

The following document is a published summary of Porthcawl Comprehensive School's three-year School Improvement Plan (SIP) 2023-2026 for stakeholders. This summary document is provided over four pages and outlines the school's 2023-2026 main priorities. Please note this is not the full School Improvement Plan.

This document includes a summary of the school's three-year improvement priorities and also includes a summary of the school's planned actions to achieve the priorities identified. For each main school priority, this published summary also includes a breakdown of the termly Year 1 'Milestones'. E.g. what the school aims to achieve during each term of year 1 of the plan.

Our School Improvement Plan (SIP) reflects the needs of all stakeholders, pupils, parents/carers and staff. The core purpose of our School Improvement Plan (SIP) is to receive the best educational outcomes for every learner. The plan is also the vehicle by which we deliver the core aims of our school.

For 2023-2026 there are three school overarching priorities. These are:

PRIORITY 1: Highly Effective Leadership at all Levels

PRIORITY 2: Outstanding Curriculum, Learning & Teaching

PRIORITY 3: Exceptional Wellbeing, Equity, and Inclusion

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Page 1: This is a summary of our 2022-2023 Self-Evaluation.

Page 2: This is a summary of our plans and actions for Priority 1.

Page 3: This is a summary of our plans and actions Priority 2.

Page 4: This is a summary of our plans and actions Priority 3.

Understanding our School Improvement Plan (SIP) Published Summary

Please use the following as a guide when viewing our published summary:

- **Priority 1, 2 and 3** – these are our main whole school priorities that we are working towards and are the focus for our improvement. They underpin everything that we do.
- **Development Priorities** – these are the smaller priorities that we are working towards within Priority 1, 2 and 3. These are smaller priorities that have been designed to help us achieve the main priorities.
- **Key Actions** – these are some of the things that we plan to do to achieve our development priorities. These are time specific and could be a one year, two year or three-year approach.
- **Supported by** – this is a list of some of the things we will do or use to achieve our priorities.
- **2023-2024 Milestones** – a 'milestone' is what we want to achieve, complete or see at certain points during the year. We check our progress (milestones) each term. The 'milestones' included in this document have been summarised and are for Year 1 of the plan.



PORTHCAWL COMPREHENSIVE SCHOOL SELF-EVALUATION SUMMARY POINTS 2022-2023

These are some of the findings/key points from the school's self-evaluation processes and progress reviews completed during the 2022-2023 academic year.

Strengths

Leadership

- Clear line management structures and excellent understanding of roles and responsibilities.
- New Headteacher and leadership team members clearly identify school strengths and areas for development introducing new school improvement project opportunities.
- 'Curriculum for Porthcawl' developments since January 2023 (extensive progress).
- Roll out of ALNET Act and the work of the ALNCo and Ty Enfys staff.
- Tracking and monitoring of pupil progress across the curriculum, refined systems.
- Highly effective use of school finances and grant funding.
- Quality of plans and working documents.
- Faculty Review QA process refined in 2023 and align with NR:EI (increased 'learning' focus).
- Refinement of staff 'Learning Group' and introduction of 'Talk Teaching'.

Curriculum, Learning & Teaching

- High expectations & positive working relationships.
- Very strong on-going outcomes/attainment at GCSE and A Level.
- Good/Excellent outcomes/findings from Humanities and Expressive Arts Faculty Reviews
- The 'Curriculum for Porthcawl' conceptual design/approach and departmental 'Curriculum Overviews' and 'Curriculum on a Page' models.
- The 'Porthcawl Purposes', 'Curriculum on a Page' and emerging plans for the 'Porthcawl Pupil' along with a strategic focus on learning and teaching.
- Provision mapping and person-centred practices in Ty Enfys.
- Systems for 'Enquiry' based approaches.
- Sharing of best practice via 'Learn First' staff group.
- Emerging strength of the 'Curriculum for Porthcawl' pupil group.
- New assessment processes and systems designed for 'Curriculum for Porthcawl'.
- Wide ranging 14-19 Curriculum offer.

Wellbeing, Equity and Inclusion

- Pupil support offered via Ty Enfys.
- Most pupils know where and how to access additional support (pupil voice).
- The school's graduated response to learning/provision.
- Highly effective safeguarding.
- Pupil and staff wellbeing group established.
- Transition programme/plans.
- Positive pupil behaviour, attitude and effort demonstrated by nearly all pupils.

Areas for Development

Leadership

- Continue on-going evaluation of the 'Curriculum for Porthcawl' and learning and teaching strategies.
- Implement, refine and develop the school's early work with self-evaluation and improvement planning (launching September 2023).
- Further refinement of newly designed Faculty Review system and a focus on QA systems for learning and teaching (on-going).
- Develop systems for whole school and departmental work scrutiny / sharing best practice.
- Curriculum and staffing plan in response to the launch of new GCSEs in 2025 and 2027.
- Improve professional learning opportunities and systems across the school.
- Increase Welsh language use outside of the classroom. Establish 'Fortnightly Ffocws'.

Curriculum, Learning & Teaching

- Continue on-going work on the 'Curriculum for Porthcawl' to include highly effective mapping and delivery of Cross-Curricular Skills, Cross-Cutting Themes, and the mandatory elements of the new curriculum.
- The 'Curriculum for Porthcawl' pupil group.
- The 'Curriculum for Porthcawl' Language for Learning established across the school community.
- Cluster working to strengthen new curriculum developments.
- Establish 'excellence in teaching' at Porthcawl to include the 'Porthcawl Pedagogical Principles' and the Porthcawl Teacher Toolkit.
- Continue to improve quality and standard of teaching and learning.

Wellbeing, Equity and Inclusion

- Increase pupil voice / feedback across the curriculum.
- Continued focus on uniform, behaviour, and expectations.
- Refine systems and processes linked to behaviour, attitude, and efforts in and towards learning.
- Increase focus on Mental Health Education.
- Roll out of PERMA at Key Stage 3 to monitor and improve pupil wellbeing.
- Improve whole school attendance.
- Refine methods of communication to parents/carers and pupils. E.g. new assessment / reporting / feedback systems.
- Work towards the Carnegie Centre of Excellence for Mental Health in Schools Gold Award.
- Development of pupil and staff 'Wellbeing Charter'.



SCHOOL IMPROVEMENT PLAN PRIORITIES for 2023 – 2026 (Published Summary)

PRIORITY 1: Highly Effective Leadership at all Levels *(this is one of our three-year school priorities)*

Supported by:

These are our (smaller) development priorities for Priority 1:

The 'Curriculum for Porthcawl'
 Refined systems & structure for self-evaluation
 High quality professional learning growth
 Shared understanding of improvement and priorities

These are our (smaller) development priorities for Priority 1:

Effective and sustainable school finances
 'Achieve' and 'Maximise'
 Cross-curricular skills across the curriculum
 Widen opportunities for pupils to develop their Welsh language skills
 A broad & balanced curriculum (2025)

School Budget
 Grant Funding
 Meeting Time
 INSET
 Local Authority/CSC
 Staff, Pupils,
 Parents
 Self-Evaluation
 Cycle

Key actions to achieve the priority:

These are some of the actions we plan to implement to achieve our three-year development priorities:

Continue to review developments across the curriculum as we establish and embed the 'Curriculum for Porthcawl'.
 Refine and streamline our self-evaluation processes to align with the Welsh Government's framework for evaluation and improvement.
 Improve staff development opportunities to ensure 'Leadership Growth'.
 Launch new improvement planning processes and templates.

These are some of the actions we plan to implement to achieve our three-year development priorities:

On-going and continued review of the school budget and grant funding.
 Provide opportunities for all staff to receive training linked to new qualifications.
 Track and monitor pupil target groups and provide interventions.
 Embed and evaluate cross-curricular skills in the new 'Curriculum for Porthcawl'.
 Increase Welsh language use via an agreed approach using a range of expertise.
 Review our curriculum in line with 2025 and 2027 requirements.

2023-2024 Milestones: *(What we want to achieve during Year 1 of our 3 Year Plan)*

December Milestones

Curriculum for Porthcawl 'Overviews' and 'Curriculum Maps' reviewed and initial staff / pupil feedback positive.
 Assessment and progression planning strengthening amongst Porthcawl cluster of schools (Yr4-Yr9).
 New self-evaluation templates and improvement planning documentation in use by leaders at all levels.
 New professional development / project opportunities in place for staff and clearly aligned with school priorities.
 INSET day programmes – strong focus on learning & teaching.

March Milestones

Lesson observation cycle demonstrates strong alignment with the 'Porthcawl Purposes' and teachers are trialling and implementing new strategies and ideas.
 The 'Learning Group' and 'Talk Teaching' (staff groups) growing.
 In-house professional development offer in place for staff.
 Leaders at all levels using 'evaluative language' to reflect.
 Welsh language development outside classroom embedding.
 Teachers attending relevant external training linked to new qualifications in 2025 and 2027 and plans emerging.

July Milestones

Evaluation of the 'Curriculum for Porthcawl' (Year 1) complete.
 Annual self-evaluation completed in line with new evaluation and improvement framework (we are evaluating three areas).
 At least two Faculty Reviews completed during the year.
 In-year monitoring (whole school and faculty level) demonstrates that teaching and learning is good/excellent
 SIP / FIP reviews completed following monitoring.
 School finances continue to be positive.
 New grant funding/improvement plans in place for 2024-2025.



SCHOOL IMPROVEMENT PLAN PRIORITIES for 2023 – 2026 (Published Summary)

PRIORITY 2: Outstanding Curriculum, Learning & Teaching (this is one of our three-year school priorities)

Supported by:

These are our (smaller) development priorities for Priority 2:
 Highly effective, design, development, and delivery of the 'Curriculum for Porthcawl'
 Consistently high standards of teaching & learning
 Consistently high standards of assessment across the curriculum
 Commitment to professional learning to positively impact on learning
 Closing gaps in learner's' progress

School Budget
 Grant Funding
 Meeting Time
 INSET
 Local Authority / CSC
 PCS T&L Hub and Toolkit
 Pupil & Staff Voice
 Self-Evaluation Processes

Key actions to achieve the priority:

These are some of the actions we plan to implement to achieve our three-year development priorities:

- Launch, monitor and refine the new 'Curriculum for Porthcawl' (CfP).
- Continue to work with our pupils via pupil groups, assemblies, and lessons.
- Introduce 'Porthcawl Purposes' events and the 'Porthcawl Passport'.
- Ensure the presence and of and embed the 'Principles of Progression' across CfP.
- Create whole school assessment maps and 'Curriculum on a Page' approach.
- Refine 'Cross-Cutting Themes' development across the school.
- Work with our cluster schools and continue with school-to-school working.

These are some of the actions we plan to implement to achieve our three-year development priorities:

- Appoint staff to lead on development / school improvement projects.
- Self-evaluate on-going progress of curriculum, learning and teaching progress.
- Establish the 'Porthcawl Pedagogical Principles' (excellent teaching at Porthcawl)
- Design and launch the PCS 'Teaching & Learning Toolkit' and the 'Porthcawl Pupil'.
- Refine learning and teaching reviews across the school.
- Introduce new school-wide assessment processes in line with the new curriculum.
- Provide high quality tracking and pastoral care for all learners.

2023-2024 Milestones: (What we want to achieve during Year 1 of our 3 Year Plan)

December Milestones

- 'Curriculum for Porthcawl' (CfP) launch event completed.
- New 'reward / attitude' to learning system progressing.
- Continued and on-going evaluation of the CfP completed.
- Curriculum for Porthcawl 'Curriculum Maps, Overviews and Plans' in place for progression and assessment.
- Curriculum Vision and Published Summary launched (Sept. 23)
- Cross-Curricular Skills and Cross-Cutting Themes strengthening.
- 'Excellence' in teaching & learning at PCS establishing.
- The 'Porthcawl Pupil' launched/shared (early autumn).

March Milestones

- Evaluation of the 'Curriculum for Porthcawl' completed.
- The 'Porthcawl Pedagogical Principles' established, and these are being evidenced in lessons, planning, and learning.
- Planning is underway for the 'Porthcawl Teaching and Learning Toolkit' for staff with a strong focus on 'Excellence' at PCS.
- Regular cycle of teaching and learning training provided.
- 'Theme of the Week' for the Porthcawl Pupil emerging.
- The 'Porthcawl Purposes' Passport introduced.
- Lesson Observation Cycle completed – next steps identified.

July Milestones

- Version 1 of 'Porthcawl Teaching & Learning Toolkit' in place.
- 'Assessment & Progression Maps' evaluation completed.
- Concept Maps for Yr4-Yr9 developing and these evidence stronger cluster working with our feeder primary schools.
- New Assessment Policy revised and in place.
- New Curriculum Policy revised and in place.
- Review of staff training/professional learning completed.
- 'Sharing Best Practice' approach reviewed.
- Review of 4 E's assessment model completed.



SCHOOL IMPROVEMENT PLAN PRIORITIES for 2023 – 2026 (Published Summary)

PRIORITY 3: Exceptional Wellbeing, Equity, and Inclusion *(this is one of our three-year school priorities)*

Supported by:

School Budget
Grant Funding
Meeting Time
INSET
Local Authority/CSC
Cluster ALN Work
BCBC
Judicium
EWO
Self-Evaluation

These are our (smaller) development priorities for Priority 3:

Implementation of the ALNET Act
Sustained, highly effective safeguarding
Information exchange with parents/carers and pupils
Improved attendance
Continued culture and ethos which embodies a holistic understanding of our pupils and their wellbeing needs

Key actions to achieve the priority:

These are some of the actions we plan to implement to achieve our three-year development priorities:

Continue to meet the needs of all learners
Regularly review ALNET Act progress
Provide training to all staff to meet the classroom requirements of the ALNET Act
'Restorative Justice' and 'Team Teach' training
Employ a Safeguarding and Wellbeing Officer
Establish a pupil and staff wellbeing charter and achieve external accreditation

These are some of the actions we plan to implement to achieve our three-year development priorities:

On-going review and update of safeguarding audits and practices
Design, refine and embed a new reporting system within the 'Curriculum for Porthcawl'
Continue to strengthen systems to monitor attendance
Reintroduce wellbeing systems. E.g. PERMA
Redesign and re-purpose the school's tutor period to include a greater wellbeing focus
Strengthen systems for behaviour, values and expectations (on-going)

2023-2024 Milestones: *(What we want to achieve during Year 1 of our 3 Year Plan)*

December Milestones

Increased staffing for Additional Learning Needs (ALN) support.
ALNCo to continue to engage in Bridgend's ALN Forum.
Staff training provided – identified themes.
On-going review of the school's graduated response completed.
New Pastoral (HOY) Offices in use to include new Duty Officer location (review of new system to be completed).
My Concern 'log' review and Safeguarding Audit completed.
Refined behaviour/attitude procedures in place across school.
Attendance tracking on-going and frequent during the term.

March Milestones

Health & Safety Compliance Audit completed and actioned.
Parent Voice completed re: new assessment / reporting (4E's)
Attendance tracking on-going and frequent throughout term
whole school attendance figure between 90%-92%.
PERMA (wellbeing system) emerging across the curriculum.
A range of external providers are supporting the school with wellbeing across the school with identified pupil/year groups.
Staff and Pupil 'Wellbeing Charter' established.
Helping Hands transition events completed.

July Milestones

The annual work of Ty Enfys, provision and staffing evaluated.
Positive progress made towards the Carnegie Centre of Excellence for Mental Health in Schools Gold Award.
Redesigned / refined Health & Wellbeing curriculum in place alongside an improved 'Tutor Period' – learning/wellbeing.
Pupil and staff wellbeing feedback received.
Annual review of 'Standard Operating Procedures' and Behaviour for Learning approaches completed.
Summer term INSET has a 'wellbeing' focus.

