information on pupils and get to know them**
- **Be fair, patient and show understanding**



**All learners
heard and
valued**

R2: More Confident Communicators

Where everyone can express themselves with politeness and confidence

To continue to develop pupils' literacy by further embedding the culture of reading and through the exploration and development of pupils' oracy, building their confidence, improving their articulation of ideas, explanations and self-expression and in doing so equipping them with key skills for adult life.

How each of us could help achieve this objective:

- **Model politeness, manners and positive communication**
- **In 2024-5, embed reading culture and approaches**
- **In 2024-5, help pupils to connect reading, writing and speaking; engage in the research to improve oracy**
- **From 2025, develop and use strategies to improve oracy**
- **From 2025, encourage, motivate, model and support self-expression and developing self-confidence**

E ndeavour



**All learners
attend and
achieve**

E1: Improved Attendance *No one left behind*

To improve the attendance and punctuality of all pupils and in doing so secure better outcomes and a greater sense of belonging.

How each of us could help achieve this objective:

- **Embed high quality learning for all in the classroom**
- **Set high standards and expectations for all**
- **Believe in the potential of all pupils**
- **Know and understand the pupils and their needs**
- **Promote and advocate the importance of attendance**
- **Take registers in a timely and accurate manner**
- **Develop positive relationships and reward success**

E ndeavour



**All learners
attend and
achieve**

E2: Improved Pupil Premium outcomes *Improving life chances for everyone*

To enable all pupils to achieve their best through an ongoing focus on the progress and attainment of PP pupils and in doing so raise the level of attendance, aspiration, sense of belonging and outcomes for all PP pupils.

How each of us could help achieve this objective:

- **Know and understand your pupils' needs**
- **Give explicit and constructive feedback to PP pupils**
- **Set high expectations for all pupils**
- **Deliver high quality lessons planned with PP in mind**
- **Reward and celebrate successes, small and big steps**
- **Develop the clarity of explanation and modelling**
- **Develop positive relationships with pupils and home**

E ndeavour



**All learners
attend and
achieve**

E3: Better Assessment

Best practice that improves progress and outcomes

To develop assessment practice that improves engagement, progress and outcomes for all learners and in doing so enhances the validity, integrity and consistency of shared data.

How each of us could help achieve this objective:

- **Know and understand the data for your pupils**
- **Use the full range of assessment strategies and practice**
- **Use assessment to identify misunderstanding**
- **Mark, moderate and standardise with others as a collaborative learning practice**
- **Scaffold, support and review assessment regularly**
- **Make feedback meaningful, timely and constructive**