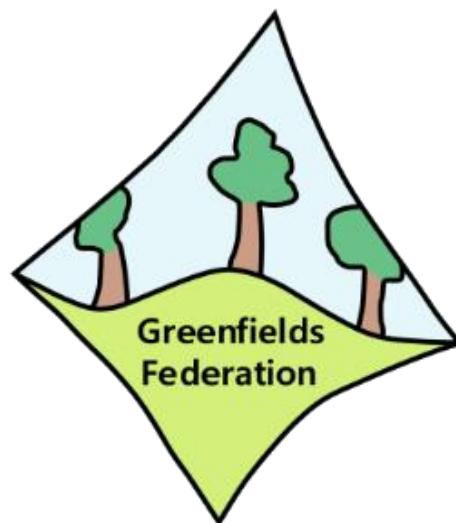


**Greenfields Federation
Development Plan
2019-2024**



Growing Together, Aiming High

Federation Development Plan 2019-2024

Part 1: Vision

The purpose of the Federation Development Plan is:

- ◆ To show the strategic direction of the federation and of the schools in our federation, Littlehaven Infant and Northolmes Junior.
- ◆ To help us meet the aims of the federation.
- ◆ To direct us in the areas that we are trying to improve – our key priorities.
- ◆ To help ensure that we have allocated sufficient resources to meet our targets (in our key priorities and school improvement targets).
- ◆ To give a framework for evaluating the impact of the work undertaken on quality of education, behaviour and attitudes, personal development and leadership and management (including governance).
- ◆ To support and develop the partnership between the schools, parents, and local community.
- ◆ Help us anticipate future requirements and prioritise limited resources in a rapidly changing political and organisational environment.

This plan was developed by the governing body working with staff, parents and pupils from across the Greenfields Federation schools as follows:

- Meeting between the chair of governors and federation senior leadership team – 5th March 2019
- Discussions between governors and senior leaders - FGB meeting, 19th March 2019
- Federation staff meeting - 26th June 2019
- Federation parents' forum - 27th June 2019
- Feedback from pupils through governor led pupil interviews - July 2019

The governing body will monitor the implementation and evaluate the success of the Federation Development Plan each summer to ensure the schools meet the federation aims.

The Governing Body will revise the Federation Development Plan in 2024 or before if the schools' circumstances dramatically change.

The final version was approved by the full governing body on 24th September 2019 and published to the whole school community.

Amendments to the vision and well-being and sustainability aims were agreed by governors and shared with staff and parents in Autumn 2023. New School Rules were added (agreed by staff as part of the Behaviour Policy, September 2022).

Our Federation Vision

Growing Together, Aiming High

Our vision at Greenfields Federation is that we will work together as a community to ensure all pupils achieve their best and everyone feels valued and respected. We will prioritise the well-being of our children and have high expectations for behaviour. We will create an inspiring and motivating learning environment where all children can deepen their knowledge, acquire new skills and develop as well-rounded, happy, confident individuals.

To Achieve Our Vision Our Federation Aims Are:

Achievement: Ensure that governors and staff are ambitious for what each child can achieve, so that all learners are given the knowledge and cultural capital they need to succeed in life and can reach their highest levels of personal progress and achievement.

Curriculum: Encourage the development of a love of learning in all children by providing a broad, engaging and challenging curriculum. Enrich children's knowledge by creating a stimulating and supportive learning environment in which they can explore and develop skills and aspirations.

Leadership: Inspire and develop leaders to be highly ambitious and support staff to ensure there is a determination across the federation for all teaching and behaviour to be good or outstanding.

Well-being: Prioritise the well-being of our children to ensure they develop as well-rounded, happy, confident individuals who value who they truly are and understand how they relate to other people in an ever-changing world. Leaders will promote the well-being of staff to provide a supportive and positive work environment.

Sustainability: Leaders and governors will implement strong financial control and have an awareness of changes in the local and national climate to ensure resources are efficiently and effectively used to achieve the vision.

Our Federation Core Values

Show **respect**

Develop **independence**

Show **perseverance**

Be **reflective**

Work together

Our School Rules

- **Be respectful**
- **Be kind**
- **Be ready**

Through these three rules, we will demonstrate our core values of respect, independence, perseverance, being reflective and working together.

Federation Development Plan 2019-2024
Part 2: Strategic Direction for Littlehaven
Infant and Northolmes Junior Schools
(linked to Governing Body working parties)

	Aspect	Key people	2019-20	2020-21	2021-22	2022-23	2023-24 – To achieve our aims and vision
Quality of Education	Achievement	SLT Govs	Governors and staff are ambitious for what each child can achieve.		New Y4 multiplication test Jun 2022.	New statutory baseline.	All learners leave our schools with the knowledge and cultural capital they need to succeed in life. Attainment and progress are at least in line with national.
	Curriculum	SLT Subject leaders	The curriculum & environment are developed so all children are engaged and challenged. The curriculum includes opportunities for outdoor learning.				The curriculum is broad and engaging and challenges all learners to achieve their best. The learning environment allows learners to explore and develop skills and aspirations.
Personal Development and Behaviour	Well-being	SLT PSHE lead PE lead	Children's well-being and resilience is developed through the 'Jigsaw' PSHE programme & opportunities they are given through sports premium funding.	New SRE requirements Sep 2020.		New school length of school day requirements for Sep 2023.	All children leave our schools as well-rounded, happy, confident individuals who value who they truly are and understand how they relate to other people in an ever-changing world.
	Achievement	LH AHT Inclusion gov	Governors and staff have high expectations for what children who are disadvantaged or have SEND can achieve.				Attainment and progress of children who are disadvantaged is at least in line with other learners. Attainment and progress of children with SEND is at least in line with national.
Leadership and Governance	Leadership	SLT Govs Subject leaders	Subject leaders lead subjects across the federation and all staff have high expectations for behaviour. New Ofsted framework Sep 2019. New school at Kilnwood Vale.			NH Ofsted due Oct, 2022. LH Ofsted due Jun, 2023. Bohunt to open new primary provision September 2022.	Leaders and staff are highly ambitious, and all teaching and behaviour is good or outstanding. The schools retain 'good' or better Ofsted ratings.
	Sustainability (see criteria used in WSCC School Effectiveness Strategy)	SLT Govs SBMs	There is a succession plan for leadership and key governors. The schools collaborate with locality schools and resources are shared where possible. Further reduction in lump sum by £20k (Apr 2020). NOR:	NOR:	NOR:	NOR:	Staffing and class structures are sustainable for the future. The schools remain the heart of the local community. Children leave the federation with the skills and knowledge they need to succeed in life.

Federation Development Plan 2019-2024

Part 2: How we measure success against our federation aims to achieve our vision

(To be reviewed each summer by the LGWP)

Achievement:

- School self-evaluation indicates that the quality of education (as defined by Ofsted) is at least 'good' at each school.
- Attainment and progress for all groups of learners are at least in line with national.
- Over 80% of parents at each school feel their child is making good progress.*

Curriculum:

- School self-evaluation indicates that the quality of education (as defined by Ofsted) is at least 'good' at each school.
- Over 80% of pupils at each school feel they are given work that challenges them in all or most lessons.*
- Over 80% of staff at each school feel the school challenges all pupils to make at least good progress.*
- Over 80% of parents at each school feel their child is taught well.*

Leadership:

- School self-evaluation indicates that overall effectiveness (as defined by Ofsted) is at least 'good' at each school.
- All staff at each school have a clear understanding of the goals the school aims to achieve.*
- Over 80% of pupils at each school feel the behaviour of other pupils in lessons is good most or all of the time.*
- Over 80% of parents at each school feel the school makes sure its pupils are well behaved.*
- Over 80% of staff at each school feel pupil behaviour is at least good.*

Well-being:

- Over 80% of parents say their child is happy at this school.*
- Over 80% of pupils at each school agree/strongly agree that school helps them to look after their emotional and mental health.*

Sustainability:

- There has been the sharing of resources which has improved provision or improved outcomes for staff/pupils.

* from questionnaire results

Federation Development Plan 2019-2024

Part 2: Key priorities for academic year

(See latest SDP)