

St Teilo's Catholic Primary School

'Learning to follow the right path through care, love and respect in the Light of the Risen Christ'

School Development Plan/ PIAP 2022-23

Date Approved		Date of Next Review	
<i>Signature</i>	Head teacher	<i>Signature</i>	Chair of Governing Body

To meet requirements of Education (School Development Plans) (Wales) Regulations 2014

(www.wales.gov.uk/topics/educationandskills/schoolshome/school-development-plans/?lang=en); Guidance document no: 155/2014

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Our School Context

St Teilo's Catholic Primary School is situated in the seaside town of Tenby. It serves the Catholic community within the town and in the surrounding areas. Pupils are from a wide range of backgrounds with housing in the area a mixture of privately-owned homes, rented accommodation and social housing. Families frequently move into and out of the area.

The school caters for pupils between the ages of 3 and 11. Currently, 70 pupils attend the school, including 8 who attend the nursery on a part-time basis. There is provision for a wraparound service at Teilo Tots.

The school is organised into four mixed-age classes. No pupil speaks Welsh as a first language. Very few pupils receive support for English as an additional language and 9 pupils come from an ethnic-minority background.

24% of pupils are entitled to free school meals. The school has identified 20% of pupils as having additional learning needs. One pupil has a statement of special educational need.

Over the years we have had a few changes within the staffing of the school. The Headteacher was appointed the role permanently as of 1st September 2016, following on from acting Headteacher for 2 years under the guidance of executive heads.

The building is over 107 years old, and the school improvements have been well under way with the addition of the new FP and KS 2 outdoor covered learning areas

The school has an excellent group called 'The Friends of St Teilo's', which has raised and donated an enormous amount of money. This has helped all aspects at School, especially with the addition of the play area facilities for all the children.

General Information

Full Name of School	WG No	WG Lang	Address
St Teilo's Catholic Primary	3319	EM	Greenhill Road Tenby SA70 7LR

Phone	Fax	e-mail	Website
01834 84399		head.stteilos@pembrokeshire.gov.uk	saint-teilos.co.uk

Staff

No. of Staff	Teachers	Support Staff	Admin	Caretaking	Cleaning	Lunchtime	Kitchen	Other	Total
	4	7	2	1		3			17

Classes

Names of classes and members of staff				Number of pupils					
Class	Teachers	N	R	Y1	Y3	Y4	Y5	Y6	Total
Class 1	Miss Rees	8	7						15
Foundation Phase	Mrs Frearson		2	5					15
Class 3	Mr C Amos				10	10			20
Class 4	Mrs A Nicholls						10	12	22
		8	9	5	10	10	10	12	72

Pupils

Speak Welsh at home	English as Additional Lang	School Action	School Action Plus	Statement of SEN	Eligible for FSM	Looked after by local authority
0%	7.1%	2.86%	1.43%	1.43%	24%	2.86%

Roles and Responsibilities

Members of Staff		
Name	Post	Responsibility
Mrs A Nicholls	Head	Health and well-being Maths and Numeracy Safeguarding D O LAC Prevent Officer First Aider ALNCo
Mrs S Frearson	Teacher	Foundation Phase Co-ordinator Language and Literacy RWI Co-Ordinator Deputy Safeguarding Officer
Mr C Amos	Teacher	Science and technology E-safety Data Protection RE

Governing Body		
Name	LA/Parent/Co-opted	Responsibility
Dr. M Zerasc hi	Foundation	Chair Admissions ALN Appointments Standards and Curriculum Finance Performance Management Safeguarding Link Governor: Language, Literacy and Communications Governor Training Radicalisation
Fr M Usher	Parish Priest	Admissions Curriculum Finance Performance Management Safeguarding Link Governor: Humanities
Mr T Wales	Foundation	Admission Complaints Finance Health and Safety Performance Management Appeals

Miss C Rees	Teacher	Expressive Arts
Miss Graham	LSA LTS	
Mrs N Blake	HLTA	Assistant ALNCO
Mrs D Goforth	LSA	Breakfast Club
Mrs J James	LSA 1:1	Teilo Tots Class 4
Mrs S Lindsay	LSA	
Mrs S O'Neill		Teilo Tots

		Pupil Discipline and Exclusion Staff Discipline and Dismissal Appeals Link Governor: Science and Technology
Mr S Eva ns	Foundation	Finance Curriculum and Standards Pay Appeals Link Governor: Mathematics and Numeracy RADY
Mrs S Wil son	Foundation	Complaints Health and Safety Staff Discipline and Dismissal Pay review Standards and Curriculum Link Governor: Health and Well-being
Mrs S O'N eill	Foundation	TBC
Mrs V Rig by	Non-Teaching Staff Rep	TBC
Mr C Am os	Teaching Staff Rep	Equality GDPR
Mr J Will iam s	Parent	Finance Grievance Appeals Health and Safety Pay Review Link Governor: Expressive Arts
	Foundation	ALN Attendance Finance Health and Safety

Mrs V Rigby	Secretary	
Mrs K Donoghue	Finance	
Mrs D Goforth	Caretaker/Cleaner	
Mrs K Jones	LTS	

		Complaints Pay Appeals Staff Disciplinary and Dismissal Link Governor : Attendance, RE
	Foundation	ALN Curriculum Staff Disciplinary and Dismissal
Mr P Rap i	LA	TBC
Mrs A Nic holl s	Head	ALN Curriculum Finance Health and Safety
Mrs To mp	Foundation	Vice chair ALN Standards and Curriculum Finance Pupil Discipline and Exclusion Staff Disciplinary and Dismissal Appeals Link governor: Pupil Voice

Available Resources & Grants

What resources does the school have to support the achievement of its priorities?

School Budget

Aspect	Sum
Formula Funding	£373,073
Total resources 2022-23 including grants	£405431
Capitation	£2,500

Additional Grants

Grant	Purpose	Sum
Improvement Grant (RSCIG)	Ensure each pupil profits from excellent teaching and learning, focusing on <ul style="list-style-type: none"> Improving Literacy Improving Numeracy Breaking the link between disadvantage and educational attainment 	£4,758
Pupil Deprivation Grant (PDG) Including Early Years	Breaking the link between disadvantage and educational attainment	£27,600

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Our Immediate Priorities

By the end of July 2023 we aim to ensure that:

1	<ul style="list-style-type: none">● To engage in cluster working for the New Curriculum – progression steps and assessment
2	<ul style="list-style-type: none">● To further ensure quality Universal Provision is available to meet all learners needs and further develop and monitor the progression of pupils with IDPs
3	<ul style="list-style-type: none">● To further improve the quality of teaching and assessment
4	<ul style="list-style-type: none">● To raise standards in Welsh across all aspects of the curriculum with a strong emphasis on oracy. (Senior Leadership Project- Sophie Frearson)

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- To embed RSE using Ten Ten resources throughout the school and prepare for the new RE Curriculum

Priority area 1: To engage in cluster working for the New Curriculum – progression steps and assessment		Link Governor: Dr Zeraschi
Source of priority and evidence: <i>Estyn report, Self- evaluation report. Internal testing and National Testing, Core data sets, Challenge visits, teacher observation</i>		
Targets	Success Criteria	
<ul style="list-style-type: none"> To develop a broad and balanced appropriate curriculum that excites and challenges all learners To be aware of the Four Purposes and twelve principles of pedagogy in all lessons To develop the school as a learning organisation To work with Greenhill School and the cluster developing AoLEs ensuring progression Cluster development of assessment Work closely with Partneriaeth 	I M P A C T <ul style="list-style-type: none"> Long and medium term planning shows broad and balanced appropriate curriculum that excites and challenges all learners Use of Four Purpose Owls for pupils to assess their work Sharing school expertise with cluster working party Collaborate working with other schools to ensure progression and accurate assessment 	

Actions/ Strategically planned tasks to deliver target success criteria	Responsibility	Start	End	Resources	Cost	Monitoring (Milestones)	RAG
HT Cluster meeting with Greenhill School to plan Inset Day	HT	Sept 22	Ongoing	Release time	£190	Plan discussed for progress on Inset day	
AoLEs to work together to produce direction for groups on Inset Day	Staff	Sept/Oct 22	Ongoing	Release time/supply cover	£380	Produce templates/ideas for inset day groups	
All staff to attend whole cluster Inset on 7 th November 2022	All staff	Nov 22		INSET DAY			
Regular meetings with AoLEs	Relevant staff	Dec 22	Ongoing	Professional Learning Grant	£1000		

From above meetings use the cluster produced work to set up a seamless exciting curriculum for children in cluster so all expected skills are reached by the time pupils transition to Year 7	All staff	Jan 23	Ongoing	Cluster resources		Ongoing evaluation/changing/tweeking to curriculum planning and delivery	
As a cluster look at assessment of the new curriculum so there is parity between schools and phases	HT Staff	Dec 22	July 23	Release time/supply cover	£570	Produce assessment guidelines/material	
Attend courses on assessment run by Partneriaeth	Staff	Sept 22	July 23	Release time/supply cover/twilights	£380	Produce assessment guidelines/material	

Evaluation

Further Actions

Priority area: 2: To further ensure quality Universal Provision is available to meet all learners needs and further develop and monitor the progression of pupils		Link Governor: Dr Zeraschi/ L Tomp
Source of priority and evidence: <i>ALN register, Challenge Visit, pupils progress meetings, ALN committee meetings, staff meetings</i>		
Targets	Success Criteria	
<ul style="list-style-type: none"> To further implement a range of Person-Centred Planning (PCP) approaches across the schools that enhances the experience and standards achieved by ALN pupils. To ensure all learners are supported to meet their full potential using Universal Provision, showing good rates of progress. To digest and implement the 'Technical Guide for year 2 and Year 3 provision 	I M P A C T	
	<ul style="list-style-type: none"> Pupils with ALN will have enhanced and improved opportunities to make the best possible progress, in line with previous trajectory of learning. All Annual Reviews and IDP reviews will be embedded with PCP approaches. All staff will understand and be aware of the support Inclusion Support Workers provide to families. The ALN Register will be effectively organised and will review the provision required for ALN pupils and other pupils. A whole school provision map will effectively display the breadth of provision across the schools with clear entry and exit criteria. Continued emphasis on early intervention and support will be evident across the schools. All staff will be aware of and will understand the provision(s) 	

Actions/ Strategically planned tasks to deliver target success criteria	Responsibility	Start	End	Resources	Cost	Monitoring (Milestones)	RAG
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<p>ALNCo(s) and selected support staff to work with ALN pupils to plan, create a PCP meeting to develop and set high targets.</p> <p>ALNCo(s) to implement a wider range of PCP approaches for all Annual Review processes and IDP reviews.</p> <p>ALNCo(s) to organise joint meetings and training with Inclusion Support Officers to further improve and increase the awareness of support available to parents.</p>	<p>HT ALNCo</p>	<p>Sept 22</p>	<p>ongoing</p>		<p>Release time £190</p>	<p>Assessments on return to school- Sept 2022.</p> <p>ALN register.</p> <p>Feedback from pupils- termly updates.</p> <p>Provision mapping tool.</p> <p>ALNCo training and feedback to all staff.</p>	
<p>All staff to work collaboratively to conduct a review of needs and the provisions provided across the schools. (Termly review meetings).</p> <p>All teachers to attend Progress Meetings with ALNCo(s) and parents on a regular basis.</p> <p>ALNCo(s) to devise clear entry and exit criteria for ALP such as Lexia, Speech and Language Groups.</p> <p>All staff to effectively use the whole- school summative and formative assessment.</p>	<p>Staff</p>	<p>Sept 22</p>	<p>ongoing</p>		<p>Release time £190</p>	<p>The ALN Register will be effectively organised and will review the provision required for ALN pupils and other pupils.</p> <p>A whole school provision map will effectively display the breadth of provision across the schools with clear entry and exit criteria.</p> <p>Continued emphasis on early intervention and support will be evident across the school.</p> <p>All staff will be aware of and will understand the provision available and how to access it.</p>	

<p>All class teachers to review progress and plan targets using PCP strategies.</p> <p>ALNCo to create a mapping overview of support and provision for ALN pupils, reviewing use of staff and further employment of persons to support with the delivery of intervention and emotional support.</p> <p>Staff to attend online training based on ALN support and emotional well-being</p>	HT	Sept 22	Ongoing		Release time £380	Pupils with ALN will have enhanced and improved opportunities to make the best possible progress, in line with previous trajectory of learning.	
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Evaluation

Further Actions

Priority area 3: To further improve the quality of teaching and learning specifically in LLC across the school	Link Governor: AoLE Governors
Source of priority and evidence: Self Evaluation Report, Challenge visits	
Targets	Success Criteria
<ul style="list-style-type: none"> Improve the standard of spelling across all phases Improve basic grammar and punctuation in KS2 	<p>I</p> <ul style="list-style-type: none"> Standardized Spelling scores are increased by 3-5 point across the school <p>M</p>

<ul style="list-style-type: none"> • Take part in Cluster Voice 21 project to improve oral skills • To make sure teachers are aware of what makes a good lesson • Regular book scrutiny including the involvement of governors • Develop pupils' independent learning skills • Further develop moderation processes 	P A C T	<ul style="list-style-type: none"> • Oral skills are improved over time using Voice 21 project • Children's work shows a good use of basic grammar, with more able children challenged. • All lessons observed are good or above • Book scrutiny shows improvement in the quality of pupils' work • Effective AF strategies are in place
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Actions/ Strategically planned tasks to deliver target success criteria	Responsibility	Start	End	Resources	Cost	Monitoring (Milestones)	RAG
Relook at spelling programs used in schools and discuss the way forward. Implement new spelling program.	All staff	Sept 22	On going	Fat Sam spelling resources		Termly spelling tests	
Improve basic grammar and punctuation in KS2. Weekly lessons to reinforce punctuation and grammar.	KS2 staff	Sept 22	On going			Evidence in books of improvement. Book scrutiny	
Take part in Voice 21 project to improve Oracy across the school	All staff	Nov 22	On going	Voice 21 resources	Approx £2500	Voice 21 Improvement from baseline Voice 21 representatives to attend sessions and advise on the way forward	
Intervention groups in reading and spelling created using data collected in Oct 22	All staff	Nov 22	On going			Measured improvement form baseline scores.	
Excellent teachers develop their coaching skills to work with other staff. SF – Learning for Excellence	HT SF	Sept 22	July 23	Supply cover	£180	Lesson observations	
Appropriate use of staff to give targeted support to boost pupils' attainment in both Key Stages. RADY principles	HT	Sept 22	July 23	Staffing	£8000 PDG	Narrow the gap between eFSM and non eFSM pupils	

Staff to visit other schools to observe and share good practice.	Staff	Sept 22	July 23	Release time	£360	Feedback and staff discussions	
Liaise with Greenhill school Yr 7 staff and Yr 6 staff at cluster schools to ensure consistent levelling for transition.	HT	Sept 22	July 23	Release time	£180	Target setting sheets	
Lesson observations by HT, CA, SF.	HT	Sept 22	July 23	Release time	£360	Lesson observation sheets and feedback	
Regular book scrutiny and listening to learners to be carried out with staff, governors and CA.	HD	Sept 22	July 23			Book scrutiny to show appropriate pupil progress	
Tracking data updates regularly and pupil progress meetings will inform future planning.	All teaching staff	Sept 22	Ongoing			Data regularly analysed	

Evaluation

Further Actions

<ul style="list-style-type: none"> ● Priority area 4: To raise standards in Welsh across all aspects of the curriculum with a strong emphasis on oracy. (Senior Leadership Project- Sophie Frearson) 	Link Governor:
Source of priority and evidence: Estyn report, Challenge visits, SER, lesson observations, book scrutiny	
Targets	Success Criteria
<ul style="list-style-type: none"> ● <i>To raise Welsh language standards by incorporating the language into all areas of school life.</i> ● <i>Pupils to be confident using Welsh around the school and in the classroom</i> ● <i>Embed good teaching of Welsh Second Language lessons</i> ● <i>Ensure teacher are confident with and using the new 'Continuum' to plan and deliver 2nd language Welsh lessons.</i> ● 	I M P A C T <ul style="list-style-type: none"> ● Baseline Data shows significant improvement from term to term ● Criw Cymraeg is strong and embedded throughout the school ● Drilling sessions are purposeful, and each class has daily drilling sessions. ● Achievement of the Silver Language Charter award

Actions/ Strategically planned tasks to deliver target success criteria	Responsibility	Start	End	Resources	Cost	Monitoring (Milestones)	RAG
Collect baseline data using PCC monitoring pack at the beginning and end of each term for a targeted/selected number of pupils in each class	Staff	Sept 22	Ongoing			Discussion of results with staff Monitoring report Set targets for pupils following baseline	
Pupils to complete Siarter Iaith	All staff and pupils	Sept 22	When we				

questionnaire at the beginning of working towards the Silver Award			achieve the award	Staffing		Target setting based on areas that need development One Note evidence log for all staff to submit evidence	
Develop the use of Welsh in the yard and corridors by upskilling the Criw Cymraeg (CC) CC to complete training play sessions with the Urdd	Staff	Sept 22	Ongoing	Release time		Learning walks Observation	
Train staff up on delivering purposeful drilling sessions and share good practice for them to implement in their classrooms and training and support with use of the new 'continuum'	SF	Sept 2	Ongoing	Release time	£180	Evidence/minutes from inset Staff discussion and weekly updates Observation Learning Walks	
Up skill staff by sending them on Welsh Sabbaticals if offered	HT						
Planned Welsh cross curricular work is undertaken in every class	HD	Sept 22	Ongoing			Lesson observation Learning walks Book scrutiny	

Evaluation

Further Actions

Priority area 5: To embed RSE using TenTen resources throughout the school and prepare for the new RE Curriculum in January 2023

Link Governor: Fr Mansel

Source of priority and evidence: RE reports, staff meetings, Assemblies, Governors' meetings, Catholic Schools Cluster meetings,

Diocese meetings	
Targets	Success Criteria
<ul style="list-style-type: none"> To embed 'Life to the Full' programme using Ten Ten resources To deliver an RSE programme whose ethos will be rooted in the wisdom and teaching of the Catholic Church and delivered in a language which is accessible and pastoral To ensure all teaching staff are able to prepare and deliver effective teaching of RSE 	<p style="text-align: center;">I M P A C T</p> <ul style="list-style-type: none"> All teaching staff will be confident to deliver 'Life to the Full' Teaching will be rooted in the teaching and wisdom of the Catholic Church, guided by the Catechism Teaching will promote a virtuous culture within the life of the school

Actions/ Strategically planned tasks to deliver target success criteria	Responsibility	Start	End	Resources	Cost	Monitoring (Milestones)	RAG
Discuss 'Life to the Full' programme- look at aspects to be taught over the year	HT	Sept 22	On going	Inset Day Staff meetings		Staff meeting notes	
Take part in online Ten Ten training modules 6 modules – twilights	Staff	Sept 22	On going	Twilight time		Certificate of completion	
Consult with parents and carers over the content of RSE in a Catholic School context	Staff	Jan 23		Questionnaire		Analysis results of questionnaire	
Attend Diocesan Inset on RSE	Staff	17 th Feb 2023		School Closure Day		Attendance at Inset Day	
Block time to deliver the RSE sessions over each half term in all classes	Staff	Sept 22	On going	Ten Ten resources		Leaning walks Book scrutiny	

Use of Catholic Primary RSE Curriculum (that has been mapped to RSE Curriculum for Wales) at appropriate levels	Staff	Sept 22	On going				
Monitoring of RSE	RE Co-ordinator Governors	Sept 22	July 23	Release time	£360	Minutes for Link governors' visits/meetings	
January 2023. Prepare for the new RE curriculum through a series of workshops for staff and parents	Staff Governors Parents	Jan 23	On going				

Evaluation

Further Actions