

The Bourne Academy Improvement Plan

Priorities for 2022-25

Priority 1 Excellent Teaching & Learning

- Continue to provide a coherent, well sequenced, inclusive curriculum that supports independent practice
- Apply Learning Guide for Excellence at TBA
- Actively embed MELC principles through the CPD cycle into pedagogical practice
- Embed the use of Knowledge Organisers across the KS3 curriculum including for Bourne Scholars
- Using Question Level Analysis to inform responsive teaching
- Use Provision Map to inform lesson planning and have high expectations of all students, including those with SEND
- Use available data to ensure every child is challenged to improve outcomes including our most able & Pupil Premium students
- Establish vocabulary & numeracy development through Literacy & Numeracy Action Plan.

Priority 2 Excellent Behaviour for Learning

- Consistently recognise students in line with the TBA Rewards Policy
- All staff consistently apply the Student Behaviour policy including the Behaviour Flowchart
- Consistently apply the TBA First Impression Card system including any identified reasonable adjustments
- Consistently apply & embed both the Pastoral and Academic report systems
- Promote Active Learning through the application of the Teaching & Learning Placemat.

Priority 3 Personal Development for All

- Support our community to develop their character through our extended curriculum and ASPIRE competencies
- Establish an ASPIRE award
- Further support cultural capital including establishing the Music in Secondary Schools Trust Programme (MiSST)
- Improve levels of Attendance in accordance with new statutory Attendance policy and adjusted systems
- Through our SMSC programmes, ensure all students develop an understanding of Relationships & Sex Education, British Values, diversity and mutual respect for all
- Enhance provision around Mental Health & Wellbeing for the whole Academy community
- 100% EET – to maintain and develop our nationally recognised outstanding careers provision as a Lead Hub school.

Priority 4 Impactful Leadership and Management

- All teachers, leaders and managers embed safeguarding practice as an integral part of everyday life
- Work to remove unnecessary workload for teachers and leaders, so they can focus on teaching and their own development
- Governors fulfil their statutory duties and know which strategies make the most impact on raising students' achievement, including Pupil Premium
- Develop an increased effectiveness and capacity of all leaders through the 'Golden Thread' of the ECF & NPQ Programme offer
- Ensure Student Voice is visible and effective.

Improving attendance is everyone's business