

Tavistock Primary & Nursery School

Strategic School Improvement Plan 2022/23

Areas of development:

Leadership

Behaviour

Reading Curriculum

Assessment and Feedback

Maths

Early Years

Action Plan Date: September 2022

To be used in conjunction with SEND and Subject Leaders' action plans
Red = Limited/No progress towards the success criteria Amber = Some progress
Green = Good progress

Objectives:

Leadership: The new Senior Leadership Team works cohesively and effectively to meet the SSIP targets.

Behaviour: A revised Behaviour Policy is in place which reflects the relational approach. It is consistently applied across the school by all staff and understood by children at all key stages and the wider school community.

Curriculum: Subject Leaders know and understand the current position of the subject they lead and how to develop it to ensure its consistent application across all key stages.

Reading: The approach to reading at TPNS is understood by all staff and the curriculum is delivered consistently across every key stage.

Assessment & Feedback: There is a clear and consistent approach to assessment and feedback across the school that is understood by all staff and children.

Maths: High quality teaching and learning activities ensure effective development of the reasoning element of the mathematics curriculum.

Early Years: Continuous provision reflects high quality activities inside and out and includes opportunities for the F1 and F2 children to play and learn together.

LA Adviser visit note June 2022:

• In revisiting the SDP for the coming year, leaders need to ensure that the plan identified milestones for improvement for each term to allow governors and wider stakeholders clear end point of which to hold leaders to account. Ensure that these are evidence linked as opposed to completed actions

OFSTED – November 2019 What does the school need to improve?

Curriculum – Leaders should now improve their curriculum plans by making sure that they all identify what pupils should know each year. Leaders need to make sure that this knowledge is revisited frequently so that pupils know and remember more.

Reading – Leaders must ensure that pupils in key stage 2 gain the knowledge and skills in reading that they need to prepare them for the next stage in their education.

Reading – Teachers need to ensure that they can identify precisely how they will help pupils in key stage 2 who need to catch up, to become fluent readers.

Evaluation [who, when, how?]:

Who: Team members, Subject Leaders, Senior Leadership Team, Governors

When: During key stage and senior leader team meetings, the School Improvement Plan Day and by 26th July 2022

How: The questions detailed below will be answered through gathering evidence.

END OF YEAR TARGET POSITION (success criteria)	TARGET POSITION (at 2 x end of term assessment points)	IMPLEMENTATION PROCESS (specific actions)	LEAD PERSON/ MONITORI NG	STAFF DEVELOP	RESOURCES	EVIDENCE	RAG RATING
Leadership: The new Senior Leadership Team works cohesively and effectively to meet the SSIP targets.							
SLT duties, roles and responsibilities are clearly defined and understood	Autumn Term:	Work with Thinking Academy – coaching sessions for HT initially, spreading out to HT/DHT/SENDCO & SBM and onto the wider SLT by the end of the year	HT/ C of G	SLT members have an Increased knowledge and understanding of their roles and responsibilities	Time with coach – up to 15 hours	Feedback from SLT on impact of the coaching to FGB	
	 Spring Term: Coaching sessions with wider SLT completed JDs for SLT members completed, shared and signed 	Write new JDs HT time in shared office with DHT & SENDCO	HT & DHT/ Vice C of G	JDs clarify roles and responsibilities for all SLT	SLT time x 12 hours	Updated Job Descriptions reflect roles and responsibilities of the new SLT	
The Governing Board has a full complement of governors following a successful recruitment process and have planned for a new C of G to take up the post in September 2023.	Autumn Term: Leadership positions elected and successor nominated Spring Term: Process of handover has begun	 September meeting elects positions of Chair and Vice Chair of Governors October meeting – successor to Chair agreed Chair and successor work in close partnership at every meeting. 		Governing Board have and effective handover to a new Chair for the next academic year	Advertisemen ts in local paper	Governing Board has no vacant positions. A new Chair is ready to take up position in September 2023	
Governor Board effectively hold the school to account through clearly established, robust monitoring systems	Autumn Term: Monitoring schedule in place, aligned to SSIP and completed by all Governors Spring Term: Monitoring schedule in place,	 New reporting form and procedure used by all Agreed practice of reporting adhered to by all Shared with staff members 	Chair of Govs GB and HT via lead gov reports	Governors' reporting skills	C of G and HT time	Governors' monitoring forms completed and match planned monitoring.	

which align with the strategic plan.	aligned to SSIP and completed by all Governors						
Evaluation questions: Are SLT duties, roles and Does the Governing Boa. September 2023?	responsibilities clearly defined or rd have a full complement of go	and understood? vernors following a successful recruitm count through clearly established, rob					he post in
	Behaviour Policy is in place what tages and the wider school co	hich reflects the relational approac	h. It is cons	istently applied	l across the scho	ol by all staff an	d understood
Staff have a secure understanding of the	Autumn Term: Working Party is in place	Remove card system while maintaining Friday Time	SENDCO/ GB			Class visits	
relational approach and how children's behaviour is communication.	 and has met regularly. Training with the LA has been attended by all staff. Card system is removed 	House points only plus weekly reward. Update on this to be shared with staff in team meeting (21/09/22) and begin from the 26 th of September.	HT/ GB		Purchase x2 sets of HP boxes for EYFS	Weekly assembl	y
Staff maintain a calm, consistent approach to supporting behaviour.	and HP reward system is established, including weekly playtime reward for winning house. Relational Support Plans are in place for all identified children.	Staff apply proportionate and timely consequences when necessary, which support learning of behaviour and skills.	All staff/ SLT	Increased staff knowledge & understanding		CPOMs Team meeting minutes Staff survey (Spring term) Pupil interviews (via class visits)	
The school has a purposeful, calm	Spring Term:					Pupil Survey (Summer term)	
All children feel safe,	 Staff survey reveals staff understanding and identifies gaps in staff knowledge for future 	Whole staff training to develop understanding of relational approach in order to apply it consistently. (Provided by Devon LEA)	SENDCO/ SLT	Staff confidence Improved relationships	INSET day Time for non- teaching staff to complete training	Feedback forms Register of attendance	
secure and able to learn.	 training plans. Pupil interviews highlight children's understanding of the new policy and identify areas needing further development. 	Relational support plans used for identified children, reviewed at least termly and shared with parents.	SENDCO/ HT	Increased awareness of how to support individual children.	Directed time	Relational support plans	
		Working group established to support implementation of new approach.	SENDCO/ HT	Increased staff knowledge & understanding	Directed time	Minutes of meetings	

Half termly PDM focused on aspects of SENDCO & Increased staff PDM time

Resources from

implementation based on chapters of	HT/	knowledge		PDM	
Paul Dix book and key actions	GB	and	5 x copies of Paul		
identified in Relational Approach		understanding	Dix book		
training					
New approach clearly communicated	HT/		Admin time	Newsletters	
to stakeholders (e.g website,	GB			Website	
newsletter, meeting) including regular				Parent survey	
updates.				(Summer Term)	

Evaluation Questions:

Do Staff have a secure understanding of the relational approach and how children's behaviour is communication?

Do Staff maintain a calm, consistent approach to supporting behaviour?

Does the school have a purposeful, calm working atmosphere?

Do all children feel safe, secure and able to learn?

Curriculum Leadership: Subject Leaders know and understand the current position of the subject they lead and how to develop it to ensure its consistent application across all key stages.

- **Subject Leaders** have a clear understanding of their role in the ongoing management of the subject they lead
- The intent for all curriculum areas has clarity on:
 - Ambition
 - Substantive and declarative knowledge
 - End points for each lesson, sequence, year
 - Approach and expectation for assessment.
- Leaders monitoring has ensured that the quality of

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- Meeting minutes from SL meetings with SLT clearly show the current position in every subject.
- SL Action Plans demonstrate an further develop the curriculum area planned for.

- for subjects is in place on the school website.
- Pupil interviews show an understanding of the progression in knowledge, understanding and skills of

- understanding of the next steps needed to
- SL Action Plans are linked to the SSIP.

Spring Term:

Learning intent statements

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esta sub This clea	nual meeting with HT or DHT to cablish current position for oject and next steps needed. is will inform next steps and car outcomes in Subject Leader tion Plans.	HT & DHT/ GB	Clarity of SL role	PDM and SL release time	SL action plans Meeting minutes	
wh	bject Leaders reference the SSIP nen writing their 2022/23 action nns.	DHT HT	Increased SL knowledge and clarity for teachers	PPA and SL release time	SL action plans Curriculum maps SL reports to SLT	
kno und lead	bject leaders audit new staff owledge, skills and derstanding in the subject they ad and deliver training where ps are identified.	Subject leaders HT/DHT	Increased teacher knowledge and understanding of curriculum	Directed time for Subject leaders PDM & Team meetings	PDM timetable	
dire det sch der	If termly SL time is clearly ected through the expectations tailed on the monitoring nedule and SL reports monstrate their progress wards these targets.	DHT HT	Clarity of expectations for SLs	Directed time for Subject leaders	SL reports Meeting minutes	

implementation across the curriculum is consistent in line with the intent and	all subjects, as evidenced through SL monitoring records.	Subject Leaders have a clear 'learning intent' for their subject	SL / DHT DHT / HT	Clear and consistent staff approach to each subject	SL Release Time	Curriculum Overview Website statements	
that the end points are sufficiently ambitious in all subject areas.		Foundation Subject lessons begin by interleaving previous learning.	CT / SL SL/ DHT	Increased staff knowledge and understanding	PPA	Lesson observations / pupil interviews	
		Subject Leaders have a clear understanding of how their subject is assessed across the school	SL SL / DHT	Teachers are informed about pupil progress and attainment	SL Release Time	SL records on standards in their subject across the school	

Evaluation Questions:

Do Subject Leaders have a clear understanding of their role in the ongoing management of the subject they lead? Do the intent element of every curriculum subject show clarity on:

- ✓ Ambition
- ✓ Substantive and declarative knowledge
- ✓ end points for each lesson, sequence, year
- \checkmark approach and expectation for assessment.

Has Leaders monitoring ensured that the quality of implementation across the curriculum is consistent in line with the intent and that the end points are sufficiently ambitious in all subject areas?

Reading: The approach to reading at TPNS is understood by all staff and the curriculum is delivered consistently across every key stage.

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The school's	Autumn Term:	•	SSP and ER Lead SL time to finalise	SSP and ER	Teacher	SL release time	Strategy available	
comprehensive SSP and	 The finalised SSP and ER 		the strategy and share with all	Lead	knowledge of		to all staff on	
early reading strategy is	strategy is available to all		staff at a PDM	HT	school		shared platform	
finalised, resourced and	staff on the shared drive.				strategy and		and on website.	
in use by all staff	 Phonically decodable books 				expectations			
	have been ordered.	•	SSP and ER Lead use SL time to	SSP and ER	Teacher	SL release time	Books available in	
	Spring Term:		order phonically decodable books	Lead	knowledge of	Funds from HSA	KS1 classes.	
	 LKS2 children are acting as 		to match the phases of the	HT	texts			
	reading mentors for FS		school's strategy					
	children.	•	Lowest 20% readers in KS1 and	LKS2 and	Improved	Directed time	Pupil interviews	
	 Planned training for KS2 		LKS2 to act as reading mentors for	KS1 Leader	subject			
	teachers has been		FS children developing their	English	knowledge in			
	delivered.		phonic knowledge.	Leader	LKS2			
		•	English Leader to lead training for	English	Improved	PDM time	PDM minutes	
			Y2/3 and 4 teachers for pupils	Leader	subject	SL release time		

Regular training updates ensure that all elements of the reading curriculum are delivered across the school.	Autumn Term: Training completed 12.9.22 for all teachers. New teachers confidence and competence is audited	moving away from phonically decodable books when book choices for this group are selected and agreed. • Termly reading PDM is delivered to all teaching staff x 1 Termly - 12.9.22 - 3.1.23 - 8.5.23	English Leader HT	knowledge in KS2 Improved teacher knowledge	PDM time SL release time	Teacher planning	
	and training dates are planned. Team meeting minutes show standing agenda item on case studies. Spring Term: Monitoring visit reports	New teachers receive bespoke training in the Autumn and Spring Terms from English Lead on TPNS reading curriculum	English Leader DHT	Improved knowledge and understanding of the TPNS reading curriculum	SL release time ECT release time	Teacher planning	
	demonstrate that all teachers are holding children to account for their reading.	Team meeting standing agenda item on holding children to account for their reading – case study and advice from colleagues.	Team Leaders English Leader	Improved teacher knowledge of expected standards	Team meeting time	Teacher planning Team meeting minutes	
		English Leader uses monitoring visits to ensure every child's reading choices are monitored and supported by the class teacher and there are no exceptions.	English Leader DHT	SL increased understanding of standards in reading across the school	SL release time	Monitoring reports from English Leader	
English Leaders monitor the teaching of reading throughout the year to ensure consistency.	Autumn Term: SL has regularly visited classes to monitor the teaching of reading – reports share findings and demonstrate impact of	 CPM meeting – one child's reading, selected by the English lead will be discussed during the meeting, 2 x Half termly SL time is used for class visits, book scrutiny and 	English Leader HT/DHT English Leader	Increased staff knowledge of expected standards	CPM release time	CPM summaries	
	visits on practice. Spring Term: ECTs and new teachers dare able to articulate a clear understanding of the approach to reading at TPNS	 pupil interviews. English SL lesson observations for ECTs and new staff to support knowledge of competence and confidence – training planned where needed. 	HT English Leader HT	Increased staff knowledge	SL release time	Lesson observation forms	

Texts that teach reading	Autumn and Spring Term:	•	English SL will monitor text	English	SL	PDM time	Teacher planning	
show clear progression	 Planning shows progression 		choices through planning scrutiny	Leader	understanding			
in skill level and	in complexity of texts		(termly PDM time).	HT	of standards			
complexity of text across	across the term and				in reading			
the school year.	'reading' is an identified	•	Reading to be planned as a strand	Team	Staff	Planning time	Teacher planning	
	strand.		within the English box on the half-	Leaders	knowledge of			
			termly overview, to support	English	texts			
			monitoring.	Leader	improved			

Evaluation questions:

Is the school's comprehensive SSP and early reading strategy finalised, resourced and in use by all staff?

Have regular training updates ensured that all elements of the reading curriculum are delivered across the school?

Have English Leaders monitored the teaching of reading throughout the year to ensure consistency?

Do Texts that teach reading show clear progression in skill level and complexity of text across the school year?

Assessment and Feedback: There is a clear and consistent approach to assessment and feedback across the school that is understood by all staff and children.

The assessment policy is updated and reflects current practice across all key stages.	Autumn Term: Evidence on assessment collected during 2021/22 has been reviewed by SLT. Spring Term: Assessment PDMs and team meetings have been planned, delivered and minuted.	 Evidence collected in 2021/22 is reviewed by teams and team meetings and updated to reflect current practice. 4.1.23 PDMs are delivered to support a common understanding of the school's approach to assessment, led by the assessment leader. 16.1.23 The assessment policy is updated to reflect current practice 	Assessmen t Leader/ HT	Improved staff knowledge of expected practice	Team meeting time PDM time Assessment Leader time	PDM and team meeting minutes Assessment policy	
Children know the progress they have made and what they need to do to make further progress in their learning.	 Autumn Term: Class visit records reflect monitoring of assessment practices. Spring Term: SL monitoring records evidence of pupil understanding of assessment practice at TPNS. 	 Class visits by SLT monitor assessment practices and feedback inconsistencies to team leaders for action at team level. Pupil interviews by subject leaders and SLT during class visits monitor children's understanding of how they are given feedback and how they make progress in their learning. 	SLs/ HT & DHT	Improved staff knowledge of expected practice	SLT monitoring visits SL time	SL monitoring reports Reviewed SL action plans	

New staff have a clear understanding of assessment practices at TPNS	Autumn Term: • An understanding in the CPD needs of new staff is demonstrated in ECT Leaders training schedule. Spring Term: • ECTs have received training from the Maths and English Leaders on assessment	•	Assessment is a standing agenda item at team meetings and Assessment Leader and Maths & English Leaders monitors new staff's understanding during lesson observations Lesson observation feedback is used to ensure TPNS assessment practices are followed by new	Assessmen t Leader/ HT	Improved staff knowledge of expected practice	Assessment Leader time ECT time	ECT training schedule
	practices at TPNS		staff.				
Do children know the pr Do new staff have a clea	ar understanding of assessment	at the	ey need to do to make further prog		-	ne mathematics (curriculum
			are effective acveropment of the		5 Ciciliciti of ti	ic illatificillatics (
All staff are teaching		1	PDM delivered by Maths Leader to		Increased staff		
All staff are teaching NNNF and mastering	Autumn Term:	•	PDM delivered by Maths Leader to	Maths	Increased staff	PDM	Class visits
NNNF and mastering		1	re-establish expectations around		Increased staff knowledge		Class visits Pupil interviews
	Autumn Term: PDM has been delivered on 17.10.22	1	•	Maths Lead		PDM	Class visits
NNNF and mastering number daily to ensure	Autumn Term: PDM has been delivered on	1	re-establish expectations around teaching reasoning (17.10.22):	Maths Lead DHT and		PDM	Class visits Pupil interviews Teaching
NNNF and mastering number daily to ensure children have the	Autumn Term: PDM has been delivered on 17.10.22 Spring Term:	1	re-establish expectations around teaching reasoning (17.10.22): ✓ Teachers will model and use	Maths Lead DHT and		PDM	Class visits Pupil interviews Teaching
NNNF and mastering number daily to ensure children have the understanding and	Autumn Term: PDM has been delivered on 17.10.22 Spring Term: Class visits and lesson	1	re-establish expectations around teaching reasoning (17.10.22): ✓ Teachers will model and use stem sentences when talking	Maths Lead DHT and		PDM	Class visits Pupil interviews Teaching
NNNF and mastering number daily to ensure children have the understanding and knowledge to support	Autumn Term: PDM has been delivered on 17.10.22 Spring Term: Class visits and lesson observations show	1	re-establish expectations around teaching reasoning (17.10.22): ✓ Teachers will model and use stem sentences when talking about maths. ✓ Children respond in full sentences about their	Maths Lead DHT and		PDM	Class visits Pupil interviews Teaching
NNNF and mastering number daily to ensure children have the understanding and knowledge to support	Autumn Term: PDM has been delivered on 17.10.22 Spring Term: Class visits and lesson observations show expected practice is in use	1	re-establish expectations around teaching reasoning (17.10.22): ✓ Teachers will model and use stem sentences when talking about maths. ✓ Children respond in full sentences about their understanding ("I know	Maths Lead DHT and		PDM	Class visits Pupil interviews Teaching
NNNF and mastering number daily to ensure children have the understanding and knowledge to support	Autumn Term: PDM has been delivered on 17.10.22 Spring Term: Class visits and lesson observations show expected practice is in use	1	re-establish expectations around teaching reasoning (17.10.22): ✓ Teachers will model and use stem sentences when talking about maths. ✓ Children respond in full sentences about their understanding ("I know because").	Maths Lead DHT and		PDM	Class visits Pupil interviews Teaching
NNNF and mastering number daily to ensure children have the understanding and knowledge to support	Autumn Term: PDM has been delivered on 17.10.22 Spring Term: Class visits and lesson observations show expected practice is in use	1	re-establish expectations around teaching reasoning (17.10.22): ✓ Teachers will model and use stem sentences when talking about maths. ✓ Children respond in full sentences about their understanding ("I know because"). ✓ Staff will use a range of	Maths Lead DHT and		PDM	Class visits Pupil interviews Teaching
NNNF and mastering number daily to ensure children have the understanding and knowledge to support	Autumn Term: PDM has been delivered on 17.10.22 Spring Term: Class visits and lesson observations show expected practice is in use	1	re-establish expectations around teaching reasoning (17.10.22): ✓ Teachers will model and use stem sentences when talking about maths. ✓ Children respond in full sentences about their understanding ("I know because").	Maths Lead DHT and		PDM	Class visits Pupil interviews Teaching

The school has a
progressive maths
curriculum which builds
upon previous
knowledge, ensuring
children are ready for
their next key stage.

Spring Term:

- NCETM curriculum map has been introduced to all staff by the maths leader.
- End points that reflect the new NCETM materials are in evidence in teacher planning.
- SL will introduce the NCETM curriculum map to support coverage and planning to ensure knowledge and understanding is built upon.
- Through the use of the NCETM materials the SL will ensure that there are ambitious end points so that teachers can be supported to plan key components that build toward this end, including

Maths Increased staff Lead knowledge DHT and HT

PDM Class visits Staff training Subject leader action plan

Curriculum map

Pupil interviews Curriculum map

		opportunities to deepen learning and take account of when pupils can confidently move on in their learning. • Through the use of the NCETM materials, teachers have the subject knowledge to react quickly to the needs of their children to ensure misconceptions are addressed quickly.					
Through effective assessment, staff plan engaging maths lessons that enable children to develop their reasoning skills.	Autumn Term: Moderation of mathematics has taken place at team meetings Spring Term: Lesson observations are completed, inconsistencies in staff knowledge identified and training planned for future terms.	preparation for CPMs, SL will use	Maths lead DHT and HT	Increased staff knowledge	PDM Staff training Online resources	Children's books. Class visits. Pupil interviews. Teacher planning.	

	planning to support reasoning						
	within their maths lessons.						
	✓ Teachers use open ended						
	questions to promote						
	children's reasoning skills.						

Evaluation questions:

- Are all staff teaching NNNF and mastering number daily to ensure children have the understanding and knowledge to support their reasoning?
- Does the NCETM maths curriculum map build upon previous knowledge, ensuring children are ready for their next key stage?
- Does effective assessment ensure teachers know where their children are in regards to the expected standard in their year group and in turn support them to plan engaging maths lessons that build upon prior knowledge?
- Do teachers use sound subject knowledge to be reactive to the needs of the children in addressing misconceptions and gaps in their knowledge?

Early Years Foundation Stage: Continuous provision reflects high quality activities inside and out and includes opportunities for the F1 and F2 children to play and learn together.

and learn together.							
The EYFS curriculum maps have been reviewed to compare and identify if the curriculum is coherently planned, reflects the local contexts and contains progressive vocabulary.	Reviewed curriculum maps show local context and progressive vocabulary.	 In Autumn Term 1 FS Leaders use team meetings as an opportunity to disseminate key messages about the new ideas. Teachers complete and adapt curriculum overviews to reflect the changes in the curriculum. From Summer Term 2023 Reception teachers use NCETM strategies within their daily class teaching. 	FS Leaders/ DHT Class teachers/ DHT Class teachers/ DHT Class teachers/ DHT	Increased staff knowledge and understanding	Directed time Directed time Daily lessons	CPD records Curriculum overviews Class monitoring sessions.	
The FS PSHE curriculum reflects the changes to the curriculum in 2021 and the relational approach to behaviour and supports pupils to better understand their emotions and provide a whole staff approach.	 Autumn Term: The PSHE curriculum has been reviewed Systems and processes (including introduction of HP rewards) have been introduced) Spring Term: Team meeting minutes reflect review and planning of the new system 	 In Autumn Term FS Leaders develop systems and processes for behaviour support, following the Relational Care Approach training. Team meeting time is allocated to introducing new systems and processes to all team members, these are regularly reviewed and further developments are made, when identified by the team. 	FS Leaders/ DHT Class teachers and TAs/ FS Leaders	Teaching reflects the new whole school practice.	NPD Directed time Directed time/Team Meeting.	Class planning. Class monitoring visits.	
2 year old provision and	Spring Term:	In Spring Term the 2 year old	FS Leaders	A progressive	SL release time	New curriculum	

outside provision is improved and reflects the new curriculum.	 The 2 year old curriculum reflects the 2021 curriculum and is aligned to the 3/4/5 year old curriculum. The learning environment for 2 year olds is stimulating and engaging 	•	curriculum is developed covering all 7 areas of the EYFS. Development of the 2 year old environment to offer excellent learning and access to a safe, inviting and stimulating outside environment.	Nursery staff/ DHT	curriculum is in place and reflects our cultural capital		plans in place.	
The atrium area is used as a shared space by all N1, N2 and Reception children.	Autumn Term: Teacher planning reflects activities for the atrium area for all children in FS to access Class visits evidence the atrium in use by all children at CP time	•	Weekly Nursery and Reception planning contains activities for the atrium that all children can access during Continuous Provision. Staffing is organised to ensure this is a safe space for all children.	Class teachers/ DHT	Increased staff understanding of the benefits of vertical grouping	Directed time	Class visits Teacher planning	

Evaluation questions:

Have the EYFS curriculum maps been reviewed to compare and identify if the curriculum is coherently planned, reflect the local contexts and contains progressive vocabulary?

Does the FS PSHE curriculum reflect the changes to the curriculum in 2021 and the relational approach to behaviour and support pupils to better understand their emotions and provide a whole staff approach?

Has the 2 year old provision and outside provision been improved and reflect the new curriculum?

Is the atrium area used as a shared space by all N1, N2 and Reception children?