

# mulberry

Stepney Green Maths,  
Computing and Science College

School Improvement Plan.

2021 – 2022

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Target for 2022

Progress 8 = 0.76

Attainment 8 = Score 54.6 (5.5 average grade)

En & Ma 9-5 (Basics) = 64%

EBacc APS= 4.6

### 2022 Subject Targets (based on expected National Outcomes)

Subject	4 to 9 Target %	5 to 9 Target %	7 to 9 Target %
English	67.7	49.7	18.0
English Literature	76.9	59.6	23.0
Mathematics	64.4	44.2	18.3
Triple Science	92.5	83.3	49.5
Double Science	60.1	38.1	9.9
Bengali	75*	58*	27*
Computer Science	72.5	59.3	30.5
French	76.4	60.0	28.3
Geography	71.0	57.9	29.4
History	69.9	56.8	28.5
Art	80.1	63.3	26.5
B.S.	73.0	58.6	25.5
Graphics	80.1	63.3	26.5
ICT	75*	58*	27*
Media Studies	72.7	56.3	21.7
R.E.	76.3	64.3	34.2
R.M.	70.1	54.7	24.8
Sports Studies	79.4	65.6	30.8

Average all subjects

75\*

58\*

27\*

Attendance = 96%+  
below

Permanent Exclusions = 2 students or below

Fixed Term Exclusions = 50 exclusions or

### Sixth Form:

A-Level = Average Grade: B-

Overall L3 Value Added = 0.7

Average BTEC Grade = D\*-

Applied General Value

Added = 1.00

Retention = 98%

Destinations = 42% to Russel Group Universities

## **Mulberry Stepney Green Maths, Computing & Science College Improvement Plan 2021-2022**

The nine themes addressed by the Improvement Plan for 2021-2022 include the main priorities identified in our OfSTED Report of April 2014. The targets we have set for the school are identified below:

### **Areas for Development**

- 1. Raising of Attainment and progress (narrowing the disadvantage gap) of different groups.**
- 2. School Ethos**
- 3. Literacy**
- 4. The Curriculum**
- 5. The School Environment**
- 6. Student Recruitment and the Community**
- 7. Extended School Agenda**
- 8. Community Cohesion (PREVENT, British Values)**
- 9. Development of Key Stage 5**

These nine broad themes deal with the issues of:

- Learning and Teaching (Personalised Learning)**
- Numeracy/Literacy**
- Inclusion & Safeguarding**
- Behaviour and Attendance (Culture for Learning)**
- Assessment & Data/Tracking**
- CPD**

Within these themes are our broader aims for the school over the next three years:

- We intend that all the lessons taught meet the required teacher standards, so that students here benefit from outstanding learning across all subjects, that expectations are high and attainment is raised in line with pupils' prior learning.
- We will continue to develop the curriculum so that it meets statutory obligations but also provides appropriate pathways for pupils in the 14 to 19 phase of their education.
- We will continue to develop and sustain a culture of learning and creativity, where pupils feel it is safe to learn, develop their thinking skills, respect difference and diversity and celebrate their successes. We aim for Stepney Green to enrich pupils' experience and prepare them for their future.
- We will enhance further the reputation of the school through demonstrating its success to the parents, community and the local primary schools. We aim to establish Stepney Green as the first choice school for the local community.
- We will recruit high calibre teaching and support staff who are committed to being part of a learning community, improving their practice through continuing professional development, and ensuring that the pupils here fulfil their potential.
- We will ensure that ECM and DDA are embedded in all the systems/aspects of school life.

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Quality of Education**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
1. <b>Review the curriculum offer in KS3 and KS4.</b>	<p>1a) Cross-curricular working party to review current provision for KS3.</p> <p>1b) Update curriculum intent statement, policy &amp; action plan and show this updated information on the website</p> <p>1c) Faculties to review curriculum to ensure it is coherently planned and sequenced towards cumulatively sufficient knowledge and skills for future learning and employment.</p>	<p>COP</p> <p>COP</p> <p>HOFs</p>	Meeting time	BHP	<p>Curriculum intent statement shows depth and breadth of learning taking place throughout the school</p> <p>Evidence of our curriculum journey: where we were, where we are now and what our future plans are</p> <p>Subject curriculum reviewed annually and updated on the school website.</p> <p>School leaders are confident about the knowledge and skills pupils need in order to take advantage of opportunities, responsibilities and experiences in later life and this is embedded into curriculum</p>	<p>December 2021</p> <p>December 2021</p>		

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Quality of Education**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES (from SEF)	MILESTONES	REVIEW DATE	FINANCE
2. <b>Improve Teaching and Learning</b>	2a) Analyse lesson observation data to provide a report on whole school strengths and areas for development	MCJ  HOFs	Meeting time  Lesson observation analysis	CZU Line Management	Areas of expertise, strengths and areas for development for each member of staff & faculty are identified and shared.  Lesson observation and work sampling areas for development are included as performance management targets for teaching & learning	Line management meeting to check progress	After lesson observations: January 2022 May 2022 June 2022	
	2b) Provide individual feedback to teachers.	MCJ HOF Teachers	External Provider/Internal School CPD Sharing Best Practice Lesson observation analysis Work sampling analysis	CZU	Increase in the number of lessons reaching the Teachers' Standards increases. Areas for development are identified and included in performance management targets. Best practice shared in and across Faculties More of the work sampling criteria are met.	Lesson observations	After lesson observations in: January 2022 May 2022 June 2022	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Quality of Education**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES (from SEF)	MILESTONES	REVIEW DATE	FINANCE
<b>2. Improve Teaching and Learning</b>	2c) Teachers share best practice in and across Faculties.	HOF Teachers	Calendared Meeting time Working parties	MCJ	Teachers continually strive to improve the teaching and learning in their lessons.  Teachers reflect on the impact of their teaching and learning and how it might be increased.  All lessons meet the Teacher Standards during observation cycles.	After the lesson observation cycles.	July 2022	
	2d) Annually review SoWs to ensure that over the course of study, teaching is designed to help pupils to remember long term the content they've been taught and to integrate new knowledge into larger ideas.	HOF Teachers	Meeting time INSET Twilight	MCJ Line Management	Improvement in students' long term recall.  Further improvements in progress and attainment across all Key Stages.  Evidence in lesson observations and work sampling  Students acquire new knowledge.  Short and long term recapping.	September 2022	July 2022	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Quality of Education**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES (from SEF)	MILESTONES	REVIEW DATE	FINANCE
<b>2. Improve Teaching and Learning</b>	(2e) Improve how students respond and act on feedback.	HOF	Meeting time Sharing Best Practice Working parties	LT, HOF	<p>Time for students to respond to feedback is made explicit in lesson planning/SoW.</p> <p>Students continue to respond to feedback in green pen.</p> <p>Verbal feedback is evidenced more consistently.</p> <p>Students capitalise on opportunities to use feedback, written or oral, to improve their learning.</p> <p>Evidence of improvements in student learning (as a result of feedback) is seen in future work or redrafts.</p>	Lesson observation & work sampling cycles	<p>Lesson observations: January 2022 May 2022 June 2022</p> <p>Work sampling every half term</p>	



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TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES (from SEF)	MILESTONES	REVIEW DATE	FINANCE
<b>2. Improve Teaching and Learning</b>	(2f) Embed the use of: 1. Peer and Self-assessment  2. Verbal feedback  3. Target setting and student tracker sheets more effectively by students	HOF	Meeting time Work sampling lessons	LT, HOF	More evidence of these 3 areas is seen during work sampling & lesson observations Marking and feedback: evidence of assessment for learning embedded into feedback. Grade descriptors and marking criteria are used extensively and effectively across the school	Lesson observations  Analysis of lesson observations  Work sampling  Line management meeting to check progress	Lesson observations: January 2022 May 2022 June 2022  Work sampling every half term	Meeting time Work sampling lessons

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**Quality of Education**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>2. Improve Learning and Teaching</b>	(2g) Set challenging homework, in line with school's policy and as appropriate for the age and stage of pupils, that consolidates learning, deepens understanding and prepares pupils very well for work to come	HOF Teachers	Microsoft teams Planners SoW Meeting time	MCJ/CZU	<p>Facilities &amp; teachers review current homework.</p> <p>Microsoft Teams analysis shows that homework is appropriate for the age and stage of pupils.</p> <p>Microsoft Teams analysis shows that homework consolidates learning, deepens understanding and/or prepares pupils very well for work to come.</p> <p>Students continue to log HW in planners &amp; this is monitored by LT</p>	<p>Half termly Faculty Work Sampling analysis.</p> <p>Microsoft Teams HW analysis</p>	Work sampling every half term	

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TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>2. Improve Learning and Teaching</b>	2h) Continue the work of Working Parties to reflect the school priorities of Assessment for Learning, Literacy, Challenge (G&T), Personalised Learning for Off Track Students, sixth form and teaching & learning	JEM	Meeting time Microsoft Teams Shared drive	BHP	School priorities widely seen in lesson planning, observations and work sampling.  Best practice shared and available on frog & shared drive	Work taking place in the termly Working Party meetings  Working party whole school INSET on school priorities.	Termly Working Party meetings  Summer term INSET	
<b>2. Improve Learning and Teaching</b>	2i) ECT's receive a reduced T/T 10% Year1; 5% Year2. ECT has a dedicated mentor for regular meetings. ECT's and mentor join a local network of peers Early Career Framework in place.	JEM Mentors HOF	Time Existing staff	BHP East London Teaching School Hub	All ECT's have a support programme from September and a mentor allocated.	Induction Tutor identified Mentor identified.  ECT's Formal Assessment's term 3 and 6. Regular progress reviews terms 1,2,4,5	July 2021  July 2022	

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TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>3. Embed the use of Microsoft teams.</b>	<p>3a) Survey staff to see how Microsoft Teams is currently being used to set Homework across the school.</p> <p>3b) Microsoft Teams is used to mark and give feedback for homework</p> <p>3c) Share best practice for using Microsoft Teams across Faculties.</p> <p>3d) Consider how Microsoft Teams can be monitor Homework set, completed/not completed</p> <p>3e) Pastoral teams develop strategies for using Microsoft Teams</p> <p>3f) Consider how Microsoft Teams can be used to access the PSHE curriculum</p>	MCJ	Meeting time Microsoft teams Twilight Inset	CZU	<p>Increase the use of Microsoft teams to set and mark Homework.</p> <p>Increase the number of students using Microsoft teams to complete homework and produce high quality responses.</p> <p>Students and staff are confident users of Teams with regards to marking and feedback. Leading to an improved quality of homework.</p> <p>HOF share ideas for using Microsoft teams within Faculties and across the school</p>	December 2022	July 2022	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Raising Attainment**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>1. To meet school targets as agreed by Trust (cf. target page) or SLT.</b>	<i>(1a) Targets shared with staff</i>	BHP	Meeting time	LT, HOF, KSTL, Heads of KS5	<ul style="list-style-type: none"> <li>All staff aware and working towards targets</li> </ul>	1. Introduction 2. Line management meeting to check progress 3. Inform Departmental Development Plans and Self Evaluation	Sept 2021 October 2021 December 2021 Feb 2022 April 2022 May 2022 July 2022	
	<i>(1b) Use prior GCSE attainment to set challenging targets</i>  <i>Embed Sixth Form Flight Paths</i>	COP	Meeting time	LT, HOF, KSTL, Heads of KS5	<ul style="list-style-type: none"> <li>Use of data evident in student's folders &amp; lesson observations</li> <li>Targets set at 40<sup>th</sup> 75<sup>th</sup>/90<sup>th</sup>/95<sup>th</sup> percentile. Evidence in Assessment reports</li> <li>Evident in planners</li> </ul>	1. Introduction 2. Line management meeting to check progress 3. Inform Departmental Development Plans and Self Evaluation	Sept 2021 October 2021 December 2021 Feb 2022 April 2022 May 2022 July 2022	

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**Raising Attainment**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
	<i>(1c) Implement and embed system for identifying students on and off track</i> <b>Implement Sixth Form Flight Paths</b> (G&T, SEN, EAL etc.)	COP PZA SHJ	SIMS database Assessment grids	HUK LM	<ul style="list-style-type: none"> <li>Robust evolving system in place 3 Assessment points.</li> <li><b>Students swiftly progress to high levels.</b></li> </ul>	<ol style="list-style-type: none"> <li>Refined system developed.</li> <li>System shared – student planners</li> <li>Published to Handbook</li> <li>Student induction</li> </ol>	Sept 2021 October 2021 December 2021 Feb 2022 April 2022 May 2022 July 2022	
	<b>(1d) Implement Sixth Form RAP.</b> <i>HKS5 meet half termly. Share relevant data with all staff to ensure challenge and maximum impact for learning</i>	COP PZA SHJ HOF KS5 Subject Leaders	SIMS database, Hard/ electronic copies for each member of staff After each AP.	HUK LM	<ul style="list-style-type: none"> <li>Student progress assessed 3 times a year. Discussion with HKS5 Sixth Form Teachers.</li> <li><b>Actions in place at subject level.</b></li> </ul>	<ol style="list-style-type: none"> <li>Individual tracking sheets discussed with to all relevant members of staff including HOF and KS5 Subject Leaders three times a year</li> <li>Calendared Sixth Form RAP Meetings</li> </ol>	As per school calendar – AP1, AP2 & AP3	

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	<i>(1e) Identify time limited intervention groups after each assessment point for academic intervention.</i>	COP PZA KS5 Subject Leaders HOF	Meeting time Intervention funds	HUK	<ul style="list-style-type: none"> <li>Intervention programme</li> <li>All students identified and have interventions in place</li> <li>Make accelerated progress during periods of intervention.</li> </ul>	1. Assessment at end of each intervention period.	As per school calendar – AP1, AP2 & AP3	Intervention budget
	<i>(1f) Targets to form part of performance management – to include KS5 targets</i>	LT, HOF	Meeting time	BHP	<ul style="list-style-type: none"> <li>All targets shared, discussed and agreed</li> </ul>	1. PM targets agreed for 21/22	November 2021 December 2021 Feb 2022 March 2022 May 2022 August 2022	
	<i>(1g) Sharing and linking attainment and attendance with all parents on a termly basis. Weekly sharing of attendance data with Sixth Form Team. Actions in place to challenge those students falling below target.</i>	PZA	Reporting system.	HUK	<ul style="list-style-type: none"> <li>Parents fully aware of relationship between attendance and attainment</li> </ul>	1. Termly Progress Report	As per school calendar – AP1, AP2 & AP3	

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**Raising Attainment**

	<i>1h) Sharing information with parents of all students to sign up to Sixth Form Recovery Catch up following COVID</i>	PZA KS5 Subject Leaders	Reporting system	HUK	<ul style="list-style-type: none"> <li>All students signed up for Sixth Form intervention and make accelerated progress.</li> </ul>	1. Termly Progress Report	As per school calendar – AP1, AP2 & AP3	
	(1i) Termly review meeting towards targets with Line manager/HOF/HOD	LT, HOF	Meeting time	HUK	<ul style="list-style-type: none"> <li>All staff aware of progress towards targets on a termly basis</li> </ul>	1. Line management meeting to check progress	As per school calendar – AP1, AP2 & AP3	
	<i>(1j) Agreed moderation time for subjects to standardize assessments in KS5</i>	HOFs KS5 Subject Leaders	Meeting time	HUK	<ul style="list-style-type: none"> <li>Staff become more able to deliver accurate assessments in KS5</li> </ul>	1. Moderation weeks	As per school calendar – AP1, AP2 & AP3	
<b>(2) Improve Learning and Teaching</b>	<i>(2a) Embed teaching and learning strategy for A Level. What does Outstanding look like?</i>	PZA KS5 Subject Leaders	Meeting time	HUK	<ul style="list-style-type: none"> <li>All A Level lessons make best use of teaching time</li> </ul>	1. Lesson observation cycle  2. Sharing best practice cycle	As per school calendar	



**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Raising Attainment**

	<i>(2b) Sixth Form Working Party to research innovative T&amp;L strategies for KS5. New Ofsted framework and implications for T&amp;L.</i>	PZA KS5 Subject Leaders	Meeting time	HUK	<ul style="list-style-type: none"> <li>All A Level lessons make best use of teaching time</li> <li>Students make excellent progress</li> </ul>	1. Working party schedule, feedback to whole school	As per school calendar	
	<i>(2c) Embed partnerships with other A Level providers. Independent sector/state a. To share good practice. Explore opportunities for collaboration within Mulberry Trust</i>	HUK PZA KS5 Subject Leaders	Release time Meeting time	BHP	<ul style="list-style-type: none"> <li>All Sixth Form lesson make best use of teaching time</li> <li>Students make excellent progress</li> </ul>	1. Visits take place. 2. Shared events 3. Feedback from LM	September 2021 December 2021 April 2022	
	<i>(2d) monitor quality of teaching and learning in KS5 through peer observation, quality checks, work sampling, folder checks</i>	HUK PZA KS5 Subject Leaders	Meeting time	BHP	<ul style="list-style-type: none"> <li>Sharing good practice. All lessons good or better</li> </ul>	1. Feedback at Sixth Form RAP and Teachers' meetings.	September 2021 November 2021 March 2022 May 2022	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Raising Attainment**

	<i>2(e) To support students in developing independent working skills</i>	PZA Sixth Form tutors KS5 Subject Leaders HOFs	Meeting time	HUK	<ul style="list-style-type: none"> <li>• Subject handbooks.</li> <li>• Developed Independent study. PSHE</li> <li>• Folder checks</li> <li>• Flip learning</li> </ul>	<ol style="list-style-type: none"> <li>1. Issue to students</li> <li>2. PSHE programme</li> <li>3. Folder check Rota</li> </ol>	September 2021 October 2021 Dec 2021 April 2022 July 2022	
	<i>(2f) Develop strategies designed for sixth form feedback and assessment. Implement Sixth Form Assessment Policy.</i>	PZA KS5 Subject Leaders HOFs	Meeting time	HUK	<ul style="list-style-type: none"> <li>• Use of dialogue through feedback.</li> <li>• Reflection to fuel thinking and independence through assessment point tests</li> <li>• Tutor/Tutee discussions.</li> </ul>	<ol style="list-style-type: none"> <li>1. Line management meeting to check progress</li> </ol>	October 2021 December 2021 April 2022 July 2022	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Raising Attainment**

<b>3. Improve the evaluation and impact of interventions</b>	<i>Implement and embed cause for concern system for Sixth Form students. Progression Policy</i>	PZA HOF KS5 Subject Leaders	Admin Meeting time	HUK	<ul style="list-style-type: none"> <li>Robust system for rapid identification of Cause for Concern. Tutor actions/ teacher actions.</li> </ul>	1. Line management meeting to check progress	October 2021 December 2021 April 2022 July 2022	
<b>4. Celebrate Success</b>	<i>(4a) Celebrate success at KS5 through regular rewards/ assemblies/ trips /high profile annual Events.</i>	PZA Form tutor Sixth Form Admin	Awards	HUK	<ul style="list-style-type: none"> <li>Progress recognised. Confidence in Sixth Form grows</li> </ul>	1. ½ Termly assemblies Termly reward trip 2. Graduations 3. Jack Petchy	December 2021 April 2022 May 2022 July 2022	
	<i>(4b) Termly Sixth Form news and frequent sharing of good news stories via website and noticeboards.</i>	PZA Form Tutors Sixth Form Admin	Media resources Website	HUK	<ul style="list-style-type: none"> <li>Internal/ External marketing of Sixth Form success publicised.</li> </ul>	1. Termly Stepney Sixth Form news. 2. Regular updates of Website	<i>September 2021 October 2021 November 2021 January 2022 February 2022</i>	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Raising Attainment**

	<i>(4c) Identify display areas in and around school site to celebrate sixth form life</i>	PZA Sixth Form Admin	Promotional materials  External design support	HUK	<ul style="list-style-type: none"> <li>• Raised awareness of sixth form.</li> <li>• Sixth form experience known as high quality.</li> </ul>	<ol style="list-style-type: none"> <li>1. Promotional materials in place, in identified places.</li> <li>2. Termly monitoring of materials are up to date</li> </ol>	September 2021 December 2021 April 2022 July 2022	
	<i>(4d) Identify display areas in and around school site to celebrate sixth form life</i>	PZA Sixth Form Admin	Promotional materials  External design support	HUK	<ul style="list-style-type: none"> <li>• Raised awareness of sixth form.</li> <li>• Sixth form experience known as high quality.</li> </ul>	<ol style="list-style-type: none"> <li>1. Promotional materials in place, in identified places.</li> <li>2. Termly monitoring of materials are up to date.</li> </ol>	September 2021 December 2021 April 2022 July 2022	
	<i>(4e) Enhance learning environments to reflect the achievement of sixth form students – exemplary work</i>	HOF KS5 Subject Leaders	Display boards	HUK LM	<ul style="list-style-type: none"> <li>• The motivational aspects of exemplary work being displayed fully utilised</li> </ul>	<ol style="list-style-type: none"> <li>1. Line management</li> <li>2. Meetings to check progress</li> </ol>	September 2021 October 2021 December 2021 February 2022 April 2022 July 2022	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Raising Attainment**

<b>5. To use data to drive progression in Teaching and Learning</b>	<i>(5a) Ensure that teachers use data to inform lesson planning</i>	SHJ HOF KS5 Subject Leaders	SIMS Database Individual class sheets for each teacher	HUK LM	<ul style="list-style-type: none"> <li>Use of data evident in lesson observations</li> </ul>	1. RAP and Line management meetings to check progress	October 2021 December 2021 February 2022 April 2022 July 2022	
6. Embed formalised objective assessments	<i>(6a) Embed assessment cycle Sixth Form Assessment Policy 2021/ 2022</i>	HKS5 HOF	Time	HUK	<ul style="list-style-type: none"> <li>Common assessments across subjects.</li> <li>Data more reliable students assessed like for like.</li> </ul>	1. Line Management	September 2021 October 2021 December 2021 February 2022 April 2022 July 2022	
	<i>(6b) Timetable mock exams</i>	KS5 Subject Leaders HOF	Planning time	MCJ	<ul style="list-style-type: none"> <li>Regular opportunities for exam practice.</li> </ul>	1. Assessment weeks	As per school calendar	
	<i>(6c) Guarantee frequent objective assessment during lessons as per assessment cycle</i>	KS5 Subject Leaders HOF	Planning time	HUK	<ul style="list-style-type: none"> <li>Regular feedback to student, excellent exam results</li> </ul>	1. Assessment weeks	September 2021 October 2021 December 2021 February 2022 April 2022 July 2022	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Curriculum**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>1. Review and develop the KS3 &amp; KS4 curriculum model</b>	To monitor curriculum model for 2021/22 based on two-year Key Stage 3 and three year Key Stage 4	COP	Staffing	BHP, LT	Curriculum meets the needs of all. Attainment 8 Progress 8	Review impact of curriculum plan for 2020/21 Attainment 8 and Progress 8).	December 2021 April 2022 June 2022	£1000
<b>2. Review and develop the curriculum in KS3</b>	2a) Continue to embed Humanities model in Year 7.	FEA		Lesson observations Faculty meetings Line management	Improved performance of students	Line Management meetings to check progress in English & Humanities	December 2021 April 2022 June 2022	
	2b) Continue to embed GCSEs in home languages	BAD	Student survey of year 7. Staffing. (examiners) Past GCSE papers.	COP	Student gain 9-5 GCSE qualification	80% achieve 9-5 in home languages of entry	August 2022	
	2c) Review curriculum for each student EAL	SMW	Staffing	HUK	A personalised curriculum developed	Line management meeting to check progress	Ongoing	
	2d) Review groupings to meet student needs	HOF	Staffing	LT COP	End of Year targets achieved.	Termly assessments	December 2021 April 2022 June 2022	
	2e) Continue to develop Music	ALS	Staffing	BHP	Student engagement	Termly review of student progress	December 2021 April 2022	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Curriculum**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>3. Review and develop the curriculum in KS4</b>	lessons in Years 7-8					& attainment	June 2022	
	2f) Implement Art drop days for Year 9.	DAP	Materials Staffing	SPL	Curriculum meets the needs of all.	Events take place	December 2021 April 2022 June 2022	£1000
	3a) Monitor impact of curriculum on student engagement and achievement	HOFs & KS Leaders	SIG, Head of Department & Key Stage Leaders Meetings	COP Lesson Observations Line Management BHP		Faculty meetings Line management Lesson observations	December 2021 April 2022 June 2022	
	3b) Investigate non GCSE courses: Asdan College links Entry level Entrepreneurship Construction	COP WOB	Training Staffing	BHP	A personalised curriculum is available for identified students	Line Management	Ongoing	£4000
	3c) Offer triple Science to targeted students	HUA	Text-books Intervention	COP JEM	Students challenged	Line Management	February 2022	
						Line Management	July 2020	
	3d) Embed qualifications in Computer Science (GCSE), ICT (Voc), Sports Studies (Voc).	UDT SMM HUA	Training Text Books  Subject specific software	JEM	Outcomes to be above National	Line Management to report survey development.	Ongoing	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Curriculum**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>4. To complete curriculum surveys with a sample of students</b>	3e) Investigate Drama development through links with Mulberry Trust	EDR	Staffing	LT	Opportunities for Drama Set up.	Drama activity takes place for Key stage 3.	December 2021 April 2022 June 2022	
	Identify time slot and pupil sample	HOFs	Microsoft	LT BHP	HOFs incorporate learner views in Curriculum SEFs	Curriculum survey delivered to LT	Ongoing	



**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Ethos Every Child Matters**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILE-STONES	REVIEW DATE	FINANCE
<b>1. Continue to ensure every child has every chance and the Spiritual, Moral, Social and Cultural development (SMSC) of students continues to be developed in the school curriculum and the day to day practice of all stakeholders.</b>	1a) Review and map where SMSC is embedded in the curriculum.	WOB HOF KSLs	Time Inset	LT WOB HOF KSL	Whole school Review of SMSC has been implemented and embedded to ensure every child matters. SMSC mapped and placed in relevant school policies and staff handbook.	Staff aware SMSC in subject areas.	April 2022	
	b) KS SMSC and how it is being delivered throughout the school day.	LT HOF KSL Whole school		LT WOB	All staff aware of the rights of the child and SOWs reflect the 5 areas of ECM and UN rights of the child	All stakeholders' display knowledge of ECM, SMSC and ROC.	April 2022	
	c) Signpost all areas of SMSC in the school for students, parents and carers.	Whole school	Communication tools Website Newsletter Notice board	LT WOB HOF KSL	Personalized learning approach implemented and embedded in curriculum. All stakeholders can access help/information in all five areas of the ECM and SMSC development. School to embed and promote	All stakeholders Aware of where to access information about SMSC and ensure that every child matters.	April 2022	

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	<u>Be Healthy:</u> Physical, Mental and social health. Sexual health Healthy lifestyle	Promote through whole school	Communication tools. Website Newsletter Notice board	LT WOB HOF KSL	Healthy Schools ethos Breakfast clubs School support in making positive choices Extended schools' activities Sexual health and relationship support. Trailblazers Project.	Healthy school focus to be included in subject curriculum.	On-going.	Mental Health Awareness training.
	<u>Stay safe</u> and free from: Bullying Violence Neglect Exposure to extremism and radicalisation – see section 10	Whole School KSL HUI	Year group assemblies. Anti-bullying Week. Bullying email contact Staff inset and training	WOB	Building pupil resilience Supporting bereavement and loss Multi agency approach Developed confidence and self esteem	Increased involvement of external service providers and increased number of referrals to external service providers.	July 2022	Counselling SLA SSW SLA AWS SLA (£50 000)
	<u>Enjoy and Achieve:</u> Attend and enjoy school. Stretch standards set nationally.	Whole school	Communication tools. Website Newsletter Notice board	LT WOB HOF KSL	Support learning through planned intervention 1:1 learning etc (personal learning	Enjoy and Achieve focus to be included in subject curriculum.	July 2022	

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					programmes) Support engagement to the curriculum Support school behaviour and attendance policies Programmes to support personal and social development Study support, study skills to compliment planned intervention Work with the whole to produce better effect. Family parents, carers, tutor, mentors, TAs etc Homework clubs summer school. Extended school.			
	<u>Make a positive contribution:</u> Decision making Positive behaviour Positive relationships Self confidence Enterprising Behaviour.	Whole school	Communication tools. Website Newsletter Notice board	LT WOB HOF KSL	Work with student council Peer support and mentor programs Continued implementation and development of bullying prevention	Make a positive contributing focus to be included in subject curriculum. Further development of bullying prevention activities and reporting methods.	July 2022  On-going.	

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					programmes and strategies to be implemented.			
					Programmes to enable students to support the environment and their communities (DOE, Jack Petchy, environment policy)	Wider student's involvement in activities designed to promote awareness.	On-going.	
					Whole school activities to support social and emotional aspects of learning and SMSC development.	Embedded systems and further develop and promote SEAL and SMSC across the school.	On-going.	
	<u>Economic well- being:</u>	Whole school	Communication tools. Website Newsletter Notice board	LT HOF KSL	Celebration of exam success and qualifications. Programmes to help students prepare for the future in further education and employment. Progression/ transition planning. Raised motivation and aspiration. Employability Skills	Enterprise and work related learning is available to all students. Economic well-being focus to be included in subject curriculum	On-going.	

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TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILE-STONES	REVIEW DATE	FINANCE
<b>2. Continue to review and develop the induction of newly arrived pupils to SGMCS.</b>	a) Induction assessment to include intensive EAL withdrawal where needed.	EAL/LS C Induction SMW	Time-tabled staff time INSET Admin First Language Assessments	WOB	Targeted intensive literacy and numeracy intervention set up and established.	Positive experience for newly arrived students and families. Collection of factual information.	On-going.	
	b) All in year admissions to be monitored and evaluated through questionnaires, observations and LSC/EAL support and intervention.	KSLs SMW	Finance, ICT staff time	WOB	Views of mid-term arrivals considered to improve the provision for all in school. Success of admission measured in terms of impact on learning.	The views of all in year admission will be sought and considered.	On-going. ATD/Parents Evenings	
	c) All in year admissions to undergo literacy and numeracy baseline assessments	HUI SMW	Assessment instruments Staff time	WOB	Baseline assessments of midterm admissions to inform support/intervention required and appropriate setting.	Collection of baseline line information and appropriate support/intervention.	On-going.	
	d) Undertake a review of in year admissions systems	WOB	Staff time	COP	Review of in year admission systems will be undertaken.	Review with outcomes and targets of development will be produced.	December 2021	
<b>3. Improve the assessment findings and intervention for students with EAL needs.</b>	a) Continue with regular targeting and tracking of newly arrived students.	EAL SMW SENCO	Staff time INSET Admin	HUK	Tracking of EAL students Personalised intervention Measured success against whole school target.	EAL students identified early and success measured to provide comprehensive feedback All EAL students are	On-going	

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	b) Intervention program for EAL students regularly shared, revised and refined.	SMW		HUK	Intensive EAL support for identified students. Improved targeting and tracking for EAL students.	making expected progress.	Termly	
	c) Develop enrichment opportunities for EAL students.	SMW		HUK	Provide alternative learning experiences for EAL students. Develop day to day practical skills of EAL students	EAL students are provided with enrichment opportunities. All EAL students are accessing ES activities.	Termly	
	d) Apply for exam access arrangements for eligible EAL students.	SMW	Staff time	HUK SPL	All eligible EAL students will have approved exam access arrangements.	Eligible EAL students will benefit from accessing approved exam support.	November 2021	
	e) Feedback on EAL students to be presented at weekly Inclusion Panel meetings for consideration.	SMW	Staff time	HUK	All members of the Inclusion Panel will be aware of the progress and needs of EAL students.	EAL students will access appropriate support and intervention programmes.	Ongoing	
<b>5. Develop mental health awareness for all pupils to enhance emotional literacy and support/intervention provisions.</b>	5a) Develop the use of Strength and Difficulties Questionnaire (SDQ)	HUI KHLs	Staff CPD on use of SDQ.	COP	Specific actions with measurable and time-limited outcomes are integrated into faculty	Monitored evaluated and reviewed curriculum provision	April 2022	

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TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILE-STONES	REVIEW DATE	FINANCE
	5b) Develop an audit of vulnerable students and their mental health needs emotional literacy.	IH KSL Inclusion Panel	Online Mental Health audit tools (SDQ).	WOB	improvement plan. Strategic planning of relevant schemes of work and lesson plans for Key Stage 3 and Key Stage 4 across all faculties.  Planning for the continued development and improvement of SEMH themes in the curriculum and incorporating mental health and emotional literacy needs across the school	Targeted vulnerable students will have Mental Health assessments that inform appropriate support/intervention and possible external referral.	July 2022	
	5c) Continue to adopt Social, Emotional and Mental Health approach to pastoral work in particular with attendance and behaviour	KSLs IH		WOB	Formal arrangements for the celebration of social and emotional skills. Consistency across the school community in the approaches towards SEMH. Ensure alignment with existing school	Monitoring and evaluating the progress and achievement of students and the positive impact of SEMH themes.	On-going.	

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					<p>policies and practice.</p> <p>The focus on social and emotional skills is made explicit, particularly how they contribute to the SMCD outcomes that ensure every child feels valued.</p> <p>The impact of the school's work to reduce bullying is monitored and informs and enhances future action.</p> <p>Small-group work supports whole school focus for some pupils.</p> <p>Pupils are encouraged to make the link between their social and emotional skills and other learning.</p>	Underlying mental health concerns will be more effectively addressed and supported through appropriate interventions.	On-going	



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TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILE-STONES	REVIEW DATE	FINANCE
<b>6. Continue to develop good practice in relation to Children Looked After.</b>	5d) Develop and promote mental health awareness across the school.	KSL	Staff training opportunities. Meeting time	WOB	A heightened awareness of mental health concerns and how they can be reflected in students behaviours.	All school staff will have a developing awareness of mental health concerns.	July 2022	Mental Health Awareness training.
	5e) Further develop the use of Signs of Safety within the pastoral team.	KSL	Staff training opportunities. Meeting time	WOB	Pastoral staff will be able to use the SOS approach WITH students and families.	Staff will be able to embed SOS in their work with students and families.	December 2021	
	5f) Continue to develop and embed the Trailblazers project.	WOB/M CJ		COP	Staff and students will have an understanding of low mood and anxieties.	Suitable referrals will be made to the service.	Ongoing	
	6a) All staff are aware of who is CLA and previously CLA	WOB	Inset time (September)	COP	All relevant staff are aware of the learning needs and PEP targets of CLA in their classes and are able to contribute to the PEP 1 process.	Staff are confident in their contributions to the PEP 1 process.	Termly	
	6b) Staff working with CLA contribute to and PEP 1.	WOB	PEP Guidance	COP				
	6c) CLA and previously CLA are closely monitored on a half termly basis.	COP	Staff time Training for new staff every September.	COP	The progress of all CLA and previously CLA is actively monitored	All stakeholders are aware of the progress of all CLA and previously CLA.	Termly Feedback.	

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TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILE-STONES	REVIEW DATE	FINANCE
<b>7. Further develop a consistent rewards/consequences policy that is linked to the whole school house system</b>	7a) Continue to develop and embed the house system within the school.	WOB	Staff time	COP	All staff and students are placed in a house.	All staff are aware of which house they belong to	On-going.	
	7b) Continue to use and review rewards policy to ensure consistency across the school and faculty areas.	HoF KSL	Staff time	LT Line management	Rewards policy that is delivered consistently throughout the school.	All staff are aware of the rewards policy and their role in promoting the rewards policy.	Half-termly	
	7c) Continue to link rewards to parents' newsletter, TV screens, school council activities, year group and termly celebration assemblies.	KSL	Staff time and inset	WOB	Rewards system and awarded students advertised amongst all stakeholders.	Rewards published within the school community and enthusiasm for rewards is encouraged and developed.	On-going	
	7d) Continue to review and further develop consequences policy.	WOB KSL HOF	Staff time Meeting time (KS Leaders)	LT	Reviewed consequences policy with clear roles for the PSOs.	All stakeholders aware of consequences and their role within the system.	December 2021.	
<b>8. Continue to develop and foster a positive behaviour for learning policy that always strives to include rather than exclude.</b>	8a) Continue to reinforce consistent good practice to further develop and embed an inclusion policy with clear guidelines for	WOB KSL HoF	Staff time Meeting time	LT	All faculties and staff are aware of and use the rewards and consequences policy consistently throughout the school.	December 2021 report on successful use of rewards and consequences	Half termly.  On-going	

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	<p>ebehaviour use that is consistent with the rewards and consequences policies.</p> <p>8b) Further develop the good work of the weekly inclusion panel.</p> <p>8c) Review the use of the Early Help Assessment (EHA) (CAF)</p> <p>8d) Further develop the use of Pastoral Support Programmes (PSPs) as a support structure for at risk students.</p>	<p>WOB KSL</p> <p>WOB</p> <p>WOB KSLs</p>	<p>Staff time</p> <p>Staff time Meeting time</p>	<p>WOB COP</p> <p>COP</p> <p>COP</p>	<p>All staff will be clear and consistent in their use of ebehaviour</p> <p>Vulnerable students identified</p> <p>Early identification of students at risk and a multi-agency approach to support where needed. All relevant staff will be able to undertake and implement CAF assessments</p> <p>All relevant staff will be able to undertake and implement PSP assessments and show an understanding of the PSP requirements.</p>	<p>Consistent use of ebahviour across all curriculum areas.</p> <p>Early help and appropriate support developed and implemented.</p> <p>More relevant staff are able to undertake EHA and implement their outcomes.</p> <p>PSPs will be implemented to support those most at risk of exclusion from mainstream schooling.</p>	<p>December 2021.</p> <p>December 2021.</p> <p>December 2021.</p>	<p>Staff training EHA and eEHA. Cover costs.</p>

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TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILE-STONES	REVIEW DATE	FINANCE
	8e) Review internal inclusion and external exclusions policies.	KSL		WOB	Further development of the exclusions policy as a consequence, agreed consequences for internal inclusion and external exclusions, reintegration systems and managing at risk students.	Agreed systems to support the work of the PSOs and the internal inclusion rooms and BiC.	Termly.	
	8f) To meet targets as set by LBTH. No more than 50 fixed term exclusion and no more than 2 permanent exclusions.	KSL		WOB	Co-ordinated use of internal inclusion, BiC and the LSC.  Continue to promote high expectations in relation to behaviours.  Continue to develop the work of the PSOs into the pastoral work of the	Decrease on 2020/21 exclusions from learning.  LSC to continue to provide integration systems for targeted students.  All students are aware of behaviour for learning expectation and consequences for not meeting those standards.  PSOs will continue to provide an additional level of support to KSLs and wider	July 2022.  On going  Weekly  On-going	

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TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILE-STONES	REVIEW DATE	FINANCE
<b>9. Continue to develop and foster a culture of high expectations in regards to attendance.</b>			Staff time Meeting time with AWS SIMS training		school.  Continued development and participation in the FAP process.	school community. Continued success with the reintegration of FAP students back into mainstream.	ongoing	
	9a) School to continue to improve on current target set by LBTH of 95%	KSL	Weekly meeting time with AWS	WOB	Weekly attendance updates	Provide 2020/21 Attendance Report to all stakeholders to establish a baseline for 2021/22.	November 2021	
	9b) AWA to continue to provide in school support to KSLs.	KSLs		WOB	Co-ordinated in school work with AWA.	Improved knowledge of attendance concerns across all year groups. Improved attendance and punctuality of students Persistently Absent students Regular parental meetings with AWA and KSLs.	Weekly.	AWS SLA
	9c) Continue to identify student attendance bands and monitor attendance and punctuality of all students and identified groups of students Implement personal intervention plans with input from all stakeholders.	AWS KSLs	Meeting time Admin support time	WOB	Reduction in the number of students who arrive late to school.  Effective in school truancy checks. Increased parental support and	Reduction in lateness to school and an overall reduction in the number of Persistently Absent students.  Reduction on yearly penalty notices.	On-going.  On-going.	

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TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILE-STONES	REVIEW DATE	FINANCE
<b>10. Continue to promote awareness of the Prevent Duty further into the work of the school.</b>	9d) Continue to develop the use of fixed penalty notices where applicable.	KSLs AWS	Meeting time. Admin support time.	WOB	involvement.  Reduction in the number of families taking unauthorised leave in term time.	Penalty notices will be issued when thresholds are met.		
	10a) Continue to raise awareness amongst the school community of the dangers posed by exposure to radicalisation and extremism.	WOB	Whole school inset time NQT and BT training sessions KLS Meetings Faculty meetings.	COP	All staff will have an awareness of the risks of radicalisation and exposure to extremism in all its forms.  All staff will be aware of procedures and systems for reporting concerns  All staff will have an awareness of possible indicators of exposure to extremism and possible radicalisation.	All staff and governors will have updated, yearly training as part of wider safeguarding and child protection training.  .	September 2021. Then termly updates.  December 2021	LBTH Prevent and WRAP training.
	10b) Curriculum review and continued mapping of all curriculum areas and where they promote	WOB	Faculty time Staff Inset	COP	All faculties will review SOW to identify where they promote diversity and values.	Staff are delivering lessons which promote diversity and values and feel confident to	Ongoing	

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	diversity and values in their SOW.					challenge negative narratives.		
	10c) Lessons that promote diversity and values will be taught across the curriculum	WOB	Training time.	COP	Lessons provide by the LBTH SLS are used to promote diversity and values while challenging negative narratives			
	10d) Embed and develop parental workshops to raise aware of e safety and use of technology.	WOB CHZ	Meeting and preparation time	LT	School will be providing tailored workshops for families to develop their understanding of technology and e safety.	Parents will be supported in developing technology awareness and measures that can be taken to effectively monitor their child's ICT usage.  Parental workshops and information sharing will be embedded into school practice.		

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<b>4. Further develop the provision for gifted and talented pupils</b>	4a) To have a rigorous identification process; which incorporates KS2 data, teacher & parental nominations. Where there are no KS2 Data available (possibly due to COVID-19), we use first internal assessment to identify.	HOD/HOF NON JSH/Lili	Staff time Admin	LT CZU	To aid identification of G&T pupils in each subject area  To make staff aware of what provisions should be implemented in order to challenge our most able.	G &T students identified early and success measured to provide comprehensive feedback, half termly	Dec 21 Apr 22 July 22	
	4b) To have G&T lists on Sims to aid monitoring of the students' progress & attainment. The G&T information should be shared on all teacher's class-lists.  Additionally, G&T lists on Sims to be updated with new criteria's.	HOD/HOF NON JSh/Lili	Staff time Admin	LT CZU	Tracking of G&T students  Personalised learning programs and provisions shared with all staff  Regular measured success against G&T target (½ termly)	G&T students' needs to be catered for in all lessons and challenged appropriate to their ability.	Dec 21 Apr 22 July 22	
	4c) To collate and share all G&T provisions	NON HODs/HOFs	Time	CZU LT	All staff and students are aware of provisions. This will build motivation	Central location on Sims to collate all the information	Dec 21 Apr 22 July 22	



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	4d) To investigate the G&T mind-set, nurture and build G&T students to achieve their full potential.	NON Pastoral team OoSHL Coordinator	Microsoft Teams  Extra-curricular G&T enrichment within school  G&T IEPs  Sims	CZU LT	Build confidence, study skills, thirst for learning and knowledge.  All staff to be aware of the potential in their classrooms and cater for the students' needs	Students & staff receive training and become more aware of how to 'be the best you can be'.  Tutor discussions to guide G&T pupils on how to 'be the best they can be'.  Challenge tasks/activities to be built into lessons	Dec 21 Apr 22 Jul 22	
	4e) All staff to Challenge the students who are targeting grades 8/9 for EKS4 in all lessons and A/A* for EKS5.	Class teachers HOF/HOY KS5 subject coordinators	SoW	NoN LT	Students targeting grades 8/9, for EKS4, who have KS2 scores at 117 or above, are challenged throughout the school and students targeting A/A* with an average KS4 grade of 8/9	Increased attainment & progress of our most able students	ongoing	

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	4f) To increase the use of MS Teams for G&T students to help plan their progression through the Key Stages, eventually into University/ Apprenticeship	NON GIR	MS Teams	CZU HUK	More whole school focus on G&T attainment. Better communication and guidance for G&T students and parents on how students can achieve and extend their learning to other provisions, including career guidance and support for university assessments.	Increased attainment & progress of G&T students	Dec 21 Apr 22 Jul 22	

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TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
1. To continue to provide learning opportunities for parents and members of the community.	1a) Provide E-safety workshops for parents of Year 7 pupils.	Community Lead CZU	Handouts	BHP	Parents will be aware of the dangers of on-line grooming and the Prevent agenda.		Feb 2022	
	1b) Work with Pastoral Leaders to target families for behavior management support/intervention – with 1 workshop every half term.	Community Lead/WOB	Staff time.	Pastoral Leaders	Improved behaviour for targeted pupils.		Dec 2021	
	1c) Engage families of reluctant readers.	Literacy Coordinator.	Staff time	BHP	Increase reading and levels of literacy.	2 activities to have taken place by April 2022.	Dec 2021	
	1d) Provide workshops with a focus on revision.	KS Leaders Community Lead	Staff time	LT	Improved attainment through increased revision.	1 workshop to be offered per year group.	Feb 2022	
	1e) Actively use website to post information for families.	Community Lead	Website pages	CZU	-Publicity for the school -Recruit families for events -Inform families about issues of relevance.		Oct 2021	

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	1f. Offer remote sessions for parents and members of the community.	Community Lead	ICT	LT	Engage a wider group of parents through alternative methods.	To have offered 1 remote session per term.	Dec 2021	
<b>2. To embed ethos of parental involvement in celebrations.</b>	2a) Continue high parental attendance at Year 11 Achievement Assembly.	KS4 Leader	Admin time	Attendance registers	More families will be involved in the celebration of pupil achievement	80% of families to attend Achievement Assembly	May 2022	£300
<b>3. Continue collaborative work with partner schools.</b>	3a) Embed SPP project through SPP lead.	Community Lead		LT	-Collaboration between local schools. -Joint use of resources. -Improving community perception of the school.		Dec 2021	
	3b) Develop links and engage with projects at Mulberry School.	Community Lead/ CZU		LT	Pupils to be able to benefit from the enrichment and personal development opportunities offered by the Mulberry Trust.	A project to have been identified and activities planned for by Oct 2021.	Dec 2021	
<b>4. To further develop community</b>	4a) carry out evaluations after all key	KSL HOF	Admin	LT	Use of parents', staff, pupils' views to inform		Dec 2021	

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involvement in the school's reviewing and evaluating systems.	events/activities				planning of curriculum and activities.			
	4b) Continue to gather feedback through parent/pupil surveys.	Community Lead	Staff time	LT	Pupil AND Parent views to inform school improvement.		Jan 2022	
	4c) Analyse findings from questionnaires and create action plans.	Community Lead	Staff time SIG meetings	LT	Use of stakeholder views to inform school improvement planning.		Jan 2022	
5. TEEnsure students/ staff/parents/ ernors have access to curriculum information online.	5a) Ensure that curriculum summaries are available for online for all year groups and subject areas.	CZU	Website  Media Resources time.  HoF time.	BHP	Parents will be fully informed about the curriculum offer for the year and will be able to offer additional support at home.		Oct 2021	
	5b) A curriculum summary for each year group	Community Lead		LT	Parents who are not able to access the		Oct 2021	

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	to be printed and sent home in September.	KSL			website will be fully informed about the curriculum offer for the year and will be able to offer additional support at home.			
<b>6. Improve transition process</b>	6a) Carry out surveys on Taster Day to understand pupil hopes and fears.	FAP	Access to computers.	WOB	To develop greater understanding of pupil hopes and fears.	Survey will have taken place in July 2021	July 2021	
	6b) Analyse findings and create action plan as necessary.	FAP		WOB	Pupil concerns will be addressed and transition will be smoother.	Action Plan will have been created and acted upon.	September 2021	
	6c) Carry out a second survey for Year 7 after starting secondary school.	FAP	Access to computers.	WOB		Survey will have taken place and findings will have been analysed by October 2021	Nov 2021	
	6d) Offer an induction session for female pupils in Years 7 and 12.	FAP		WOB	Female pupils will feel more confident about attending a majority boys school, through support and	Induction session to have taken place in June/July.	Nov 2021	

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					befriending other female pupils.			
	6e) LT to meet the parents of all Year 7 female students.	FAP/WOB		BHP	Feedback will be gathered on any transition concerns and parents will be reassured.	Meetings to take place in October 2021	Nov 2021	
<b>7. Establish Stepney Green as a first choice school for the local community</b>	7a) Use Sports to spread excellent practice at Stepney Green to feeder primaries	Chris Kinnear	School gym Chris Kinnear	SMM	Primary schools benefit from SGMCC expertise and our sports facilities	Sporting events for primary students	Nov 21 Feb 22 June 22	
	7b) Continue to promote positive aspects of school through Year 6 tours and 6 <sup>th</sup> Form Open Evening	Leadership Team		BHP	Increase % of pupils and families visiting school – encourage applications	Increase % of first choice applications	Dec 2021	
	7c) Embed the Open Evenings as part of the recruitment process.	LT	Staff time Presentations Handout	BHP	Increase opportunities for visits to the school for working parents.		December 2021	
	7d) Continue to celebrate	HoFs KSL	Display boards Photographs	BHP	Positive environment		December 2021	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Community and Recruitment**

<b>TARGETS</b>	<b>ACTIONS</b>	<b>LEAD STAFF</b>	<b>RESOURCES</b>	<b>MONITORING</b>	<b>OUTCOMES</b>	<b>MILESTONES</b>	<b>REVIEW DATE</b>	<b>FINANCE</b>
	achievement through displays and school environment		Plasma Screen		-Evidence of success and celebration			
	7e) LT to visit feeder primary schools to promote Stepney Green as a good choice for girls.	Community Lead		BHP	Encourage recruitment of females for mixed school.		Sept 2021	



# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Literacy

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>1. To further develop staff knowledge and pedagogy on how to teach writing.</b>	1a) To investigate, adopt and share good practice of Literacy with all staff through the Literacy Working Party	EDR – Lead of the Literacy Working Party	Faculty time	BHP/JEM	Members of the working party (Literacy Leaders) share and develop on existing practices from departments. Literacy leaders within the literacy working party: share and embed good practice /key findings of the working party within their faculties. Faculties aware of and implement new strategies to further support good standards of writing. Consistent practice and high standards of writing provision shared across all departments.	Continuous rise in standards of student's writing for different audiences and purposes. Apparent in findings from next working party Scaffolds in place within all department schemes of work to enrich academic, professional and creative language. Lesson Observations demonstrate effective teaching of writing within subject areas consistent with whole school standards.	May – June 2022	None

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Literacy

	1b) To offer the provision of additional virtual 'Top up' sessions for all areas of literacy, available to all staff.	EDR	Lunch time, Microsoft Teams	BHP	Greater consistency in the use of literacy strategies across all curriculum areas Staff are aware of and implement a wider range of strategies to support pupil's writing	Lesson Observations demonstrate effective teaching of writing within subject areas. Scaffolds in place within all department schemes of work	December 2021, March 2022 and July 2022.	None
	1c) Update the Literacy policy and handbook regularly and communicate this to all faculty areas – promote staff involvement in the modification of policy	EDR/HOF/HOD	Staff bulletin/Email Microsoft Teams	BHP	Greater staff wide awareness of Literacy Policy and how to implement this within curriculum areas Improvement in higher level writing throughout all key stages More collaborative approach to literacy as a whole school incentive.  Literacy policy reflective of both existing and new strategies to promote high literacy standards.	Writing strategies embedded within faculties and across the curriculum Lesson Observations demonstrate effective teaching of writing within subject areas.	September 2021 December 2021	None
	1d) Greater opportunities	EDR/ HOF	Faculty time	SLT	Rise in standards of extended	Schemes of work to be	September 2021	

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Literacy

	for student led learning and of independent writing				writing across the curriculum and students to take greater ownership of their writing. Rise in student independence in writing. Rise in student led initiatives across different key stages and subject areas.	adapted to facilitate greater independence. Observations indicate evidence of independent/student led writing tasks	January 2022 June 2022	
	1e) Provide opportunities for students to engage in writing competitions on a school, regional and national level.	EDR/Librarian	English lessons /Library Sessions, PSHE time	BHP	Pupils more actively engaged in writing with enthusiasm and engagement All pupils challenged to achieve higher standards of writing	Rise in applications Students engaged and participate in competitions Lesson observations higher standards of writing	December 2021 May 2022 June 2022	
	1f) Continue delivery of student press for G and T students across all year groups.	EDR/Media Staff	PSHE Lunch and Break Time  Microsoft Teams	BHP	Rise in student ownership of writing and greater independence in student writing Increased enthusiasm for writing and understanding of links across curriculum areas	Students to participate in an induction to journalism session Potential for journalist visit (conducted via Teams) Students to have published their own	September 2021 – June 2022	

## MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

### Literacy

					Greater understanding of how Literacy skills apply to the job market	independent press and to have shared this with the school on a termly basis		
	1g) Establish provision of extracurricular writing clubs for KS3/4	EDR/ Librarian	Lunch and Break Time/Parents newsletter	BHP	Students have a more positive attitude towards writing and are more actively engaged in writing. Students develop a greater confidence when approaching academic writing	Improved attendance to writing clubs Student participation across key stages in virtual writing workshops Students to have produced work which is shared across the school via literacy display boards.	January 2022	
<b>2. Continue to develop staff knowledge and pedagogy about how to teach reading.</b>	2a) To continue to implement a 'Reluctant Readers' Programme to provide greater support for non-readers and disadvantaged students	EDR	Library After School Time Newspapers Accelerated Reader,	BHP	Students to have more support in reading; to develop strategies to improve reading comprehension Students to develop a greater enthusiasm for reading at home Greater parental involvement in supporting student's reading	Parent survey to indicate a rise in the number of students across year 7 – 9 reading for at least 1 hour a day at home. The identified students to be taking books from the school library more regularly. Improved attendance to	September 2021 May 2022	

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Literacy

						reluctant readers sessions		
	2b) Initiate a peer mentoring system for students who come in to the school at 'below expected' in their KS2 English to encourage strategies for reading	EDR Form Tutor Librarian	Library resources, reading books, tutor time, PSHE time	EDR	Increased student led learning and responsibility – students taking a more active role in supporting each other's literacy Greater confidence in students reading ability Increased exposure to a range of world literature	Students from KS4 paired with students from KS3 to conduct a session once every two weeks – engaging in guided reading tasks. Students display greater confidence and skills in reading independently English AP grades show increased progress	September – December 2021	
	2c) Re-establish reciprocal reading sessions for year 7 and 8 students during their library sessions.	EDR/RAR /English Staff	Library, Accelerated Reader Data, Guided Reading Role Cards and Badges, Group Texts, class texts	EDR	Rise in standards of literacy, reading comprehension and critical thinking skills of students. Increased support for reluctant readers and provision of strategies to improve reading. Greater	Guided Reading sessions to take place once per week. Improved Accelerated Reader results	Ongoing	

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Literacy

					enthusiasm for reading across year 7 and 8			
	2d) Continue to provide staff with training and make staff aware of literacy handbook strategies to enhance reading skills.	EDR	Inset time Staff Bulletin Email Faculty meeting time Microsoft	BHP	Staff to implement a greater range of reading strategies within lessons – students to develop greater awareness of different reading strategies	Reading strategies embedded within faculties and across the curriculum Lesson Observations demonstrate effective teaching of reading within subject areas.	December 2021 April 2022 June 2022	
	2e) create opportunities for pupils to read and engage in reading based activities during tutorial time and PSHE.	EDR Tutors	Newspapers/ Journals/The Day Short story Podcasts Student Bulletin Youtube	Line management LT	Students develop a greater awareness of current global issues/topics  More opportunities for students to engage in discussion/debate around texts they have read Greater student comprehension of a range of texts	Improved reading comprehension through participation in discussion Evidence of reading activities demonstrated in form and PSHE time	September 2021 – July 2022	

## MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

### Literacy

	2f) To be active role models for reading to our students – continue staff involvement in good reading practice	EDR/ Tutors	Student Bulletin/Reading Recommendation Posters	KSL	Staff to demonstrate good reading practice by recommending/sharing texts with the students	Students more aware of what texts they can read, appropriate to their level – greater enthusiasm and involvement in reading for pleasure	Ongoing	
	2g) Continue to develop reading through the Accelerated Reader programme for Years 7-10.	Teachers of English	Library / books / Accelerated Reader Programme	RAR/ EDR	Pupils' reading skills are developed through KS3/4 library lessons.		September 2021 – first STAR reading age test June 2022 second STAR reading age test	
	2h) Induct Year 7 pupils to the AR programme	Teachers of English	Library Accelerated Reader Programme	RAR/ EDR	Pupils develop reading skills through KS3 /4 lessons.	Baseline assessment to determine reading age level	October 2021	
	2i) Evaluate the impact of AR through testing and results of reading ages.	RAR/EDR	Accelerated Reader Programme	LT Line management	Increased literacy levels reflected through increased reading age for pupils.	2 star reading tests to be completed per year.	July 2022	
	2j) Embed programme of literacy related events e.g. author visits (See Library	Librarian EDR	Library	LT – Line Manager for the Library.	High profile of literacy linked events –leading to more reading and improved literacy.		September 2021 July 2022	

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Literacy

	action plan)							
	2k) Continue to raise the profile of reading through student led display boards.	EDR Literacy Leaders	Display Boards	BHP	Reading strategies to be displayed to students. Recommended books to be made visible for all staff and students across the school.	Students to have a greater understanding of how to approach reading Rise in student's exposure to a range of literature/texts.	September 2021 January 2022 May 2022	
	2l) Raise the level of parental involvement in promoting reading.	EDR	Taster Day After School/ Email Parents Newsletter	BHP	Increased parental awareness of the importance of reading. Parents to monitor pupil's reading at home by completing the section in student planners noting how long they have read.	Parent talks will be delivered at the beginning of the year on the value of reading/expectations of pupil's reading. Parents of non-readers to be invited in for an additional session later in the year to engage students in reader. Evidence of students reading at home demonstrated in planners.	March and July 2022	



# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Literacy

	2m) Establish a programme of Gifted, talented and able pupils talking about book or extracts of fiction to other pupils.	EDR/NON /Media Staff	Sound Recording Equipment, Assembly time, Tutor time, Lunchtime	BHP	Improved literacy for high ability pupils – greater student ownership of reading. Increase in student led reading practice – promotion of reading for pleasure amongst their cohorts	One assembly opportunity for students to inspire students by speaking about books.  Students to produce a podcast speaking about books/texts which they are passionate about.	July 2022	
<b>3)To further develop staff knowledge and pedagogy about how to teach Oracy</b>	3a) To establish an Oracy component in all schemes of work and to develop the use of speaking frames in the teaching and learning of Oracy	EDR/HOFs	Faculty meetings INSET	Leadership team	Staff using oracy to develop subject specific knowledge Students improving oracy skills Staff model formal usage of English in the class room and around the school context	Oracy strategies embedded within faculties schemes of work and across the curriculum Lesson Observations demonstrate effective teaching of Oracy within subject areas.	December 2021 March 2022 June 2022	
	3b) Increase the frequency of opportunity for student led learning within	EDR/HOFs	SOW	Leadership team	More speaking and listening opportunities included in schemes of work. Students develop stronger	Oracy strategies embedded within faculty schemes of work and across the curriculum Evidence of a	September 2021	

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Literacy

	lessons and establish a collaborative culture of professional learning: sharing good practice – within faculties and across.				presentational skills.	higher standard of oracy across the curriculum. Sharing of good practice within and between subject areas.		
	3c) Raise the profile of Oracy by displaying speaking and listening posters in and around the classrooms	EDR/Class Teachers	Posters	LT	Promote oracy across whole school.	Evidence of a higher standard of oracy across the curriculum.	December 2021	
	3d) Continue to develop debating/ critical thinking skills in timetabled lessons.	EDR/HOFs /KS Leaders	Faculty time, Lessons, PSHE, Blooms taxonomy	LT	Greater staff awareness of teaching critical Debating /Critical thinking skills embedded with schemes of work.	Lesson observations demonstrate an increase in effective questioning – by students and staff.	April 2022	
	3f) To present students with opportunities to engage in internal speaking and listening competitions	EDR	Break/Lunch /Assemblies	BHP	Rise in student participation of extracurricular oracy opportunities Increase in student competence and confidence of public speaking	Students to compete/present in year team assemblies	Dec 2021	

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Literacy

	3g) Pupils to participate in external speaking and debating competitions .	RAR Teachers of English	Staff time	EDR	Pupils become more confident and experienced public speakers.	Students of year 10 to have the opportunity to compete in the Jack Petchey Speak Out Challenge	December 2021	
	3i) Encourage parental participation in the development of pupil's speaking and listening and promote the importance of speaking at home.	EDR	School Website Parents Newsletter	BHP	Parents talking with their children at home to reinforce required degrees of formality and to foster greater confidence in speaking and listening. Parents' capacity and confidence to engage with school are strengthened	Parent workshops on Oracy to be held at the beginning of the academic year for the year 7 cohort	October 2021 July 2022	
<b>4. To further develop interventions for off-track learners.</b>	4a) Ensure that all pupils entering the school at below age progress in English receive one-to-one tuition and small group intervention	EDR Teachers of English and Humanities	Teachers, SOW, Workbooks for pupils, Parent meetings.	BHP	Pupils' individual needs are identified and addressed in these sessions to support pupil progress and narrow the gap of attainment	All pupils to achieve or exceed their end of year target level.	Once a term.	
	4b) Entrench and develop the provision of	EDR Teachers of English.	SOW, Booklets	BHP/RAR	Progress in levels for targeted pupils.	Improved attainment each half-term.	On-going – every half term.	

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Literacy

	Additional English for off track students in KS3 in English							
	4e) Use literacy-related events e.g. theatre trips, workshops to engage vulnerable/disadvantaged students.	EDR/ Stepney partnership coordinator	Time	BHP	Trips to the local theatre or in school workshops to further engage identified students.	Two trips per year	July 2022	£100
	1b) Plan/organise/deliver INSET to departments on various aspects of literacy	EDR	INSET time/twilight session/s	BHP	INSET to have taken place for faculty.	All staff to understand and apply agreed strategies via training with regard to writing and to advise strategies to be shared in the staff handbook literacy policy	January 2022	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Community Cohesion**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>1 Continue to integrate the Prevent Duty into the work of the school.</b>	1a. Continue to ensure all staff are trained in relation to Prevent and Safeguarding.	WOB	Staff Inset time	COP	Staff will be informed of Prevent focus and their responsibilities under the Prevent Duty. Prevent checklist and risk assessment to be updated.	Sept 2021	Oct 2021	
	1b. Continue to ensure that all staff are aware of markers and indicators to identify pupils who may be at risk of radicalisation.	WOB	Staff inset time / Induction Packs	COP	Staff will be aware of markers and indicators of risk and vulnerabilities.	Sept 2021	Oct 2021	
	1c. Ensure that all staff are aware of how to make referrals in line with the school's existing safeguarding procedures.	WOB	Staff inset time / Induction Packs.	COP	Immediate action is taken where there are concerns and the correct procedures/referrals are followed.	Sept 2021	Oct 2021	
	1d. Curriculum areas to continue to offer a safe space for debate on controversial issues.	HOFs	Curriculum time	Line Management	All subject areas will Address issues linked to Prevent and develop wider critical thinking skills through the curriculum.	Curriculum audit and mapping to be updated.	Ongoing	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Community Cohesion**

	1e) All pupils to be educated regarding on-line Safety.	UDT	ICT subject time and resources.	LM	Pupils are aware of on-line safety.	To be embedded within ICT curriculum.	Dec 2021	
<b>2. Embed British values on democracy.</b>	2a) Continue to develop the School Council election and Form Rep system.	MES	Time	JEM		October 2021– School Councillors elected for all year groups. -School councillors to have received training by Nov 2021.		
	2b) Hold mock elections in school in line with national elections.	MES		JEM				
	2c. Develop the activities of the pupil diversity group.	MES	Meeting time	JEM		Programme dates and events.	Dec 2021	
<b>3. Continue to highlight British values on the rule of law.</b>	3a) Curriculum areas to address rule of law through subject content.	HoFs	Curriculum time	Line Management			Dec 2021	
<b>4. Continue to highlight British values of Individual liberty.</b>	4a) Continue to ensure that individual liberty is addressed through the curriculum.	HoFs	Curriculum time	Line Management	Pupils will understand the value of human liberty and how it underpins fundamental beliefs.	All curriculum areas will cover this.	Dec 2021	
<b>5. Continue to highlight</b>	5a) Continue to ensure that	HoFs	Curriculum time	Line Management	Pupils will understand the value of mutual	All curriculum areas will cover	Dec 2021	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Community Cohesion**

<b>British values of mutual respect and appreciation for those of other faiths.</b>	mutual respect and appreciation is addressed through the curriculum.				respect and tolerance and how it underpins fundamental beliefs.	this. Oct 2021		
	5b. Celebrate key religious events throughout the year.	MIW	Assembly time	Line management FEA	Pupils will gain an understanding and insight into other religions.	Programme of faith celebrations for each academic year	Dec 2021	
	5c. Further develop the school's diversity campaign	SPL	Assembly and PSHE time	Line Management	Celebration of diversity.		Dec 2021	
	5d. Deliver a planned programme of activities for International Week.	MES	Staff time Assembly time Display materials	JEM	Raise awareness of international issues.  Celebrate diversity. Inclusion of all groups and developing community cohesion.	Programme of activities with input from whole school inc. debates, presentations and themed exhibitions.	Nov 2021	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**Community Cohesion**

<b>6. To create and develop awareness of the challenges faced by global communities.</b>	6a. Embed the activities of the pupil charity committee	MES	Staff time		Pupil leadership -Raise money for global disasters.  -Raise awareness of poverty and misfortune	Programme with pre-planned dates for raising money to be ready by Sept 2021.	Dec 2021	
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**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**ICT Development**

TARGETS	ACTION	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>1. Maintain an effective ICT network across the school to support all aspects of Teaching &amp; Learning and the work of the school.</b>	Maintain existing computer stock (Parago)	ADo	Specialist school budget  Whole school ICT budget  Internal audit of equipment and PC specification	CZU	Appropriate ICT facilities across the curriculum.	New equipment available for teaching and learning.	Dec21 Apr22 Jul22	£2,000
	Phase 1 of the IT Hardware upgrade: New teacher PCs, core switch and legacy laptops to be replaced	CZU	Implement Phase 1 and replace devices	COP	Better use of ICT in school to improve the learning experience of the students.		Sept21 Dec21 Apr22 July22	£98,000 (TBC)
	Ensure Assets are all kept up to date on record	ADo	Use Parago to log all new devices  Asset disposals for old, non - value devices	CZU	All devices under new warranty and details of value on Parago		Dec21 Apr22 Sept22	£300

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**ICT Development**

TARGETS	ACTION	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
	Upgrade all workstations to Windows 10 and have MS Teams enabled.	ADo	Windows 10 MS Teams	CZU	MS Teams used to enhance and extend learning experience of the student	Network runs well and deals with future demands  Online learning facilitated for all	Sep21 Jul22	
	Have a sustainable model to manage our own service	ADo		CZU	Smooth running of our ICT infrastructure	To ensure ICT technicians can maintain our own service	Dec 21 Apr22 Jul 22	
<b>2. Manage our own ICT service</b>	To ensure that the network is fit for purpose, able to cope with future demands, sustainable and that our network staff, have the required training to carry out duties.	ADo ICT tech team	Cloud backup (MS Azure)  Staff training	CZU	Best value for money  Service localised and yet secure	Excellent network that supports all aspects of the schools running	Dec21 Apr22 Jul22	£800 (CPD)

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**ICT Development**

TARGETS	ACTION	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
	To sustain Staff-remote access from home and MS Teams access	ADo	Remote access MS Teams	CZU	Both features incorporated and staff are able to access the network from home. Staff can also use MS Teams to teach live lessons	Staff use remote-access and MS Teams	Dec21 Apr22 Jul22	
	Automated shutdown to save energy costs using Impero	ADo ICT Tech team	Auto-Shutdown	CZU	Computers are well maintained	All computers are in good working condition	Dec21 July22	
	Staff to report all faults using the ICT-fault report system and track this weekly at network management meetings.  Make sure all warranties and other information are logged in Parago.	ADo ICT Tech team  ADo	ICT logging and recording system  Parago	CZU  CZU	School ability to monitor service performance.	All ICT working at maximum capacity	Weekly  Dec21 Apr20 July20	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**ICT Development**

TARGETS	ACTION	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>3.a) Continue to monitor performance and delivery of our own Service and network.</b>	Monitor bandwidth requirements (possible move to more cloud based applications)	ADo	LGFL  MS Teams  Bandwidth performance (internet)	CZU COP	Internet speed consistent for needs (for access to Sims registers, MS Teams etc.)	LGFL2 contract	April 2022	£4000
<b>3. b) Internet performance</b>	Monitoring Student & Staff ICT activity (safeguarding)	CZU ADo  JBU	Impero	BHP/WOB  CZU & WOB	Safer ICT experience for students  Network secure Students secure and are safeguarded	Action on violations on school network  Prevent log of weekly website searches	Dec 19 Apr 20 Jul 20  Weekly	
<b>4. MIS</b>	eBehaviour to support classroom management (underpinning school rewards and sanctions policy)	HOD KSLs	ICT suites SIMS eRegisters Analysis of DATA generated	WOB HUK	Accountability of students for behaviour hence better culture for learning	Behaviour reports  Subject rewards based on eBehaviour statistics	½ Termly	£300
<b>5. Improve the use of ICT in teaching and learning</b>	Staff and students to use MS Teams to develop revision strategies and HW	HOF/HOY	Time for meetings and training	LT CZU	Implementation. Staff training/twilight sessions. Staff and student use.	Implementation  Usage to be tracked monthly.	Sep 21 Jan 22 Jul 22	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**ICT Development**

TARGETS	ACTION	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
	Students use MS Teams for resources, lessons, homework and revision (especially through home access and live lessons).	All staff	Students taught as part of ICT curriculum	HOF	Improved independent skills.	Improvement in students' progress and attainment	Sep 21 Jan 22 Jul 22	
	ICT working party to develop innovation and expertise	ICT Working party lead (CHS)	Meeting cycle VR headsets MS Teams	CZU JEM	Innovation and expertise shared across all faculties  Students have a more enriched experience of learning with VR offering virtual environments in a classroom	End of Year presentation and feedback to whole school	July 22	TBC
	To monitor HW logging. in providing statistics of how ICT can enhance students' experiences in classroom.	CZU	Working party meeting, SIG and HOF/HOYS meetings.	COP	Improved use of ICT	Improvement in students' progress and attainment	July22	
<b>6. The School website</b>	a) Provide a state of the art website which is an important marketing tool.	JBU	Website	CZU	Website is dynamic, constantly updated	Improved recruitment	Dec 21 Apr 22 Jul 22	
	b) Sustain the new clips for marketing; one targeting potential year 7s and the other for potential Sixth-formers.	CA JBU	Camera Software for creating clip (HD quality)	CZU	Better recruitment	Marketing material created and shared online.	Sept 21	£600

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**ICT Specialist School**

TARGETS	ACTION	LEAD STAFF	RESOURCE S	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>1. Improve the use of ICT in teaching and learning. Broaden &amp; enrich pupils experience with ICT</b>	a) Sustain use of MS Teams to all students	UDT ICT teachers All Teachers	Time for meetings and training	BHP CZU Line managers (LT)	All students use MS Teams to extend their learning beyond the school	Students attainment improved	Jan 22 Mar 22 Jul 22	
	b) All staff to use MS TEAMS to make resources more accessible for students.	HODs/HOFs	MS Teams SOW	CZU Line managers (LT)	Improved teaching resources  Improved attainment	Better teaching & pupil attainment	Jan 22 Apr 22 Jul 22	
	c) To update all curriculum software	ADo	All depts	CZU	Improved teaching resources	Better teaching & pupil attainment	Dec 21	
	d) All use MS Teams to develop revision and homework	MCJ CZU	Meeting cycle SoW MS Teams	BHP	Innovation and expertise shared across all faculties	Presentations and feedback to SIG & HOF & KSL	Jan 22 Mar 22 Jul 22	
<b>2) To embed and develop partnerships with primary/secondary schools</b>	To run sessions of computing with Year 7 pupils and embed work with local primary schools and schools within Mulberry MAT (STEM academy)	UDT  ICT primary school leads	BBC Microbits TATA Software	BHP  Stepney Partnership coordinator	Improved interest and recruitment for future into STEM subjects	Higher year 9 intake for computer science  Higher year 7 intake	Oct 22 Jul 22	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**ICT Specialist School**

<b>3) To organise engaging lessons for feeder primary schools</b>	To run taster lessons for year 6s	UDT	Stepney Partnership	CZU	Motivated year 6s to increase intake	Higher year 7 intake	Dec 22 Jul 22	
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# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Numeracy

TARGETS	ACTION	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>1) To enrich and broaden pupils' experiences with Numeracy</b>	To enter 60 KS3 and 60 KS4 students for UKMT Junior and Intermediate Maths Challenge  KS5 Senior Maths Challenge	AMH MOH RMR	Cover  Faculty Meetings  Line management meetings	COP	Students to achieve gold, silver and bronze certificates	Improved attainment (more grade 8s and 9s at KS4)  More grade A/A*s at A levels	Apr 22 July 22	
<b>2) To embed and develop partnerships with primary, secondary schools and universities</b>	a) To re-establish Number Partners scheme with Credit Suisse for Y7 lower ability in maths, post-COVID	JAA RMR	Credit Suisse members	AMH	100% of students to achieve 4 and above in maths by end of year 8	Improved attainment	July 22	
	b) To instil a desire to succeed and pursue a career in Maths, Engineering, ICT and Science (STEM)	AMH HUA UDT NON	QMU Westminster University LSE UCL Student associate attendance & teacher evaluations Mulberry MAT (STEM Academy)	COP CZU BHP	To raise student aspirations and increase recruitment in STEM based subjects at A levels and universities.	Increased take-up in year 7 & 6 <sup>th</sup> form.	Apr 22 July 22	



# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Numeracy

TARGETS	ACTION	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>3) Support primary partners, Ben Johnson, Cayley, Halley and Redlands in further developing a range of teaching and learning strategies for Year 6 G&amp;T students.</b>	a) To ensure maths teachers are available to support primary staff deliver “above expected” curriculum for maths (Master-classes)	MOH AKR TAA	Funding  Cover/ timetabling  meetings and visits to primary schools  Evaluation of sessions by primary partners. (Stepney Partnership Group)	AMH	Improved transition years 6 to year 7  Improved maths teaching & learning at primary partner schools.  G&T Year 6 students achieve beyond expected levels at KS2 maths.	Increased uptake of Year 7 pupils	Sept 2021 July 2022	
	b) To map and identify numeracy within all SOWs	HOFs AMH	Faculty Meetings  Lesson plans and observations	LT COP	Numeracy mapped across the curriculum	Increase of numeracy components in subjects	Dec 21 Mar 22 July 22	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**CPD**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>1. Continue to embed Performance Management policy</b>	1a. Continue to review pro-formas for Performance Management and ensure PM is linked to CPD	<b>JEM</b>		<b>BHP</b>	Performance Management Procedures in place	Staff aware of review findings	<b>November 2021</b> <b>March 2022</b> <b>June 2022</b>	
	1b. Agree review cycle for PM	<b>JEM</b>		<b>BHP</b>	Review cycle agreed and recorded in calendar	Review cycle in place and functioning	<b>September 2021</b>	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**CPD**

[illegible]

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**CPD**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>3. Improve standards of Teaching &amp; Learning across the school by promoting CPD opportunities</b>	<b>3a.</b> Use Performance Management & observation feedback to inform CPD requirements.	HODs JEM		JEM BHP	Increase in innovative strategies being used across the school. Staff abreast of changes in their curriculum area.	Appropriate staff taking up CPD.	<b>Dec 2021</b>	<b>Staff Development budget (See Target 6)</b>
<b>4. To provide a strategic lead enabling working parties to focus on priorities informed by SEF.</b>	4a. Identify key staff to play a lead role in each working party. 4b. Each working party to draw up development plan. 4c. Identify member of LT to be a member of each party. 4d. Organize allocation of staff to a working party 4e..Each working party to identify priority (see SEF) and develop recommendations.  4f. Each working party to present findings and make recommendations at whole staff INSET	JEM  JEM  JEM JEM JEM  JEM	<b>Meeting Time</b>  <b>Meeting Time</b>  <b>Faculty Meeting Time</b>  <b>Meeting Time</b>  <b>Inset time MRO time ICT technicians time</b>	BHP  BHP  BHP  BHP  BHP	Key staff identified  Development plans in place and made available  Members of LT identified Definitive list of members in each working party.  Priorities identified & recorded. A continuing emphasis on reflective practice  Good practice shared Recommendations made explicit	Working parties develop whole school projects that enhance Teaching & Learning Development plans embedded in School's ethos      Working Party presentations in the Summer Term Working party contribution to curriculum development identified and on shared drive.	<b>December 2021</b>  <b>December 2021</b>      <b>June 2022</b>	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**CPD**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>5. To continue to develop the skills of middle/senior managers</b>	5a. To enrol up to 2 middle managers onto UCL/Mulberry Trust programme	JEM		BHP	Participants enrolled.	Middle managers gain qualification and continue drive for students to attain higher levels.	<b>September 2021</b>	<b>See below.</b>
	Middle/Senior managers Development programme(NPQ))	JEM		BHP	Participants enrolled.	Middle managers able to discern difference between leadership and management.	<b>September 2021 December 2022</b>	
	5b. To enrol up to 1 member of staff on to NPQSL	JEM		BHP	Participants enrolled.		<b>September 2021 December 2022</b>	
	5c. Use staff that have completed NPQML/SL programme to contribute to NQT/ST & whole school CPD programme.	JEM		BHP	Appropriate staff included on School's Professional Studies Programme.		<b>September 2021 December 2022</b>	
	5d. Develop links with Mulberry Trust, East London Teaching School Hub.	JEM		BHP	Bespoke CPD project developed and implemented.	Middle/Senior managers leading change and contributing to a culture of leadership. Improvements in learning & teaching noted.	<b>September 2021 April 2022 July 2022</b>	
	Enrol staff onto Leadership courses – Headship/Senior/Middle						<b>July 2021 Ongoing</b>	
<b>6. Ensure that CPD budget continuously monitored.</b>	6a. Keep running total of budget spent	JEM	<b>Meeting time</b>	BHP	Spending on CPD monitored	CPD budget not overspent	<b>December 2021 April 2022 June 2022</b>	<b>£2720 each term School Improvement</b>
	6b. Maintain records of CPD attended and Evaluations completed.	JEM		BHP	Tracking of Staff undertaking CPD. Check on equality of opportunity.		<b>ongoing</b>	<b>(£8160 for whole year)</b>

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**International Awareness 2021-22**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
1.To ensure that all pupils are impacted and involved with the International Curriculum	<b>1.1.</b> To map the evidence of international curriculum across all subject areas	HOF	Meeting time at Faculty meetings	JEM		International issues included across all subject areas	<b>January 2022</b>	
	<b>1.2</b> To have references in SOW that highlight global awareness	HOF	Meeting time	JEM	Pupils and staff develop communication skills linked to the global community, build up confidence and understanding of international cultures	Schemes of work have separate columns highlighting International references	<b>December 2021</b>	
	<b>1.3.</b> To conduct a survey of pupil/teacher events across all subject areas linked to the global community	HOF	<b>Planning time</b>	JEM		Events linked to the global community established.	<b>July 2022</b>	
	<b>1.4</b> To invite business partners from global businesses in London that will offer work placements.	JEM	<b>Planning time to meet international partners</b>	JEM		Global links established.	<b>February 2022</b>	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**International Awareness 2021-22**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
2.0 To improve global awareness	<b>2.1</b> To promote global visits	JEM HOF MFL	Meeting time	LT	Visits to other countries become part of the college's curriculum	Pupils are able to communicate confidently about experiences in the global community	<b>April 2022</b>	
	<b>2.2</b> To organise pupil/visitor assemblies relating to current international affairs	HOYs	Assembly time Planning time	JEM	Prepare the pupils to understand the increasingly inter-dependent world that they live in	All year groups present international assemblies in the recognised international week	<b>ongoing</b>	
	<b>2.3</b> To promote awareness of international situations and how they affect the stability of the global community	HOYs	<b>Planning time</b>	JEM	Pupils become aware of global tensions on the world stage and develop confidence in the use of critical thinking	The pupils feel safer and happier in their daily lives	<b>ongoing</b>	
	<b>2.4</b> To promote and organise global projects with the assistance of the Community, Alumni, and the Education Business Partnership group.	JEM	<b>INSET</b>	BHP	Pupils develop team building skills, and gain greater awareness of a range of careers/voluntary work which may involve travel abroad as a result of participating in global projects.		<b>January 2022</b>	

**MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022**  
**International Awareness 2021-22**

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
	<b>2.5</b> To cross reference the Prevent Agenda with work on international issues across the school.				Prevent resources widely used in PSHE	Prevent Agenda cross referenced with international curriculum and understood by the staff and community		
	<b>2.6</b> To promote international display work throughout the school	MRO		JEM	Flags/values poster seen in every room and corridor International time clocks in showing different time zones Plasma Screens to display different flag every week with pictures of national costume Badges created to celebrate differences		<b>ongoing</b>	
	<b>2.7</b> To organize activities to promote international education week ( <b>Nov 18-22</b> )	JEM	<b>Planning time</b>	BHP	Culture of international awareness amongst staff and students developed.		<b>Dec 2021</b>	



## MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

### Science Specialist School

TARGETS	ACTION	LEAD STAFF	RESOURCE S	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>1) To improve the quality of teaching and learning in Science.</b>	a) To embed the a high proportion of practical lessons taught and share good practice within the faculty	HUA	Sharing good practice  Work sampling  Lesson observations	MEJ	All classes to have experienced some form of practical work every half term	Increased practical elements in science lessons	Jan 2022  Apr 2022	
	b) To share good practice within our school/sixth form	HUA KS5 Science Coordinator	Sharing best practice	MEJ	Higher attainment	Termly assessment points and improved attainment	Dec 2021 Apr 2022 July 2022	
<b>2) To organise engaging lessons and embed a partnership with our feeder primary schools</b>	To re-establish (post-Covid) the science taster lessons for year 5/6 students from feeder primary schools	GIR CHK MOL <i>Stepney Partnership Coordinator</i>	Planning time  Science resources  Evaluation of sessions by primary partners.	CZU HUA	Enhanced pupil practical skills and school marketing to prospective pupils  Sessions organised for primary feeders	Higher intake of pupils in year 7	July 2022	

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Science Specialist School

<b>3) To enrich and broaden pupils' experiences with Science (STEM)</b>	a) To seek opportunities to build on the experience of STEM Academy (Mulberry MAT) to enhance the learning of science.	HUA GIR NON	Planning time Cover cost Attendance registers  Pupil evaluations	MEJ HUK CZU	Sessions planned.	Increased take up of science-based courses post 16.	Dec 2021 Apr 2022 July 2022	
	b) To arrange activities or trips whereby pupils gain opportunities to meet working scientists	GIR NON CHS	Meeting time	HUA	Increased number of pupils gaining grade 7 and above for KS4 & grade B and above for KS5	Pupils gain greater progression awareness  Attendance registers	Feb 22 July 22	

## MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>1. To offer Sixth Form curriculum which meets the needs of all students. Expressed through an individualised study programme.</b>	To offer and recruit to a broad and balanced curriculum with academic and vocational pathways (L1, L2 and L3)	HUK KS5 Leader and HoY 12	Staffing Teaching & Learning Materials	BHP HUK	<ul style="list-style-type: none"> <li>Student numbers maintained 2022-2023</li> <li>Target 340 students</li> </ul>	1. All courses to run  2. Implementation of the Progression Policy following each assessment point.	October 2021	Equivalent to subject offer Marketing budget £6000.00
<b>2. Ensure students are placed on and complete suitable KS5 courses and in turn increase retention from Y12 – Y13.</b>	All students to have an enrolment interview (in person) to discuss aspirations on results day. + Independent advice and guidance throughout academic year. Indication process to allow time for change in subjects and pathways.	HoY 12 KS5 Leader  IAG adviser	Uniforg Admissions+	HUK	<ul style="list-style-type: none"> <li>Students are enrolled on study programmes in line with their career / post sixth form aspirations.</li> <li>Retention rate from Y12 to Y13 increases further.</li> <li>Reduce midyear leavers.</li> </ul>	1. Programme of study agreed through enrolment process.          1. Programme of study amended during induction process.  2. October census 3. Y12 transition Conversations	October 2021          October 2021 June 2022	Admissions + subscription - £3120.00 (multiyear)          £6000

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

<b>3. Further develop the quality of personalised advice and guidance relating to student choices and future careers.</b>	<p>Students to be signposted to key careers information. Students to be supported through the application process of outreach programme like K+.</p> <p>Structured enrichment opportunities in school.</p> <p>‘Futures Friday’ to be embedded and provide a weekly opportunity to discuss careers related enrichment opportunities.</p>	<p>Futures Leader KS5 Leader HoY 12 Y12 &amp; Y13 2Ic Tutors</p>	<p>Unifrog PSHE Resources Dedicated Y12 and Y13 enrichment time.</p>	<p>HUK</p>	<ul style="list-style-type: none"> <li>• Futures Friday</li> <li>• Opportunities on Unifrog – MOOCs</li> <li>• Destinations data shows students have progressed into further education, training or employment.</li> <li>• Increased number of students accessing Russell Group Universities.</li> <li>• Outcomes from student survey.</li> </ul>	<ol style="list-style-type: none"> <li>1. Outreach programme application deadlines starting in October.</li> <li>2. Futures Friday presentation with enrichment opportunities sent out every Friday.</li> <li>3. Enrichment events organised in allocated Y12 and Y13 timeslots.</li> <li>4. Tutor Tutee Discussions each term.</li> <li>5. Pastoral curriculum</li> </ol>	<p>October 2021</p> <p>Ongoing</p>	<p>Enrichment budget – TBC</p>
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# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

<b>4. Ensure robust plans are in place to minimise the impact of school closures and that all students are supported to make excellent progress.</b>	Identify vulnerable and disadvantaged groups. Create a spending plan for 16-19 tuition fund. MS Teams to be developed to ensure robust remote access for students. Analyse assessment data following each assessment point in collaboration with KS5 Subject Leaders.	HUK HoF KS5 Subject Leaders	Training on the use of Sistra.	BHP	<ul style="list-style-type: none"> <li>Focussed support for all vulnerable groups to ensure they achieve in line with school expectations.</li> <li>16-19 tuition fund effectively used to support small groups of targeted students.</li> <li>MS Teams to include all resources so students can continue to work from home.</li> <li>Assessment data analysed following every assessment point.</li> <li>Discussion with KS5Ls</li> <li>Tracking A&amp;P on a weekly basis.</li> </ul>	<ol style="list-style-type: none"> <li>Sharing best practice</li> <li>Lesson observations</li> </ol>	As per school calendar  Following each assessment point.	Not Applicable.
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# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

<b>5. Ensure a broad range of opportunities and experiences to promote students personal development at KS5.</b>	Students encouraged to develop their CV and profile in preparation for UCAS applications and CV. Identify opportunities for work experience. Evaluate and update PSHE curriculum to ensure a wide breadth of topics are covered which meet the needs of our students.	PZA - Key Stage Leader Futures Leader 2ic – Enrichment Leads	Technology Dedicated Enrichment Time	HUK	<ul style="list-style-type: none"> <li>Students will have a rich range of experiences (particularly vital following COVID-19).</li> <li>Develop confident, knowledgeable and responsible learners and citizens.</li> </ul>	<ol style="list-style-type: none"> <li>All students aim to complete 10 hours of voluntary work.</li> <li>All Y12 students to access a virtual work experience.</li> <li>Robust PSHE curriculum delivered weekly.</li> <li>Futures Friday</li> <li>Enrichment events.</li> </ol>		
<b>6. To further develop sixth form PSHE programme</b>	Induct Yr 12; Growth mindset; Bridge the gap; Revision training Yr13; Compass to deliver Health & relationships PSHE Yr12	HOKS5	Staffing Meeting time Paper resources	HUK	<ul style="list-style-type: none"> <li>Students are prepared for their next phase of life.</li> <li>Supported in their achievements.</li> </ul>	<ol style="list-style-type: none"> <li>Calendared sessions.</li> <li>Year Team meetings feedback</li> </ol>	Year team meetings  Line Management	

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

6. Sixth Form curriculum 2021 is planned to reflect national developments in post 16. Including; A Level & vocational qualifications. Apprenticeships	Staff development for key stakeholders	HUK	INSET	BHP	<ul style="list-style-type: none"> <li>Staff embed timeline to manage change to taught A Levels and BTEC</li> </ul>	1. Curriculum agreed for 2022-2025	October 2021 December 2021	£1000.00 (INSET)
	SLT curriculum review to identify sixth form offer for 2022	HUK	Meeting time	BHP	<ul style="list-style-type: none"> <li>2022 Curriculum model agreed and offered to students</li> </ul>	2. Prospectus published October 2021	October 2021 December 2021 Feb 2022 April 2022 May 2022	£3000.00 prospectus associated marketing
8. Sixth Form curriculum planned for 2022-2025.	To cost and present 5-year plan	HUK	Meeting time	BHP	<ul style="list-style-type: none"> <li>Reviewed 5-year plan in place</li> </ul>	1. Present to Governors	December 2021	

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

<b>9. Realise potential in all groups of students ensuring they make rapid progress.</b>	Analysis of data following each assessment point at all levels – Leadership, Pastoral and Curriculum. Tutor discussions to focus on progress. Academic tutoring days to focus on progress and SMART targets to be identified.	HUK Tutors	Tutor Time Meeting Time	BHP	<ul style="list-style-type: none"> <li>Minimise variation in performance at KS5 between groups.</li> <li>Work sampling of student folders.</li> <li>All groups tracked and appropriate interventions initiated where appropriate.</li> </ul>	1. Progress concern students identified early and effective intervention are put in place.  2. Tutor discussions provided one to one focused careers advice.  3. ATD will ensure all stakeholders are aware and involved in the process of supporting the learner.	As per school calendar	
	Girls forum meetings with pastoral leads.	HoY 12 and 13	Meeting Time	HUK		4. Female student group supported to achieve highest grades possible.	10th Nov 2021 12th Jan 2022 9th March 2022 4th May 2022 29th June 2022	



# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

<b>10. High quality homework and independent study tasks set which provide stretch and develop student learning skills.</b>	KS5 Subject Leaders to audit homework plans in respective faculty. SLT to monitor homework setting via weekly planner checks.	KS5 Subject Leaders  SLT	T&L Materials  Staffing	BHP	<ul style="list-style-type: none"> <li>Learning in school is supported and enhanced by home and independent learning.</li> <li>Student develop skills which will support them in post 18 education or employment.</li> </ul>	1. Quality of homework and independent study tasks improved. 2. Students develop confidence in leading their own learning. 3. In class attainment / progress improves.	Ongoing.	
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# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

<b>11. Sixth form students are role models in promoting high standards of behaviour, conduct and effort.</b>	Embed and induct new students into Stepney Sixth Form Standards. Progression policy is explained and implemented. Clear processes and procedures for student concerns to be reported – VAWG, Sexual Violence, Bullying, Online etc. Clear protocols for staff to follow.	KS5 Leader HUK	MS Teams	BHP	<ul style="list-style-type: none"> <li>• Exemplary behaviour and attitude towards learning.</li> <li>• Concerns are dealt with swiftly and suitable support is in place.</li> <li>• Curriculum and pastoral staff are clear on which areas of concern they are to take the lead and address.</li> <li>• Key staff identified and signposted to students.</li> <li>• Online reporting tool available on MS Teams.</li> </ul>	1. Students are happy in the sixth form and are confident they will be supported. 2. All students understand how to report issues. 3. Staff are able to manage incidents reported effectively. 4. Behaviour for learning is excellent – review negative incidents on MIS.	Ongoing	
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## MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

### Sixth Form – Curriculum

<b>12. Sixth Form students use independent study (IS) time effectively.</b>	Ensure all IS periods are staffed. Allocated students study space which facilitates their programme of study. Establish IS locations which provide environment for specific types of learning.	BEM / HUK	IS supervisors	BHP	<ul style="list-style-type: none"> <li>Students are supported and study within a calm learning environment.</li> <li>All students have access to all facilities required to ensure learning can take place i.e. BTEC students require IT based study locations.</li> </ul>	1. IS timetable to be established.	August 2021	
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# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

<p><b>Effectively prepared UCAS applicants and apprenticeship applicants.</b></p>	<p>Identify students and their chosen pathway early – Spring Y12. Identify provisions required for supporting early applicants – entrance exam prep, interview practice, application surgery etc. Maintain regular communication via email / face to face meetings. Identify outreach programmes which support application.</p>	<p>THB</p>	<p>Unifrog Enrichment time</p>	<p>HUK</p>	<ul style="list-style-type: none"> <li>Increased number of students accepted into Medicine, Oxbridge etc.</li> <li>Increased number of students securing places at Russell Group universities.</li> </ul>	<ol style="list-style-type: none"> <li>Futures leader to identify post 18 intentions of all pupils in the sixth form.</li> <li>Direct communication with students on enrichment opportunities available.</li> <li>All students set a target of engaging in a minimum of two externally delivered enrichment opportunities (including virtual opportunities).</li> <li>All engagement in enrichment activities to be recorded using Unifrog platform including reflections.</li> <li>Entrance exam preparation (BMAT, UCAT etc) to start from the spring term (Y12) and support provided via faculties and designated mentors.</li> </ol>	<p>15<sup>th</sup> October 2021 15<sup>th</sup> January 2022</p>	<p>92</p>
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# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

<b>13. Sixth Form student leadership is high profile across the school community.</b>	All students to be given opportunity to apply. Appoint a balanced and well represented team of SF student leaders. Use SF student leaders to deliver assemblies, promote the sixth form and provide support and guidance to KS3.	MES / HoY12 Y13	PSHE time Assembly time Display board	HUK	<ul style="list-style-type: none"> <li>Sixth Form leaders set an example for entire school in terms of leadership and engagement in school and wider community.</li> <li>Students take part in democratic process.</li> </ul>	1. Advertise opportunity. 2. Conduct selection process. 3. Share results. 4. Engage team in sixth form community discussions and work.	September 2021	
<b>14. To explore opportunities for Sixth Forms (within the Trust) 2022 onwards</b>	Establish working buddies around the Trust. Share best practice in relation to Sixth Form operations.	HUK	Meeting time	BHP	<ul style="list-style-type: none"> <li>Timeline agreed for Trust working</li> </ul>	1. Paper to Governors Jan 2022	Jan 2022	Staffing

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

<b>15. Consolidate Sixth Form growth and increase recruitment from Year 11</b>	<p>Increase external applications by promoting the sixth form using the school website.</p> <p>Explore the use of social media to reach target audience.</p> <p>Ensure recruitment process focuses on recruitment of all potential MAGHAG.</p> <p>External recruitment advertising (website) to target female, non-Bengali and potential MAGHAG.</p> <p>Identify internal G&amp;T pupils and their KS5 subject requirements.</p> <p>Promote sixth form success, curriculum offer and the various pastoral support systems in place to ensure pupils recognise the high quality provision and offer</p> <p>Early and regular engagement with G&amp;T pupils (including families) and external female students.</p> <p>events.</p>	HUK / BEM / PZA	Year 11 Assembly time Website development Social Media presence Advertising banner Sixth form open evening PSHE time – coffee mornings	BHP	<ul style="list-style-type: none"> <li>• Achieve recruitment target - 340 students across Y12 and Y13.</li> <li>• Increased number of female and non-Bengali students.</li> <li>• Greater diversity across the sixth form environment.</li> <li>• Improved results.</li> </ul>	<ol style="list-style-type: none"> <li>5. SF open Evening 17.11.21</li> <li>6. Applications open 18.11.21</li> <li>7. Coffee Mornings 10.01.22</li> <li>8. Sixth Form Interviews 15.01.22</li> <li>9. MAGHAG event 28.02.22</li> <li>10. Female Applicant meeting – 14.03.22</li> <li>11. Sixth Form Taster Day 12.07.22</li> </ol>	29 <sup>th</sup> Sept 2021 to October 2022	94
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# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

<p><b>16. Maximise funding to the sixth form through accurate completion of the census.</b></p>	<p>Key Stage 4-5 Transition – deliver ‘promoting the sixth form’ Marketing 6th Form – press release, brochure, events and websites.</p> <p>1. Ensure accurate recording of student programmes. 2. Identify and enrol students onto GCSE English and or Maths where applicable. 3. Census report to be reviewed by Oxford Analytics.</p>	<p>HUK / Data Manager</p>	<p>SIMS Data</p>	<p>BHP</p>	<ul style="list-style-type: none"> <li>No loss in allocation of funding.</li> </ul>	<ol style="list-style-type: none"> <li>Autumn census</li> <li>census date – Thursday 7 October 2021</li> <li>return date – Wednesday 03 November 2021</li> <li>Spring census</li> <li>census date – Thursday 20 January 2022</li> <li>return date – Wednesday 16 February 2022</li> <li>Summer census</li> <li>census date – Thursday 19 May 2022</li> <li>return date – Wednesday 15 June 2022</li> </ol>	<p>3<sup>rd</sup> November 2021</p>	<p>Oxford Analytics £500</p>
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# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

<b>17. To focus on performance and progress data of current students.</b>	To embed systematic response to assessment point data - Tutors – Academic tutoring	HOKS5	Time	HUK	<ul style="list-style-type: none"> <li>• Policy agreed</li> <li>• practice in place</li> <li>•</li> </ul>	1. Presented to LT Presented to Year Team Meeting	October 2021 December 2021 Feb 2022 April 2022 May 2022	
	RAP Quality assurances meetings with Heads of Key Stage 5- Half termly	HOF	Time		<ul style="list-style-type: none"> <li>• Policy agreed</li> <li>• practice in place</li> </ul>	2. Presented to SIG		
	To calendar and embed linear assessment cycle – 3 assessment points.	HUK KS5 Subject Leaders	Time	BHP	<ul style="list-style-type: none"> <li>• Rigorous assessments in place in line with published assessment calendar</li> </ul>	3. AP routines	October 2021 December 2021 Feb 2022 April 2022 May 2022	N/A
	To ensure students reach target grades by the end of Y12. Take actions	HOKS5	Time	HUK	<ul style="list-style-type: none"> <li>• Student review – to progress to Y13</li> </ul>	4. Academic review. Transition Conversations.	June 2022	N/A



# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Curriculum

<b>18. To embed KS5 accountability and quality assurance measures To include Sixth Form Pastoral Leadership And within faculty structures.</b>	Embed shadow structure which will provide KS5 leadership and management within faculty structure. HOFs to report to Line Managers	HOFs LMs	Meeting Time	HUK	<ul style="list-style-type: none"> <li>Embed shadow structure Sept 2021</li> <li>Staff in posts developing experience</li> </ul>	1. Line Management reports to LT.  2. Report to Governors.	October 2021 December 2021 Feb 2022 April 2022 May 2022	Planning time
	Delegate budgets to HOF/HOD based on agreed formula	OST	Time	HUK	<ul style="list-style-type: none"> <li>Lines of accountability clear</li> </ul>	3. Confirmation of HKS5 role and responsibilities published to handbook.	October 2021 December 2021 Feb 2022 April 2022 May 2022	Planning time

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Raising Attainment

TARGETS	ACTIONS	LEAD STAFF	RESOURCES	MONITORING	OUTCOMES	MILESTONES	REVIEW DATE	FINANCE
<b>1. To meet school targets as agreed by Trust (cf. target page) or SLT.</b>	<i>(1a) Targets shared with staff</i>	BHP	Meeting time	LT, HOF, KSTL, Heads of KS5	<ul style="list-style-type: none"> <li>All staff aware and working towards targets</li> </ul>	4. Introduction 5. Line management meeting to check progress 6. Inform Departmental Development Plans and Self Evaluation	Sept 2021 October 2021 December 2021 Feb 2022 April 2022 May 2022 July 2022	
	<i>(1b) Use prior GCSE attainment to set challenging targets</i>  <i>Embed Sixth Form Flight Paths</i>	COP	Meeting time	LT, HOF, KSTL, Heads of KS5	<ul style="list-style-type: none"> <li>Use of data evident in students folders &amp; lesson observations</li> <li>Targets set at 40<sup>th</sup> 75<sup>th</sup>/90<sup>th</sup>/95<sup>th</sup> percentile. Evidence in Assessment reports</li> <li>Evident in planners</li> </ul>	4. Introduction 5. Line management meeting to check progress 6. Inform Departmental Development Plans and Self Evaluation	Sept 2021 October 2021 December 2021 Feb 2022 April 2022 May 2022 July 2022	

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## Sixth Form – Raising Attainment

	<i>(1c) Implement and embed system for identifying students on and off track</i> <b>Implement Sixth Form Flight Paths</b> (G&T, SEN, EAL etc.,	COP PZA SHJ	SIMS database Assessment grids	HUK LM	<ul style="list-style-type: none"> <li>Robust evolving system in place 3 Assessment points.</li> <li><b>Students swiftly progress to high levels.</b></li> </ul>	5. Refined system developed.  6. System shared – student planners  7. Published to Handbook  8. Student induction	Sept 2021 October 2021 December 2021 Feb 2022 April 2022 May 2022 July 2022	
	<b>(1d) Implement Sixth Form RAP.</b> <i>HKS5 meet half termly. Share relevant data with all staff to ensure challenge and maximum impact for learning</i>	COP PZA SHJ HOF KS5 Subject Leaders	SIMS database, Hard/ electronic copies for each member of staff After each AP.	HUK LM	<ul style="list-style-type: none"> <li>Student progress assessed 3 times a year. Discussion with HKS5 Sixth Form Teachers.</li> <li><b>Actions in place at subject level.</b></li> </ul>	3. Individual tracking sheets discussed with to all relevant members of staff including HOF and KS5 Subject Leaders three times a year  4. Calendared Sixth Form RAP Meetings	As per school calendar – AP1, AP2 & AP3	

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## Sixth Form – Raising Attainment

	<i>(1e) Identify time limited intervention groups after each assessment point for academic intervention.</i>	COP PZA KS5 Subject Leaders HOF	Meeting time Intervention funds	HUK	<ul style="list-style-type: none"> <li>Intervention programme</li> <li>All students identified and have interventions in place</li> <li>Make accelerated progress during periods of intervention.</li> </ul>	2. Assessment at end of each intervention period.	As per school calendar – AP1, AP2 & AP3	Intervention budget
	<i>(1f) Targets to form part of performance management – to include KS5 targets</i>	LT, HOF	Meeting time	BHP	<ul style="list-style-type: none"> <li>All targets shared, discussed and agreed</li> </ul>	2. PM targets agreed for 21/22	November 2021 December 2021 Feb 2022 March 2022 May 2022 August 2022	
	<i>(1g) Sharing and linking attainment and attendance with all parents on a termly basis. Weekly sharing of attendance data with Sixth Form Team. Actions in place to challenge those students falling below target.</i>	PZA	Reporting system.	HUK	<ul style="list-style-type: none"> <li>Parents fully aware of relationship between attendance and attainment</li> </ul>	2. Termly Progress Report	As per school calendar – AP1, AP2 & AP3	

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## Sixth Form – Raising Attainment

	<i>1h) Sharing information with parents of all students to sign up to Sixth Form Recovery Catch up following COVID</i>	PZA KS5 Subject Leaders	Reporting system	HUK	<ul style="list-style-type: none"> <li>All students signed up for Sixth Form intervention and make accelerated progress.</li> </ul>	2. Termly Progress Report	As per school calendar – AP1, AP2 & AP3	
	(1i) Termly review meeting towards targets with Line manager/HOF/HOD	LT, HOF	Meeting time	HUK	<ul style="list-style-type: none"> <li>All staff aware of progress towards targets on a termly basis</li> </ul>	2. Line management meeting to check progress	As per school calendar – AP1, AP2 & AP3	
	<i>(1j) Agreed moderation time for subjects to standardize assessments in KS5</i>	HOFs KS5 Subject Leaders	Meeting time	HUK	<ul style="list-style-type: none"> <li>Staff become more able to deliver accurate assessments in KS5</li> </ul>	2. Moderation weeks	As per school calendar – AP1, AP2 & AP3	
<b>(2) Improve Learning and Teaching</b>	<i>(2a) Embed teaching and learning strategy for A Level. What does Outstanding look like?</i>	PZA KS5 Subject Leaders	Meeting time	HUK	<ul style="list-style-type: none"> <li>All A Level lessons make best use of teaching time</li> </ul>	3. Lesson observation cycle  4. Sharing best practice cycle	As per school calendar	

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Raising Attainment

	<i>(2b) Sixth Form Working Party to research innovative T&amp;L strategies for KS5. New Ofsted framework and implications for T&amp;L.</i>	PZA KS5 Subject Leaders	Meeting time	HUK	<ul style="list-style-type: none"> <li>All A Level lessons make best use of teaching time</li> <li>Students make excellent progress</li> </ul>	2. Working party schedule, feedback to whole school	As per school calendar	
	<i>(2c) Embed partnerships with other A Level providers. Independent sector/state a. To share good practice. Explore opportunities for collaboration within Mulberry Trust</i>	HUK PZA KS5 Subject Leaders	Release time Meeting time	BHP	<ul style="list-style-type: none"> <li>All Sixth Form lesson make best use of teaching time</li> <li>Students make excellent progress</li> </ul>	4. Visits take place. 5. Shared events 6. Feedback from LM	September 2021 December 2021 April 2022	
	<i>(2d) monitor quality of teaching and learning in KS5 through peer observation, quality checks, work sampling, folder checks</i>	HUK PZA KS5 Subject Leaders	Meeting time	BHP	<ul style="list-style-type: none"> <li>Sharing good practice. All lessons good or better</li> </ul>	2. Feedback at Sixth Form RAP and Teachers' meetings.	September 2021 November 2021 March 2022 May 2022	

# MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

## Sixth Form – Raising Attainment

	<i>2(e) To support students in developing independent working skills</i>	PZA Sixth Form tutors KS5 Subject Leaders HOFs	Meeting time	HUK	<ul style="list-style-type: none"> <li>• Subject handbooks.</li> <li>• Developed Independent study. PSHE</li> <li>• Folder checks</li> <li>• Flip learning</li> </ul>	4. Issue to students  5. PSHE programme  6. Folder check rota	September 2021 October 2021 Dec 2021 April 2022 July 2022	
	<i>(2f) Develop strategies designed for sixth form feedback and assessment. Implement Sixth Form Assessment Policy.</i>	PZA KS5 Subject Leaders HOFs	Meeting time	HUK	<ul style="list-style-type: none"> <li>• Use of dialogue through feedback.</li> <li>• Reflection to fuel thinking and independence through assessment point tests</li> <li>• Tutor/Tutee discussions.</li> </ul>	2. Line management meeting to check progress	October 2021 December 2021 April 2022 July 2022	

## MULBERRY STEPNEY GREEN IMPROVEMENT PLAN 2021 / 2022

### Sixth Form – Raising Attainment

<b>3. Improve the evaluation and impact of interventions</b>	<i>Implement and embed cause for concern system for Sixth Form students. Progression Policy</i>	PZA HOF KS5 Subject Leaders	Admin Meeting time	HUK	<ul style="list-style-type: none"> <li>Robust system for rapid identification of Cause for Concern. Tutor actions/ teacher actions.</li> </ul>	2. Line management meeting to check progress	October 2021 December 2021 April 2022 July 2022	
<b>4. Celebrate Success</b>	<i>(4a) Celebrate success at KS5 through regular rewards/ assemblies/ trips /high profile annual Events.</i>	PZA Form tutor Sixth Form Admin	Awards	HUK	<ul style="list-style-type: none"> <li>Progress recognised. Confidence in Sixth Form grows</li> </ul>	4. ½ Termly assemblies Termly reward trip 5. Graduations 6. Jack Petchy	December 2021 April 2022 May 2022 July 2022	
	<i>(4b) Termly Sixth Form news and frequent sharing of good news stories via website and noticeboards.</i>	PZA Form Tutors Sixth Form Admin	Media resources Website	HUK	<ul style="list-style-type: none"> <li>Internal/ External marketing of Sixth Form success publicised.</li> </ul>	3. Termly Stepney Sixth Form news. 4. Regular updates of Website	<i>September 2021 October 2021 November 2021 January 2022 February 2022</i>	



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## Sixth Form – Raising Attainment

	<i>(4c) Identify display areas in and around school site to celebrate sixth form life</i>	PZA Sixth Form Admin	Promotional materials  External design support	HUK	<ul style="list-style-type: none"> <li>• Raised awareness of sixth form.</li> <li>• Sixth form experience known as high quality.</li> </ul>	3. Promotional materials in place, in identified places.  4. Termly monitoring of materials are up to date	September 2021 December 2021 April 2022 July 2022	
	<i>(4d) Identify display areas in and around school site to celebrate sixth form life</i>	PZA Sixth Form Admin	Promotional materials  External design support	HUK	<ul style="list-style-type: none"> <li>• Raised awareness of sixth form.</li> <li>• Sixth form experience known as high quality.</li> </ul>	3. Promotional materials in place, in identified places.  4. Termly monitoring of materials are up to date.	September 2021 December 2021 April 2022 July 2022	
	<i>(4e) Enhance learning environments to reflect the achievement of sixth form students – exemplary work</i>	HOF KS5 Subject Leaders	Display boards	HUK LM	<ul style="list-style-type: none"> <li>• The motivational aspects of exemplary work being displayed fully utilised</li> </ul>	3. Line management  4. Meetings to check progress	September 2021 October 2021 December 2021 February 2022 April 2022 July 2022	

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## Sixth Form – Raising Attainment

<b>5. To use data to drive progression in Teaching and Learning</b>	<i>(5a) Ensure that teachers use data to inform lesson planning</i>	SHJ HOF KS5 Subject Leaders	SIMS Database Individual class sheets for each teacher	HUK LM	<ul style="list-style-type: none"> <li>Use of data evident in lesson observations</li> </ul>	2. RAP and Line management meetings to check progress	October 2021 December 2021 February 2022 April 2022 July 2022	
<b>6. Embed formalised objective assessments</b>	<i>(6a) Embed assessment cycle Sixth Form Assessment Policy 2021/ 2022</i>	HKS5 HOF	Time	HUK	<ul style="list-style-type: none"> <li>Common assessments across subjects.</li> <li>Data more reliable students assessed like for like.</li> </ul>	2. Line Management	September 2021 October 2021 December 2021 February 2022 April 2022 July 2022	
	<i>(6b) Timetable mock exams</i>	KS5 Subject Leaders HOF	Planning time	MCJ	<ul style="list-style-type: none"> <li>Regular opportunities for exam practice.</li> </ul>	2. Assessment weeks	As per school calendar	
	<i>(6c) Guarantee frequent objective assessment during lessons as per assessment cycle</i>	KS5 Subject Leaders HOF	Planning time	HUK	<ul style="list-style-type: none"> <li>Regular feedback to student, excellent exam results</li> </ul>	2. Assessment weeks	September 2021 October 2021 December 2021 February 2022 April 2022 July 2022	

