



St. Giles' School Five year Strategic Improvement Plan (SIP) – 2024 to 2029

Mission Statement

*"At St. Giles we are passionate about learning. Our school community includes and values everyone, working together to achieve in a supportive, caring and professional way.
Our enthusiasm and positive energy makes St Giles a truly happy and vibrant place to be."*

Our Vision

"Be the best you can be..."

Values

1. Respect
2. Choice
3. Celebration
4. Community
5. Responsibility
6. Cooperation
7. Participation



Our Strategic Improvement Plan (SIP) 2024 to 2029

RAG rated – Green – effective/achieving KPI's, Amber – working towards KPI's & Red – not meeting KPI's

Core Pillars		
1. Safeguarding – A&S Create a nurturing and secure environment where the physical, emotional and psychological well-being of students are prioritised, and robust safeguarding measures are embedded	2. Financial sustainability - R Resources are in place to allow students to flourish Balanced budget Staff costs are below 80% of total costs Opportunities for growth and expansion	3. Premises and estates - R Ensure a safe and inclusive environment for all students and staff, with a particular focus on SEND

Objectives			
4. Quality of Education A&S Provide a high quality, inclusive and differentiated education that meets the needs of SEND students and promotes measurable progress.	5. Leadership & Management - R Develop robust, transparent and inclusive leadership that fosters a culture of continuous improvement and accountability across all levels	6. Inclusion - A&S Embed culture that promotes a) Total Communication b) Total Access and c) Behaviour as communication	7. Well-being - R Ensure stakeholders are supported, valued and equipped to meet the demands of teaching and caring for students with diverse needs.



Our Strategic pillars/objectives & outcomes for 2024 to 2025

Sub-committee where this is reviewed next to objective
Outcomes for 2024 to 2025 are listed below each pillar/objective & Linked SLT and governors for each pillar/objective

Three Pillars

1. Safeguarding - AS	2. Financial sustainability – R	3. Premises and Estates - R
1 Embed an effective reporting system for safeguarding concerns, and ensure that reported cases are reviewed daily with appropriate next steps to ensure students are safe. 2 Ensure 100% of staff receive updated safeguarding training annually, with refresher courses at regular times to ensure students are safe. 3. Safer recruitment compliant to ensure students are safe.	4 - Implement robust financial systems in line with statutory guidance. 5 – Review staffing structure to ensure value for money. 6. Evaluate and review all funding streams and expenditure to ensure maximisation of funding to better meet needs of students.	7 - Ensure compliance in all statutory policies and procedures.
SLT link – Fbe / Governors – GM	SLT link – SH/JFC / Governors – PT, JF & KS	SLT link – SH/JFC / Governors –GM & HE

Four Objectives

1. Quality of Education AS	2. Leadership & Management - R	3. Inclusion - AS	4. Well-being – R
8. Our provision enables all students to demonstrate good or better progress and engage with their learning. 9. A coherent, well planned and effectively implemented and monitored curriculum that meets the needs of the range of learners at SGS. 10. If assessment data or monitoring highlights the need for further actions/interventions, these are initiated and secured.	11 - Performance management procedures are robust and effective improving school standards. 12 - Subject leaders demonstrate good knowledge of their subject and effectively monitor the impact of this subject across the school 13 - Governors and senior leaders are clear on their roles and responsibilities in school improvement.	14. Increased pupil voice for all learners including negating and negative responses. 15. Total communication is successfully embedded across the curriculum. 16. Increased staff confidence confidence in total communication, total ACCESS and behaviour as a form of communication.	17. Student and Staff wellbeing is/are paramount. Students and Staff have access to support (external and internal) to develop their own and others mental, physical, and financial wellbeing.
SLT link / Governors – Communication & Interaction – FBe/ BH & KM Personal and Social Well-being – SH / NF Cognition & Challenge – SN / CH, PT & NF Sensory & Physical – Fbe / Richard Griffin Creative – SH / EYFS – NT / CH	SLT link – SH / Governors - KS	SLT link – SN / Governors - RG	SLT link – SH / Governors – BH & HE

