

Grimsargh St Michael's

2021 -2022 SIP Development Plan



SCHOOL IMPROVEMENT PRIORITY

To embed the children's understanding of diversity to ensure all children value uniqueness.

Current Situation/Critical Analysis

During our last SIAMs inspection (June 2019), it was identified that some children's understanding of diversity seems superficial. As a school, we focused on this during the 2019-2020 and 2020-2021 academic years, however Covid 19 restricted progress in this area.

During the Autumn Term of 2019, senior leaders gained an insight into the subject knowledge of teachers in this area. They audited current strengths and areas for development.

Since September 2019, quality first teaching of RE and PSHE lessons became a focus. Teachers aimed to enhance, develop and deepen the children's understanding of diversity. Teaching staff, identified the children's understanding of diversity including faith, culture and ethnicity. The RE and Worship subject leader, aimed to provide time for the teachers to focus on this. Time was allocated time for teachers to provide feedback on the current strengths, areas for development and what the children would like to learn about diversity, including other faiths, cultures and ethnic groups. Unfortunately, Covid 19 restricted the time available to fully complete this objective (see below).

Class teachers are beginning to personalise RE, PSHE and worship plans for their cohort, taking into account the children's requests about what they would like to learn about diversity (see below). Senior leaders (SB and HS) cascaded information to teaching and non-teaching staff, to enable them to develop and deepen children's understanding of diversity. HS planned to liaise with teaching staff regarding visits and visitors to further enhance the RE curriculum. Unfortunately, COVID 19 restrictions inhibited this, although we facilitated some very successful visits from a diverse range of backgrounds and ethnicities to support this objective (disability awareness and multi-cultural visitors to support the delivery of the RE curriculum).

We had two racist incidents in the summer term of 2021. Senior leaders are keen to monitor the children involved in the incidents and work with all children to minimise the chance of this happening again, via quality first teaching and our children truly valuing uniqueness.

Continue with the following objectives from RE subject improvement plan 2020-2021 (see RE subject plan for more detail):

- Provide time during staff meeting for the teachers to feedback on the current strengths, areas for development and what the children would like to learn about diversity.
- Class teachers personalise RE, PE and worship plans to cater for the needs of their cohort, taking into account the children's requests about what they would like to learn about diversity.

- Teaching staff liaise with HS to plan visits and visitors to further enhance the RE curriculum and develop the children's understanding of diversity, to ensure that all children value uniqueness.
- Worship plans to incorporate opportunities for children to learn more about diversity and valuing uniqueness.

INTENT

To ensure all children have a sound understanding of diversity, resulting in them valuing uniqueness in all aspects of their lives socially, morally, culturally and emotionally.

IMPLEMENTATION

Objective	Action	Cost	IMPACT
To critically analyse racist incidents in school.	<p>HS to analyse the events surrounding racist incidents in school and work with staff in school to ensure that the children involved in the incidents and their families are informed and supported.</p> <p>Discussions, nurture sessions, working with outside agencies, purchasing and using resources.</p>	£100.00	
<p>Cross Curricular</p> <p>To liaise with subject leaders to ensure that teaching staff actively encourage the children to further develop their understanding of diversity to ensure that all children value uniqueness.</p>	<p>HS to monitor the subject improvement plans, ensuring that they incorporate this objective (HS highlight and provide general feedback during staff meeting).</p> <p>HS to monitor and support teaching staff in purchasing resources to support this objective from their subject budgets to support this objective.</p> <p>SB, HS and subject leaders to monitor the impact of the use of the new resources on developing the children's understanding of diversity (book monitoring, discussions with pupils).</p> <p>HT to monitor the impact via appraisal.</p> <p>HS to monitor the teaching assistants' opinion of the impact through informal discussions (TA briefing).</p>		

	SB and HS to work with teaching and non-teaching staff to unpick how we will know that diversity is a golden thread that permeates all that we do. How are we living it out?		
<p>Visits and visitors</p> <p>To ensure that the curriculum is enhanced by a variety of meaningful visits and visitors to embed the children's understanding of diversity to ensure all children value uniqueness.</p>	<p>HS to work monitor subject improvement plans to ensure that they incorporate the use of visits/ visitors to enhance the quality first teaching and encourage the children to understand more about valuing uniqueness.</p> <p>HS to arrange a parents night to ensure that the parents and guardians are aware of this school improvement priority and how they can support their children in understanding more about diversity and valuing uniqueness. (Lancashire Adult Learning and / or Jo Snape). Provide notes on website for parents who cannot attend.</p> <p>HS to incorporate into SEN forum</p>	£200	
<p>RE Faith – To further develop and deepen the children's understanding of diversity including faith, culture and ethnicity.</p>	<p>For more detail refer to the RE subject improvement plan</p> <p>Class teachers personalise RE, PE and worship plans to cater for the needs of their cohort, taking into account the children's requests about what they would like to learn about diversity.</p> <p>Provide time during staff meeting for the teachers to feedback on the current strengths, areas for development and what the children would like to learn about diversity.</p> <p>Teaching staff liaise with HS to plan visits and visitors to further enhance the RE curriculum and develop the children's understanding of diversity, to ensure that all children value uniqueness.</p>		

	<p>HS to ensure that all staff incorporate information from Diocesan Advisor into RE/ worship lessons (reminder from last academic year- the golden thread).</p> <p>RE subject leader to ensure that each cohort has access to resources to support this objective.</p> <p>HS to monitor the impact of the enhanced RE curriculum (Monitoring- discussions with staff, book monitoring (individual and class RE and class worship books) Is diversity a golden thread that permeates all that we do? How are we living it out?</p>	£1000:00	
Worship	<p>For more detail refer to the worship subject improvement plan</p> <p>HS to ensure that worship plans incorporate opportunities for children to learn more about diversity and valuing uniqueness. (Invite visitors into school to support this objective and ensure that the visit has impact for the children.</p> <p>HS to monitor the impact of the enhanced worship curriculum (Monitoring- discussions with staff, book monitoring (individual and class RE and class worship books) Is diversity a golden thread that permeates all that we do? How are we living it out?</p>		

IMPACT

Term 1	
Term 2	

Term 3	