



# Ruskin Community High School (Final Draft 19/09/23)

## 5 Year Strategic Plan

### A Vision for our Community

2023 - 2028

Our Shared Vision  
Ruskin Community High School

- To be an oversubscribed, well resourced Community High School which has an excellent reputation and a central and critical place in our neighbourhood
- To be a high performing school which serves its students and staff well, ensuring they achieve, participate and, where possible, exceed expectations in anything they do
- To be a school where high standards and a traditional ethos pervade where learning and teaching is excellent, potential is realised and where partnership and respect is nurtured

Learning Together,  
Achieving High Standards





EST **RUSKIN** 1909

Community High School

Learning Together. Achieving High Standards

**“Our Vision is for our whole school community to thrive and achieve success and be happy and safe at our school”**

Our Core Values underpin  
Our Vision

- Respect
- Confidence
- Higher aspirations
- Community

**Learning Together,  
Achieving High Standards**





EST **RUSKIN** 1909

Community High School

Learning Together. Achieving High Standards

## Foreword

The Vision of our 5 year plan is to improve the life chances of all of our students and create a happy, safe and stable environment in which all of the young people can prosper. The strategic aims will aim to improve both the infrastructure, outcomes and life chances of our students.

We will do this by ensuring we have a focus on:-

- The quality of education provided for our students
- Behaviour and attitudes
- Personal development and safeguarding
- Leadership and management

We want a school that is at the centre of our community and to be the school of choice for families in our locality. Our vision is for Ruskin to be a platform for success in the future and for students to achieve their full potential.

**Learning Together,  
Achieving High Standards**





EST **RUSKIN** 1909

Community High School

Learning Together. Achieving High Standards

The United Nations Declaration on Human Rights Education and Training defines human rights education as comprising “all educational, training, information, awareness-raising and learning activities aimed at promoting universal respect for and observance of all human rights fundamental freedoms and thus contributing to, inter alia, the prevention of human rights violations and abuses by providing persons with knowledge, skills and understanding and developing their attitudes and behaviours, to empower them to contribute to the building and promotion of a universal culture of human rights.” Education should be directed to the full development of human personality and to the strengthening of respect for human rights and fundamental freedoms. Education is not only a fundamental human right, but also a prerequisite for everyone to realise human rights for themselves, individually and personally, as well as in the community and society to which people belong.

**Learning Together,  
Achieving High Standards**





EST **RUSKIN** 1909

Community High School

Learning Together. Achieving High Standards

## The Senior Leadership Team – Roles & Responsibilities

Ruskin Community High School is currently led by 7 key personnel:-

- D Postlethwaite (Headteacher)
- E Szymura (Deputy Headteacher)
- C Harrison (Deputy Headteacher)
- S Robson (Assistant Headteacher)
- N Burke (Assistant Headteacher)
- H Goodwin (Business Manager)
- N Cross (SENDCo)

Current roles and responsibilities can be seen in the **tables below**

**Learning Together,  
Achieving High Standards**





EST **RUSKIN** 1909  
Community High School

Learning Together. Achieving High Standards

Dean Postlethwaite - Headteacher	Emma Szymura – Deputy HT	Claire Harrison – Deputy HT
<p>Provision of whole school leadership and direction to ensure high quality provision of education.</p>	<p>Quality of Provision: Curriculum/Learning and Teaching Development</p>	<p>Quality of Provision: Behaviour/Attitudes/Personal Development</p>
<ul style="list-style-type: none"> <li>• Ethos, vision and strategic direction.</li> <li>• Whole school improvement planning.</li> <li>• Self-evaluation framework and Ofsted preparation.</li> <li>• Strategic management of premises and health and safety including covid-19.</li> <li>• Staffing, recruitment and succession planning.</li> <li>• Supporting and developing governance.</li> <li>• Professional standards and performance.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish a culture of celebratory teaching and learning, developing high quality teaching and learning and advancement of monitoring processes to assess quality of provision.</li> <li>• Academic standards and student progress.</li> <li>• Data production, analysis, recording and reporting and parental evenings.</li> <li>• Internal/external examinations including all curricular areas across the school.</li> <li>• Curriculum design and development to maximise attainment and student progression.</li> <li>• Strategic evaluation feeding whole school evaluation from department and pastoral monitoring.</li> <li>• Daily operational leadership as part of SLT and health and safety and management of staff support systems.</li> <li>• Establish behaviour for learning processes and procedures to maximise student attainment and progress.</li> </ul>	<ul style="list-style-type: none"> <li>• Safeguarding and strategic lead for student welfare and intervention strategy teams, including student engagement and voice.</li> <li>• Strategic lead for SEND and student attendance processes and procedures including transition activities.</li> <li>• Daily operational leadership as part of SLT and health and safety.</li> <li>• Staff and student wellbeing strategies.</li> <li>• Supporting attendance processes across the school and lead on improving whole school attendance.</li> <li>• LGBTQ society and diversity overview.</li> <li>• Oversight of all student welfare through leadership of all YAMs and supporting staff.</li> <li>• Rewards and expectations culture development to maximise student engagement and satisfaction.</li> <li>• Senior Mental Health Lead.</li> </ul>

## Senior Leadership Team Roles & Responsibilities

**Learning Together,  
Achieving High Standards**





EST **RUSKIN** 1909  
 Community High School  
 Learning Together. Achieving High Standards

**Line Management – POS**

Senior Leadership Team:  
 Emma Szymura  
 Claire Harrison  
 Rebecca Davies  
 Sarah Robson  
 Hazel Goodwin

**Admin support:** Di Jackson

**Task List**

- School evaluation and analysis of performance
- School vision and development planning
- OFSTED preparation and evaluative work
- Strategic planning in response to Covid-19
- Staffing and HR/performance
- Collaborative work with Governors
- Financial planning and buildings/environment development

**Line Management – SZY**

Sarah Robson (AHT)  
  
 Science / ICT / Humanities / Careers

**Admin support:** Sara Tomkinson

**Task list**

- Data leadership and analysis
- Monitoring student/department/school performance
- Intervention strategies/assessment
- Examinations internal/public
- Curricular development/Intent/Implementation/ Impact
- IYA/FAP representative
- Pupil Premium monitoring and impact of finance/spend
- Whole School SEF support/compilation
- CEIAG overview/RSHE curriculum
- Timetable liaison
- Duty lists
- Evolve link
- Operational management of school and Health & Safety

**Line Management - HAR**

Natalie Burke (AHT)  
 Natalie Cross – SEND Lead  
  
 Maths / MFL / PSHCE / RSE

**Admin Support:** Michelle Holland

**Task list**

- Strategic Lead Attendance
- DSL and Safeguarding Lead
- SEND Strategic Lead
- Line Manage Behaviour Lead
- Student Voice monitoring and evaluation / Parent View
- Well-being Lead students and staff
- Whole School calendar
- Charter marks inclusion based
- Personal Development-Curriculum monitoring
- Day to day management of school and school site

**Governance Procedures:** All SLT will input into agendas and submit relevant documentation.  
 Di Jackson to liaise with SLT regarding specific items.

1. POS/John Rhodes (Chair) – Agenda setting.
2. COJ then examines the agenda and liaises with relevant SLT.
3. SLT submit to COJ.
4. COJ liaises and shares with POS.
5. Upload to GovernorHub in preparation for the meeting.
6. All SLT attend Governor meetings.

**Committees:**

- Full Governing Body
- Leadership, Management & Environment
- Student Development, Behaviour & Welfare
- Teaching, Learning & Assessment

Senior Leadership Team  
 Roles & Responsibilities

**Learning Together,  
 Achieving High Standards**





EST **RUSKIN** 1909  
Community High School

Learning Together. Achieving High Standards

## Senior Leadership Team Roles & Responsibilities

Sarah Robson – Assistant HT	Natalie Burke – Assistant HT	Natalie Cross – SEND Lead
<p>Quality of Provision: Learning and Teaching</p>	<p>Quality of Provision: Behaviour and Attitudes / Personal Development.</p>	<p>Quality of Provision: Provision and Development / Impact</p>
<ul style="list-style-type: none"> <li>• Establish a culture of celebratory teaching and learning, developing high quality teaching and learning and advancement of monitoring processes to assess quality of provision.</li> <li>• CPD and appraisal systems – establishing peer to peer support, coaching and mentoring and developing an inclusive approach with all colleagues.</li> <li>• Ensuring robust monitoring of learning and teaching practice across departments and identifying strengths/weaknesses and areas for development in provision.</li> <li>• Operational leadership as part of the wider SLT and Health &amp; Safety and management of staff support systems.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish behaviour for learning processes and procedures to maximise student attainment and progress.</li> <li>• Diversity and inclusion lead – BAME LGBTQ.</li> <li>• Oversight of all student welfare through leadership of all year managers and associated supporting staff.</li> <li>• Rewards and expectations culture development to maximise student engagement and satisfaction.</li> <li>• Supporting attendance processes across the school and directly via the year management processes including the in-year-admissions protocol and FAP and raising attendance strategies.</li> <li>• Strategic lead for additional resource centres including Support Centre and medical.</li> <li>• Strategic overview and management of pastoral monitoring, review and evaluation processes.</li> <li>• Daily operational leadership as part of SLT and health and safety.</li> <li>• Liaison and referrals to alternative provisions.</li> <li>• PP Lead</li> <li>• Parental engagement.</li> <li>• Surveys/evaluation/reviews.</li> </ul>	<ul style="list-style-type: none"> <li>• Establish a culture of celebratory teaching and learning and ensuring high quality provision for SEND students.</li> <li>• Embedding the SEND code of practice in provision adhering to statutory guidance.</li> <li>• Ensuring for all SEND student development in:             <ul style="list-style-type: none"> <li>○ Communication and interaction</li> <li>○ Cognition and learning</li> <li>○ Social, emotional and mental health difficulties</li> <li>○ Sensory and physical needs</li> </ul> </li> <li>• Completion of EHCP reviews.</li> <li>• Designated Lead for Locked After Children – attending PEP Reviews.</li> <li>• Liaison and referrals to the Medical Needs Team.</li> </ul>

Learning Together,  
Achieving High Standards







EST **RUSKIN** 1909  
Community High School  
Learning Together. Achieving High Standards

Line Management – ROB	Line Management – BUN	Line Management - CRN
<p>English / Technology / Dance / Music</p> <p><b>Admin support:</b> Di Jackson/Sam Wilkinson</p>	<p>YAMs / PE / Support Centre</p> <p><b>Admin support:</b> Michelle Holland/Sam Wilkinson</p>	<p>Teaching Assistants Assistant SENDCO Agency liaison</p>
<p><b>Task list</b></p> <ul style="list-style-type: none"> <li>Monitoring of Learning and Teaching</li> <li>Department monitoring reviews</li> <li>Development of Learning and Teaching</li> <li>Department SEFs</li> <li>CPD/Performance Management Process</li> <li>NQTs/ITT</li> <li>Whole School literacy</li> <li>Whole School SEF – learning and teaching aspect</li> <li>Inset Days</li> <li>Investors in People Lead</li> <li>Day to day management of school</li> </ul>	<p><b>Task List</b></p> <ul style="list-style-type: none"> <li>Behaviour Lead and Line Management of YAMs</li> <li>YAM monitoring reports</li> <li>Support Weeks/Action Plans/SEF</li> <li>Rewards Days/learning reward systems</li> <li>Line Manage Support Centre and learning</li> <li>Whole School SEF – Behaviour &amp; Attitudes/ Personal Development</li> <li>PSCHE programme whole school</li> <li>RSE / Careers</li> <li>Pupil Premium links</li> <li>Attendance – operational and strategic</li> <li>LGBTQ and EAL/Cultural Diversity</li> <li>Transition activities/Open Days</li> <li>Day to day management of school</li> </ul>	<p><b>Task list</b></p> <p>SENDCO – planning and development/impact TA Line Management HUB Management SEND attendance monitoring External agency liaison/management SEND monitoring of Learning and Teaching DSL liaison SEND academic monitoring Parental engagement (SEND)</p>
<p><b>Governance Procedures:</b> All SLT will input into agendas and submit relevant documentation. Di Jackson to liaise with SLT regarding specific items.</p> <ol style="list-style-type: none"> <li>POS/John Rhodes (Chair) – Agenda setting.</li> <li>COJ then examines the agenda and liaises with relevant SLT.</li> <li>SLT submit to COJ.</li> <li>COJ liaises and shares with POS.</li> <li>Upload to GovernorHub in preparation for the meeting.</li> <li>All SLT attend Governor meetings.</li> </ol>		<p><b>Committees:</b></p> <p>Full Governing Body Leadership, Management &amp; Environment Student Development, Behaviour &amp; Welfare Teaching, Learning &amp; Assessment</p>

## Senior Leadership Team Roles & Responsibilities

**Learning Together,  
Achieving High Standards**





EST **RUSKIN** 1909

Community High School

Learning Together. Achieving High Standards

## The Senior Leadership Team – Roles & Responsibilities cont...

*Distributed Leadership and Sharing Planning and Collaboration is at the heart of our school leadership. We aim to ensure our actions are centred on the individual, their goals and the communities in which we live. As leaders at Ruskin the team strive to develop others and build leadership capacity amongst our staff.*

*Lao Tzu commented “A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves”.*

*We believe that what you do has far greater impact than what you say.*

**Learning Together,  
Achieving High Standards**





EST **RUSKIN** 1909

Community High School

Learning Together. Achieving High Standards

## School Growth Since 2013

**Total number of students on school roll**

2013	555
2015	490
2019	640
2020	680
2021	725
2022	723
2023 (projected)	730

Current pupil numbers make us oversubscribed.

Our PAN is set at 140 but we will continue to monitor this annually in order to ensure capacity does not offset provision.

**Learning Together,  
Achieving High Standards**





We are actively aware that school vision is inextricably linked to our financial situation in terms of making our vision a reality. As the American futurist (Joel Arthur Baker) said:-

*“Vision without action is merely a dream. Action without vision just passes the time. Vision with action can change the world”*

Our job as school leaders is to create the vision for a successful future but also to inspire others towards action.

Financial Position (CF)	Year 1 23/24	Year 2 24/25	Year 3 25/26	(insert)
	807,725	459,376	-68,741	

The carry forward values above give us solidity in decision making and support some of our strategic aims over the next couple of academic years.

**Learning Together,  
Achieving High Standards**





**RUSKIN**

Community High School

Learning Together. Achieving High Standards

## Our Community (from Cheshire East figures 2019)

If Cheshire East was a village of 100.....

2 people with severe mental illness	1 person an alcoholic	21 people under 19
21 adults that exercise less than 30 minutes a week	16 people with high blood pressure	4 people with CHD
23 people over 65 years	48 adults overweight	5 people with diabetes
1 person with dementia	8 people with COPD/Asthma	3 adults with cancer
23 people with a disability	11 adults with depression	

**Learning Together,  
Achieving High Standards**





## Our School (contexted data) and Local Community

EST **RUSKIN** 1909  
Community High School  
Learning Together. Achieving High Standards

Income Deprivation	Education & Skills Deprivation	15% SEND population
Employment Deprivation	Breakfast Club support	30% EAL population
Admission distance one mile maximum of school	1 of 8 schools in Cheshire East with over 200 PP students	35% PP population

**Learning Together,  
Achieving High Standards**





EST **RUSKIN** 1909  
 Community High School  
 Learning Together. Achieving High Standards

## School Buildings and Environment for Learning (proposed estate plan)

Y1 22-23	Y2 23-24	Y3 24-25	Y4 25-26	Y5 26-27
Classrooms x4	PE storage facility	Further IT updates (prep for 2025 Microsoft changes)	Climate plan submitted to LA (de carbonisation)	Astro-turf replacement
Support Centre refurbishment	Food tech kitchen (new classroom)	LED lighting further upgrades	Additional Catering Pod	4 new classrooms on upper floor of new English block
Fire alarm	Catering Pod to enhance lunchtimes	Window replacement commences	Design technology new classroom build / develop further	Extend room P with further food tech room
L2 safety level	Library moved downstairs and change of use	Class furniture replacement rolling programme begins	Staffroom refurbishment and restrooms and student toilets	Sports Hall refurbishment (accessibility)
ICT infrastructure <ul style="list-style-type: none"> <li>- Promethean boards</li> <li>- Internet WiFi</li> <li>- Extra IT room</li> </ul>	IT upgrades strategy across school	Main roof repairs / replacement	Redevelop room Q feasibility around usage	Lift access to upper floors
LED efficiency lighting across school <ul style="list-style-type: none"> <li>- Phase 1</li> <li>- Phase 2</li> </ul>	Outdoor toilets refurbished	Future covered outdoor seating for lunch breaks	Large meeting room for governors and agencies / parents meetings	Dining room extension / canopy
Art roof replacement	New Dance Studio	Metered car electrical charge points	Student Study room	Recondition pitches for use / lettings
Art room heating				

**Learning Together,  
 Achieving High Standards**





EST 1909  
**RUSKIN**  
 Community High School  
 Learning Together. Achieving High Standards

## Curriculum/Learning and Teaching

Y1 2022-23	Y2 2023-24	Y3 2024-25	Y4 2025-26	Y5 2026-27
Establish intent of curriculum	Review of sequencing and impact of new curriculum changes	Commence peer – peer support training program around learning and teaching	Use of technology to further support in preparation for online exams	Grow further opportunities for vocational programs
All departments implementing a new curriculum journey	Constant review of departmental changes with subject areas	Identify lead practitioner roles and appoint 3 staff	Use of technology to further enhance learning and teaching	Outreach programs in place around learning and teaching
Consistent approach to curricular implementation	Amend and review assessment processes linked to knowledge identified	Appointment of a transition teacher full time	Use of tablets/lpad to support learning for every student	Look for opportunities for specialist provision for other schools
Re-designing of KS3/4 curriculums	Trial students/explore accessing lessons when in inclusion resource	Full time phonics teacher in place to support existing work	Further develop facilities for curriculum areas	
Enhancement of cultural capital and careers	Identify learning and teaching CPD to achieve provision	Explore further extend research and ay other avenues and opportunities	Explore T Levels and further college colloboration	
Development of new assessment processes KS3	Procedural and declarative knowledge is explicit in all subject areas	Scholars Program developed	Review again KS4 curriculum to develop provision further	
Identification of knowledge required in each area/dept	Core knowledge interleaved to ensure retrieval practice is effective			

**Learning Together,  
 Achieving High Standards**







**RUSKIN**

Community High School  
Learning Together. Achieving High Standards

## Curriculum/Learning and Teaching continued

Y1 2022-23	Y2 2023-24	Y3 2024-25	Y4 2025-26	Y5 2026-27
Reading and Phonics developing a whole school approach	Scholars Program introduced			
Core values of curriculum established	Continue university Higher Horizons program			
Website development/curricular areas	Provide training for SCITT program			
Breadth of KS4 enhanced to create opportunities				
Compass+ monitoring of careers				
CPD calendar aligned to whole school objectives				
Use of research to inform pedagogy				
Monitoring of new pedagogy to support further development				
Track curriculum journey for students against National Curriculum				

**Learning Together,  
Achieving High Standards**





EST **RUSKIN** 1909

Community High School  
Learning Together. Achieving High Standards

## Behaviour and Attitudes

Y1 2022-23	Y2 2023-24	Y3 2024-25	Y4 2025-26	Y5 2026-27
Join Behaviour Hubs Program	New EWO to add depth to existing staffing (see attendance action plan)	Alternative provision to provide support in the LA and targeted Year 7 and Year 8 provision	Alternative provision reviewed and increase to KS4 support across CE	New SEN Behaviour Hubs to be built on site at the front of the school (subject to planning)
Appoint a new Assistant Headteacher Pastoral	Revamp and change procedures and staff in inclusion resource centre/ support centre	Apply to be a Lead Behaviour Hub school	Also AP for more vulnerable students from CE	
New house system implemented	Develop mentoring systems to be delivered throughout the year and review	Further increase staffing of inclusion resource and behaviour areas in general		
Improve governor links related to pastoral	Extend the resource centre to increase capacity of students (planning already in place) via Cheshire East	Further development of inclusion curriculum following review of all of the other changes		
New detention system	Training for Behaviour Inclusion Manager around safeguarding level 2/3	Develop inclusion hub and family support work further and seek development opportunities		
CPD programs to commence for staff	External provider sourced from DFE			
Implement Classroom Systems to further tighten procedures	Alternative provision set up on site for targeted students			
Classroom Systems linked to school core values				
Improve behaviour support plans				

**Learning Together,  
Achieving High Standards**





EST **RUSKIN** 1909  
Community High School  
Learning Together. Achieving High Standards

## Personal Development

Y1 2022-23	Y2 2023-24	Y3 2024-25	Y4 2025-26	Y5 2026-27
Introduce a new PSHCE curriculum	All staff trauma informed training to be completed	Curriculum review and identify changes	Lead school for wellbeing achieved and supporting other schools locally and across CE	
DfE staff wellbeing charter signed	Lead SLT also to be trained	Student training further enhanced around wellbeing	Continuous review of CPD and wellbeing strategies	
Dedicated curricular time given to PSHCE	EDI focus day to be implemented	More societies in place	Leadership management survey to identify wellbeing strategy impact	
Form tutors to deliver to tutor groups and build relationships further	Wellbeing surveys further built into the PSHCE curriculum and staff survey to be done again	Trauma Informed school award to be achieved		
External providers to build links and higher quality specialisms	Further develop relationship with Motherwell	School wellbeing award to be achieved		
Enhance links with mental health support team	Further develop counselling for girls and female empowerment groups set up	Review mental health and wellbeing passport to enhance provision for students		
Continue liaison with CE wellbeing lead to implement strategies	ECO council to be further developed			
Wellbeing surveys introduced for students and staff	LGBTQ++ society to be developed			
Trauma informed staff member training	Target more societies for students			
Safeguarding review by LA and action plan provided	Enhance extra curriculum provision across schools			
	School Nurse			
	Staff wellbeing group reformed			

**Learning Together,  
Achieving High Standards**





EST **RUSKIN** 1909

Community High School

Learning Together. Achieving High Standards

## Leadership and Management

1. A focus on strategic direction and the multi-academy trust agenda (MAT)
2. Succession planning an integral part of CPD appointments and leadership planning
3. Governor training and collaboration to further strengthen leadership of the school
4. Community opportunities sought and developed
5. Develop leadership and management at all levels

**Learning Together,  
Achieving High Standards**





## Quality of Provision/Education

EST **RUSKIN** 1909

Community High School

Learning Together. Achieving High Standards

1. Students are enthused, engaged, motivated to learn with positive attitudes demonstrated towards learning and teaching
2. Results and achievement are above national average and progress measures are in the top 20% of national measures
3. Self motivated independent learners are commonplace who seek to develop knowledge and are positive towards school life
4. Learners and teachers have high aspirations and challenge themselves to aim high in and outside of the classroom
5. Data gaps and achievements are minimised including sub-groups and promote equity for all students across the school

**Learning Together,  
Achieving High Standards**





## School Council / Students

EST **RUSKIN** 1909  
Community High School  
Learning Together. Achieving High Standards

Extend the music practice rooms

Outside toilets both boys and girls

Painting walls

PE changing rooms (fan on walls)

Blinds in rooms need changing in places (maths, humanities, science)

Bell tower improvements

Extend the dining room

Pre-order available

Continue with drinks flavoured fruits

New library with study areas

More bins on the field area

More food specialist days

More bins near kitchen pod

Display food prices and allergen information

Payment machine

Split lessons to continue





## Summary

EST **RUSKIN** 1909

Community High School

Learning Together. Achieving High Standards

We hope this vision for our school sets out an improvement agenda across all key areas for development linked to the inspection framework.

The table overleaf sets out the priorities in years 2023-24 and will be a primary focus in the next academic year.

The appendices add depth and context to this vision. The changing nature of education and the political landscape will inevitably mean review and amendment to some of our vision but we feel that what we have communicated will impact on student experience and outcomes at [Ruskin Community High School](#).

**Learning Together,  
Achieving High Standards**





**RUSKIN**

Community High School

Learning Together. Achieving High Standards

## 2023-24 Academic Year Priorities

Buildings/Environment	Curriculum/Learning & Teaching	Behaviour & Attitudes	Personal Development
PE storage facility	Review of sequencing and impact of curricular changes	New Education Family Support Worker appointed to add depth to existing caseload work.	Staff trauma informed training to be completed
Food tech kitchen (new classroom)	Constant review of departmental changes with subject areas	Revamp and change procedures and staff in Inclusion Resource Centre	Lead SLT also more training
Catering Pod in place	Amend and review assessment processes linked to knowledge identified	Develop mentoring systems to be delivered throughout the year and review impact	EDI focus day to be planned and implemented
Library moved to Dance Studio and install a mezzanine	Trial students/explore accessing lessons when in inclusion resource	Extend the resource centre to increase capacity of students	Wellbeing surveys further built into the PSHCE curriculum and staff survey to be done again
IT upgrade programme commenced	Identify learning and teaching CPD	Training for Behaviour Inclusion Manager around safeguarding level 2/3	Further develop work with Motherwell
Outdoor toilets refurbished	Procedural and Declarative knowledge is explicit in all subject areas	CPD behaviour INSET extend to support action plan	Further develop counselling for girls and female empowerment groups set up
New Dance & Drama Studio	Core knowledge interleaved to ensure retrieval practice is effective	Alternative provision set up on site for some students	ECO council further developed
Canopy to support lunch break sheltering	Scholars Program introduced		LGBTQ++ society to be developed

**Learning Together,  
Achieving High Standards**





# 2023-24 Academic Year Priorities continued



EST **RUSKIN** 1909  
 Community High School  
 Learning Together. Achieving High Standards

Buildings/Environment	Curriculum/Learning & Teaching	Behaviour & Attitudes	Personal Development
	Continue University Higher Horizons Program		Target more societies for students
	Provide training for SCITT Program		Enhance extra curriculum provision
			DofE award offered again
			Staff wellbeing group formed
			School Council further development

**Learning Together,  
 Achieving High Standards**





EST **RUSKIN** 1909

Community High School

Learning Together. Achieving High Standards

**Appendix 1 – School Development Plan**

**Appendix 2 – Curriculum Map examples**

**Appendix 3 – PP Statutory document**

**Appendix 4 – Raising Attainment document**

**Appendix 5 – SEND Plan**

**Learning Together,  
Achieving High Standards**

