



## School Development Plan

Target: <i>Every Dysart pupil will receive an exceptional provision to ensure they develop the skills necessary for meaningful lifelong social inclusion (Ofsted EIF Link: Quality of Education)</i>		
By September 2026 we will....		
Success criteria	By whom	Costs
<ul style="list-style-type: none"> <li>Ensure that Dysart is regarded as a national centre of excellence in the SEND sector, and continues to be the school of choice for local families</li> <li>Ensure our pupils leave school with qualification relevant to them, and are able to function appropriately within society at a level appropriate to their needs, including exercising control over their own lives</li> <li>Through an ongoing process of consultation with families, pupils, governors, therapy and social care partners, the curriculum is reviewed annually to ensure that it continues to fully meet the needs of every pupil at Dysart</li> <li>Established route map for pupils in Apollo provisions. This will combine both additional provisions across the key stages along with ongoing conversations with other schools to identify early where a pupil may be better supported outside of Dysart. Apollo will be used as part of Dysart’s integration offer to provide both opportunities for pupils from other schools to integrate as well training opportunities to upskill teachers.</li> </ul>	SLT  SLT  All staff	Ongoing costs related to staffing, CPD
By September 2024 we will ....		
Success criteria	By whom	Costs
<ul style="list-style-type: none"> <li>Ensure the whole school environment has a streamlined succinct focus to ensure it positively impacts pupil access to education and supports meaningful lifelong social inclusion</li> <li>Provide pupils with access to inside/outside learning environments to enhance the provision on offer for all pupils</li> </ul>	Leigh, Jack, Ellie, Nick  Leigh, Ellie	£30k  £5k

<ul style="list-style-type: none"> <li>• Strong clear focused areas designated within school environment in order to support pupils understanding of what happens where</li> <li>• Develop the outside space beyond The Suite in order to enhance learning outside of the classroom opportunities</li> <li>• Outreach provided by the school is embedded and referenced in the RBK local offer. Dysart regularly provides outreach to different provisions across the SE of England, as well as in RBK</li> <li>• The curriculum at Dysart will continue to be broad, ambitious, and relevant to the needs of pupils and will also ensure that all pupils receive the cultural capital they need to succeed in life. Staff will be able to confidently articulate the intent underpinning the overall curriculum as well as articulating how specific units of learning within each pathway contribute towards realizing meaningful lifelong social inclusion for all pupils.</li> <li>• Available integration opportunities identified and agreed with partner schools along with profile of pupils that will be able to access them. A defined for pathway way for Apollo pupils post KS2 combining both Dysart and external opportunities.</li> </ul>	<p>Steph, Jo, Ellie, Jack, Nick Leigh, Jack</p> <p>Steph and Kara, wider SLT All staff, led by SLT</p>	<p>£50k</p> <p>Staffing costs, additional costs incurred from outside speakers</p>
<p><b>By September 2023 we will .....</b></p>		
<p><b>Success criteria</b></p>	<p><b>By whom</b></p>	<p><b>Costs</b></p>
<ul style="list-style-type: none"> <li>• Qualified teachers (post-ECT) will be allocated an area of the curriculum for them to lead on</li> <li>• Curriculum leads will be confident in articulating the strengths and areas for further development needed in their area of the curriculum, and how this fits with the overall curriculum priorities</li> <li>• An effective process for monitoring the performance of teachers will be fully established, that pays particular focus to the quality of education for pupils</li> <li>• The effectiveness of the school's ongoing partnership work with families will be reflected by the revalidation of the Leading Parent Partnership Award</li> <li>• Have a clear pathway into teaching for staff development</li> <li>• Further develop the reading offer at the school in order to be confident that every pupil is accessing meaningful sessions that further support communication development</li> <li>• Concisely articulate what the goal of Apollo is and use this to inform assessment criteria when deciding which pupils will benefit from being there. Pupils taking part in integration</li> </ul>	<p>All of SLT All of SLT</p> <p>Heads of Dept All of SLT</p> <p>Emmet</p> <p>Leigh Steph</p> <p>All of SLT</p>	<p>£0 £0</p> <p>£0 £0</p> <p>£1300</p> <p>£0 £0</p> <p>£0 £0</p>

opportunities with partner schools and Apollos hosting teachers from other schools to develop their skills.		
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	Some Progress Made Towards Achieving Target
	Target Achieved

<b>Target: Every Dysart pupil will have access to strong emotional support, embedded in theory, in order to be able to be fully included within their local community (Ofsted EIF Link: Behaviour &amp; Attitudes)</b>		
<b>By September 2026 we will....</b>		
Success criteria	By whom	Costs
<ul style="list-style-type: none"> <li>As a result of high quality interventions to provide emotional support to pupils, whole school attendance is consistently above 94%</li> <li>Dysart pupils are routinely involved in decision-making processes with Kingston Council, as well as with local disability campaign groups</li> <li>Ensure all Dysart pupils are able to enjoy meaningful lifelong social inclusion within their local communities</li> </ul>	Leigh, Jo  SLT  Pupil Voice Lead, SLT All staff	Ongoing staffing costs, CPD costs.
<b>By September 2024 we will ....</b>		
Success criteria	By whom	Costs
<ul style="list-style-type: none"> <li>Specific staff (3) will have completed accredited training in Positive Behaviour Support</li> <li>In addition to Safeguarding Ambassadors, greater representation of pupils is established across an increasing range of pupil voice experiences (e.g. local authority consultations, staff recruitment)</li> <li>A year on year decrease in the number of 'High' behaviour incidents, including incidents where physical restraint is used, is recorded in the behaviour data</li> <li>Staff, parental, and pupil feedback shows that pupils have stronger and more meaningful relationships as a result of sustained high quality RSE provision at Dysart</li> </ul>	Jo, Leigh, Erin Pupil Voice Lead, SLT  Behaviour leads & SLT RSE lead, SLT, All Staff	£4k

By September 2023 we will .....		
Success criteria	By whom	Costs
<ul style="list-style-type: none"> <li>The provision for supporting pupil mental health and wellbeing as well as safeguarding will be reviewed and refined to ensure that increasing demands continue to be supported with high levels of effectiveness, with any identified changes reflected in staffing and budgetary plans</li> </ul>	SLT	£0
<ul style="list-style-type: none"> <li>An established lead for Pupil Voice will be in place who will be able to confidently articulate the strengths and areas for development with respect to pupil voice across the school</li> </ul>	SLT	£0
<ul style="list-style-type: none"> <li>All staff will have access to high quality behaviour support training informed by the Team Teach approach and linked to positive behaviour support</li> </ul>	Leigh, Dani	£0
<ul style="list-style-type: none"> <li>Staff will receive high quality training focused on PDA and strategies to use with pupils who present with this profile of need, in order to maximize the time these pupils spend with staff and others outside the home environment</li> </ul>	SLT	£0
<ul style="list-style-type: none"> <li>The number of 'High' behaviour incidents will have returned to the levels that were seen prior to the COVID-19 pandemic</li> </ul>	SLT	£0
<ul style="list-style-type: none"> <li>The updated RSE policy and curriculum map is shared with families, pupils and staff. The provision within Dysart is fully embedded and staff report that they are confident in delivering the RSE curriculum</li> </ul>	Emmet	£0

	Some Progress Made Towards Achieving Target
	Target Achieved

**Target: Every Dysart pupil will have access to a rich varied range of opportunities to develop their talents, interests and character, equipping them to enjoy meaningful lifelong social inclusion (Ofsted EIF Link: Personal Development)**

**By September 2026 we will....**

Success criteria	By whom	Costs
<ul style="list-style-type: none"> <li>Work with other settings within OHCAT in order to further develop the learning pathways and opportunities for development and experiences for all pupils who access our provisions</li> </ul>	SLT	Staffing costs, other costs associated with cover
<ul style="list-style-type: none"> <li>Work with other OHCAT settings to develop enrichment opportunities for the wider SEND community within RBK to access outside of school/college hours</li> </ul>	SLT	
<ul style="list-style-type: none"> <li>Ensure all Dysart pupils talents, interests and skills are nurtured and developed so they leave school being able to access and enjoy a range of leisure based experiences as well as the opportunity to access links to work, where appropriate</li> </ul>	SLT	

**By September 2024 we will ....**

Success criteria	By whom	Costs
<ul style="list-style-type: none"> <li>Set up a Podcast series in order to discuss common themes linked to SLD, ASD, Complex needs including parent and pupil involvements</li> </ul>	Steph, Leigh	£500 equipment
<ul style="list-style-type: none"> <li>The school's Careers provision is fully embedded and is consistently fully compliant with the eight Gatsby benchmarks</li> </ul>	Kara, Christine	£15 per pupil per session
<ul style="list-style-type: none"> <li>Learning Outside the Classroom is at the same level that it was pre-COVID-19 in terms of both day visits in the community, and residential visits</li> </ul>	Careers Lead, SLT	Staffing costs
<ul style="list-style-type: none"> <li>Fundamental British Values continues to be embedded in the curriculum, with multiple examples for all areas of FBV evident across each year</li> </ul>	EVC, SLT, All Staff	£2k-£3k
	SLT	Staffing costs

**By September 2023 we will .....**

Success criteria	By whom	Costs
<ul style="list-style-type: none"> <li>Slowly re-introduce residential school journeys, in line with any government measures for specific year groups at venues suitable to meet their needs with a focus on specific learning intentions</li> </ul>	Dani (EVC), SLT	£2k
<ul style="list-style-type: none"> <li>Develop further community links, and reinstate existing links, for work related learning opportunities routed in pupil interest, skills and talents</li> </ul>		£1k
	Jack	£500

<ul style="list-style-type: none"> <li>Develop bespoke workshop sessions for parents to attend in order to support the development of skills, talents and interests within the home environment</li> </ul>		£0
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Some Progress Made Towards Achieving Target
Target Achieved

<b>Target: Every Dysart staff member will have access to high quality professional development, rooted in theory, that is linked to their role and will enhance the overall experience for pupils and families (Ofsted EIF Link: Leadership &amp; Management)</b>		
By September 2026 we will....		
Success criteria	By whom	Costs
<ul style="list-style-type: none"> <li>Be part of an outstanding bespoke post 16 provision for students with SEND, offering a range of experiences and skills development tailored to individual needs, resulting in being a leader in this field</li> <li>Provide consistent staff training and development within and beyond Dysart, upskilling staff to ensure the needs, skills and talents of pupils with SEND are met, developed and enhanced.</li> <li>Ensure that Dysart is regarded as a national centre of excellence in the SEND sector, paving the way in staff development and training resulting in positive outcomes for pupils</li> </ul>	SLT  SLT  SLT	
By September 2024 we will ....		
Success criteria	By whom	Costs
<ul style="list-style-type: none"> <li>Work with other local OHCAT provision and the LA on embedding the new Post 16 campus so that it becomes a center of excellence for post 16 SEND learners and is an attractive offer for students and parents alike</li> <li>Ensure we have a small group of staff trained in the development and delivery of a pupil support program routed in Positive Behavior Support principles</li> </ul>	Leigh  Leigh, Jo, Erin  Leigh, Steph	£3m – gov funded  £4k  £30k

<ul style="list-style-type: none"> <li>Further develop the outreach offer/support/training for mainstream and other SEND schools in order to upskills staff who support pupils with SEND within the Dysart community area</li> <li>Ensure staff have access to and support with furthering their own skills and development through accessing higher level training for example university accredited courses</li> <li>Through anonymous questionnaires, staff report positive feedback with respect to workload and wellbeing</li> </ul>	Leigh, Emmet, Steph SLT, all staff	£TBC
<b>By September 2023 we will .....</b>		
<b>Success criteria</b>	<b>By whom</b>	<b>Costs</b>
<ul style="list-style-type: none"> <li>Develop further our program of in house staff training in order to ensure the outstanding quality of education is maintained as the school continues to grow and develop</li> </ul>	SLT	£2k
<ul style="list-style-type: none"> <li>To work with other local OHCAT settings to begin to develop a bespoke post 16 campus to support choice and development for a range of learners with SEND</li> </ul>	Leigh	£0
<ul style="list-style-type: none"> <li>To identify a site in the Kingston area for the new proposed bespoke post 16 campus, local to strong transport links as well as shops and leisure activities</li> </ul>	Leigh	£0
<ul style="list-style-type: none"> <li>Work with other local OHCAT provisions as well as the LA to establish a parent partnership panel to support the development of the new bespoke post 16 campus</li> </ul>	Leigh	£0
<ul style="list-style-type: none"> <li>Continue to provide high quality behavior support training linked to the Team Teach principles and begin to link these to Positive Behaviour support principles as well</li> </ul>	Leigh, Jo	£500
<ul style="list-style-type: none"> <li>Develop a staff 'Recruitment and Retention' working group to explore ways that the school can meaningfully address current issues around the recruitment of new staff and the retention of existing staff</li> </ul>	Emmet, staff working group	£0
<ul style="list-style-type: none"> <li>Ensure we develop a strong focus on upskilling our staff in the sequential development of literacy for learners with ASD/SLD and Complex needs in order to support communication development for all</li> </ul>	Steph	£40k for 2 terms
<ul style="list-style-type: none"> <li>Work with the multi-disciplinary team, including external agencies, to develop bespoke training for staff in order to develop their confidence in pupils' skills development within the classroom, specifically (but not exclusively) communication, emotional/self-regulation, positive environments</li> </ul>	Jo, Leigh	£0
<ul style="list-style-type: none"> <li>Provide a high quality route into teaching for staff to develop their skills 'on the job'</li> </ul>	SLT SLT	£2.5k per assessment £1k

<ul style="list-style-type: none"> <li>• Develop clear pathways for staff career development ensuring we harness staff skills and interests linked to SEND</li> <li>• Dysart will continue to provide exceptionally high quality support to families evidenced through feedback from parental questionnaires, EHCP feedback, as well as the renewal of the Leading Parent Partnership Award</li> </ul>	SLT	£0
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■	Some Progress Made Towards Achieving Target
■	Target Achieved

**Staff roles**

Leigh (Principal), Emmet (Vice Principal), Dani, Steph & Jo (Assistant Principals) Jack (Head of Upper School), Ellie (Head of Lower School), Nick (Head of Apollo provisions) Kara (Family Support Lead Teacher) Christine (Family Support Worker)