Appendix A Swot analysis

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| STRENGTHS  | WEAKNESSES  |
|  * Diverse curriculum
* Teamwork
* Inclusive environment
* Skilled teachers
* Management of behaviours
 |  * ‘Clique’ culture
* Poor communication between class teachers and TA’S
* Head teacher’s carefree attitude
* Curriculum knowledge outside subject area
* Lack of up to date resources
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| OPPORTUNITIES  | THREATS  |
|  * Wide range of accredited courses
* Work experience opportunities
* Potential funding
* Incentives to improve staff well being
 |  * Covid-19 pandemic
* Cuts to staff
* Cuts in budgets
* School reputation
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| **Strengths**   | * The school offers diverse and enriched curriculum for over 275 pupils, supported by a wide range of opportunities.
* Good partnership with parents and professionals to create positive learning experience for every pupil.
* The setting has a learning website to support learning at home.
* The school is part of UNICEF gold rights respecting school
* The school breakfast club is supported by the charity magic breakfast club
* Last OFSTED report in 2018 shows the school is Outstanding
* Good communication throughout – every Monday and Wednesday school has a meeting to talk about what’s going on at school with staff, pupils and upcoming event. Staff are encouraged to share their ideas.
* working with professional to prevent further harm at school and mostly at home
* There are various designated leaders for certain task, subjects which give better indication on who you need to approach when issue arise or to receive support
* Reward system
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| **Weaknesses**  | * Lack of staff
* Due to lack of staff, those staff who are in school are burned out causing more sickness and mental health issues.
* Slow training causes mistakes and inefficiency
* New Staff should be given designated mentors. This is to give staff support in their new role
* An increase in supply staff causes inconsistency as they don’t know the pupil’s behaviours and how to spot signs and changes that could benefit young people learning and development.
* Technology in school needs to be updated; better connection, new laptops and new resources needed
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| **Opportunities**  | * The school offer a wide range of accredited courses for all pupils at key stage 4 and post 16. The curriculum is enriched through numerous educational visits, after school clubs, residential visit and dance and drama and cultural activities.
* To support the move to post-school education and employment training, pupils learn enterprise skills, take part in work experience and work-related learning and develop their key skills in English, Mathematics and communication.
* To help pupil decide on what to do when they leave school, leaders developed a range of careers education, information, advice and guidance.

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| **Threats**  | * Increase in pupils with complex mental health

There are more pupils with complex mental health needs are attending school and support needs to be continuously reviewed if not school may end up failing their pupils. Due to the increase of pupils with complex needs, more staff is needed * COVID-19 has hit the school manpower and continue to do so
* Mental health issue of staff and pupils is on the rise – again affecting staffing, calling for more training and professional can significantly affect school funding
* Pupils are not receiving the correct support due to funding. For an example student who most definitely need two to one support is only receiving one to one support. This can affect children learning and development to be neglected as they are not receiving the correct support they need. It can affect staff workload and causes burn out.

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Appendix B – Smart targets (Please make up one)

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| **Smart Goals** |  |  |  |  |  |
| **Specific** |  |  |  |  |  |
| **Measurable** |  |  |  |  |  |
| **Achievable** |  |  |  |  |  |
| **Relevant** |  |  |  |  |  |
| **Time** |  |  |  |  |  |