

Making school unmissable.



FEARNHILL
SCHOOL

Objective: Attendance. It is our aim that every student has excellent attendance. For most students this means attending over 97% of sessions.

Key Actions: Attendance Improvement Plan ensures all take responsibility for improved attendance. Timely and personalised support for non-attendance, leading to warning letters and fines where required.

Budget: Attendance Improvement Officer, additional SLT capacity, funding for improved communications.

Monitoring activities: Termly attendance review meetings and regular FGB attendance updates.

KPI: Stage 1: Continued trend of reduction in gap between Fearnhill attendance and national attendance; Stage 2: Attendance above FFT Quintile 4; Stage 3: Average school attendance >95%.

Objective: Memorable learning. It is our aim to ensure that every student wants to attend their lessons because of the intrinsic satisfaction they gain from learning each subject.

Key Actions: Each teacher develops specific lessons designed to spark awe, wonder and curiosity in students. Meeting time and training support the development of memorable lessons.

Budget: Increased faculty budgets for most departments, further role out of screens and visualiser stands, Lead Practitioner to support staff in developing ideas.

Monitoring activities: Lesson visits, sharing of plans in line management, book scrutiny, student voice.

KPI: Students report enjoying lessons more, attendance improves and student performance in assessment improves.

Objective: Motivational assessment. It is our aim that every student wants to perform well in assessments, paying attention in lessons, revising carefully and working to beat their previous best.

Key Actions: Assessment calendar outlining dates for all assessments in all year groups. Redesigned assessments to ensure validity, reliability and accessibility so that all students experience success.

Budget: photocopying, meeting and leadership time to design new assessments.

Monitoring activities: Faculty assessment dashboards, line management, S&A governor updates.

KPI: Improved exam outcomes in Y11 &13. Improved progress during KS3.

Objective: Building community. It is our aim to ensure that every students attends multiple trips during the school year and engages with extra-curricular opportunities that help broaden their knowledge, skills and experience.

Key Actions: Every teacher to coordinate or support a trip. A programme of trips/activities to be developed to ensure all students have opportunities to attend a range of trips/activities. House system relaunch.

Budget: Additional budget to subsidise trips for pupils who cannot afford to go otherwise. Support for extra-curricular clubs and House events.

Monitoring activities: Tracking of student engagement. Central trip register with all trips recorded in one place. Review of House events calendar.

KPI: Number of trips offered, and number of trips attended by each student.

Objective: Celebration of achievement. It is our aim to ensure every student is recognised for outstanding achievements and excellent effort.

Key Actions: Clear schedule of rewards embedded into the day-to-day life of the school. Ensuring Proud Table is promoted every day. Rewards events coordinated throughout the school year.

Budget: Prizes for the reward table, Reward event catering etc.

Monitoring activities: Include rewards details in half-termly behaviour reports. Annual review of reward demographics.

KPI: Number of reward points and awards given out. Demographic of rewards to be reflective of the school population.

Objective: Challenge for all. It is our aim to ensure that every student feels challenged to do their best in every lesson, especially those students with high prior attainment.

Key Actions: Teacher training and coaching. Independent work, scaffolding, modelling and questioning to be expertly used by all teachers.

Budget: Leadership time to support and monitor.

Monitoring activities: Deliberate practice, student surveys, book scrutiny.

KPI: Improved performance in assessments for all students, especially those with high prior attainment.