



The King's School Development Plan 2022-25

“Our fundamental purpose is to inspire every young person to achieve their best possible academic and personal outcomes within a highly supportive and challenging school community.”

Priority development	Actions	Resources and cost	Personnel		Timescale	
			Responsible	Included	Starts	Ends
1. A commitment to developing excellent teachers and support staff	a. Ensure the school has teachers that have completed internal and external high-quality, evidence-based teacher training and development, such as the new NPQs	INSET Time INSET Costs	ENM	Teaching staff	Sept 2022	July 2024
	b. Ensure the school has support staff that have completed internal and external high-quality training	INSET Time INSET Costs supported by the Apprenticeship Levy	ENM	Support staff	Sept 2022	July 2024
	c. Explore new partnerships that will allow us to collaborate and improve outcomes for students	Time Membership Costs	RXG / ENM	SLT	Sept 2022	July 2025
2. Improve the quality and effectiveness of teaching using technology	a. Develop and embed minimum expectations for staff, following the outcomes of the Technology Working Group	INSET Time	NJT	Members of working group	Sept 2022	July 2023

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	b. Curriculum content reviewed to ensure that key IT skills are delivered and students confident to use technology to improve outcomes	INSET Time Dept Time	NJT	HODs	Sept 2022	July 2023
	c. Training sessions held for teaching staff and relevant support staff to upskill knowledge and share best practice	INSET Time	NJT	All teaching staff and relevant support staff	Sept 2022	July 2025
3. A rigorous approach to assessment that develops students' ability to recall knowledge and integrate new knowledge into larger concepts	a. Review of current assessment processes and timings of assessments at Key Stage 3, 4, and 5	HOD and Dept Meeting Time	NJT	HODs	Sept 2022	April 2023
	b. SOWs and assessments revised to reflect new approach to assessment with ability recall and use prior knowledge integral to the students' success	Dept Meeting Time and Gained Time	NJT	All teaching staff	Sept 2022	July 2023

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	c. Assessment calendar created for 2023-24 that reflects new approach to assessments and assessment pattern	Time	NJT	SLT/HODs	April 2023	June 2023
4. Review the post 16 curriculum offer	a. Ensure that all student meet the minimum 580+ hours (40hr increase) for Band 5 funding for 2022-23 and review the impact of the extended offer	Curriculum Time Staffing Costs	RJG	SLT	April 2022	July 2024
	b. Introduce a planned PSHE and tutorial programme offer in year 12 and 13 which helps prepares students well for further study, apprenticeships or employment beyond the 6 th Form	Gained Time Meeting time INSET Time	RJG	RAB	Sept 2022	July 2024
	c. Explore the affordability of increasing teaching	Time	RJG	LOE/NJT	April 2022	Feb 2024

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	time for A Level subjects					
5. Meet the needs of the most vulnerable and disadvantaged students	a. Improve the behaviour and attendance of students eligible for the Pupil Premium Grant	Additional Learning Coach Time Appropriate interventions including EWO time	PEF	MAG/Learning Coaches/ HoHs/PSWs	Sept 2022	July 2025
	b. Review the provision in place for students with SEND in light of changes in the DCC funding formula for 2022-23 and associated reduction in income	Time	PEF	HLTAs / TA Team	Sept 2022	July 2024
6. Provide the necessary safeguarding and pastoral support to students given the increased complexity of need resulting from the pandemic	a. Implement the Student Support Restructure and realise benefits	Costs Meeting time	MAG/LOE	SLT / Pastoral team	Sept 2022	August 2025
	b. Review pastoral policies to reflect the change in practice as a result of the restructure – Attendance,	Meeting Time INSET Time	MAG	SLT / Pastoral Team	Sept 2022	July 2023

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	Behaviour, Positive Emotional Health					
7. A commitment to promoting Education Staff Wellbeing	a. Establish a Staff Wellbeing Working Group which understands its role and remit.	Meeting Time	ENM	Members of working group	Sept 2022	Dec 2022
	b. Develop a long-term strategy for improving staff wellbeing	Meeting time	ENM	Members of working group	Dec 2022	July 2023
	c. Implement changes in culture and practice that allows the school to deliver its long-term strategy, placing wellbeing and mental health at the heart of decision making	Meeting Time	ENM	SLT/Members of working group	Sept 2023	July 2025
8. Continue to develop the site, facilities and resources available to staff and students to ensure the	a. Develop a 'De-Carbonisation' strategy for the school seeking to minimise the environmental impact.	Time and possible some cost for consultants	LOE	SLT / Site Manager	Sept 2022	July 2023

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environment is fit for future demands.	b. Ensure the capital investment programme balances maintenance needs and development	£ based on available reserves	LOE	SLT / Site Manager	Sept 2022	Feb 2023
9. Provide effective and efficient systems to support key school support functions	a. Implement the roll out of a new HR system to include the management of issues such as overtime claims, staff absence, appraisal, training	Time	LOE	Finance and HR staff	Sept 2022	July 2023
	b. A review of the school catering offer to ensure that it meets the needs of the community whilst being sustainable	Time Actions taken in response to external review	LOE	Catering Manager	Sept 2022	July 2023
	c. Ensure resilience and compliance for cyber security and data protection legislation is up to date and meeting the schools needs	Time and some funding for external penetration testing	LOE	Network Manager	Sept 2022	July 2023