

## Academy Development Plan summary document (2019-2020)

Priority	Aims	Expected Outcomes
<b>Priority 1: The Quality of Education</b>	a) To ensure quality first wave teaching is consistently delivered across the academy.	At key stage 3 (Y7-9) lessons focus on mastery through learning that is purposeful, creative and provokes curiosity. At key stage 4 (Y10 and Y11) students continue to be taught through the pillars of mastery and apply their curious minds with a thirst for learning into the challenges of qualifications.
	b) To ensure the roll out of the new curriculum continues, in line with SUA curriculum intent.	The new curriculum intent is implemented. Lessons have pace and challenge. Students are moved on quickly so they can reach their end of Y11 targets. Further links are made to CHARACTER, literacy and numeracy.
	c) To ensure that disadvantaged students perform in line with their non-disadvantaged peers.	Heads of Year and subject leaders work closely to ensure disadvantaged students are given targeted support when they need it.
	d) To ensure that there are regular opportunities for students to enhance their cultural capital.	Students will have experienced curriculum-based activities that enhance their cultural awareness.
	e) To support the outcomes of students in both KS3 and KS4 through the development of reading, numeracy and literacy.	Students read widely and often. Schemes of learning have included further opportunities for reading. Spelling and reading ages improve.
	f) Outcomes for key groups of pupils improves through close monitoring and analysis of data.	Outcomes improve for Year 11 students in the 2020 summer results.
<b>Priority 2: The Behaviour and Attitudes of all students</b>	a) To further reduce the number of exclusions.	The number of exclusions continues to reduce.
	b) To ensure student' behaviour is exemplary in the academy.	There is a calm, positive culture for learning around the academy.
	c) To ensure a robust rewards system is in place that motivates students do well.	Students continue to enjoy receiving a range of rewards in recognition for their hard work.
	d) To further improve the attendance and punctuality of all students in the academy, especially those most vulnerable (FSM, Disadvantaged, SEND).	Trends in improved attendance continue amongst key groups of students.
<b>Priority 3: The Personal Development of students across SUA</b>	a) To improve aspirations across the academy.	The Academy Council and Year Council's meet with regularity and student voice continues to be given a high profile. All students will have received high quality careers advice and aspirations are shared with all.
	b) Student character continues to develop through the CHARACTER programme.	Students display and uphold the fundamental British values.
	c) To improve the confidence and resilience of all students within the academy.	Students participate in a range of extracurricular clubs and activities. These include sports through to academic clubs designed to promote healthy lifestyles and improved outcomes.
	d) Students talents and interests are stretched and continue to develop.	Increasing numbers of students participate in extracurricular activities. Form tutors and Heads of Year have an overview of how their students are getting involved in these clubs.
	e) To provide students with excellent careers advice and guidance to allow them to make fully informed decisions for P16 and P18 education or training.	The academy delivers good quality careers, information, advice and guidance for all students. The academy is working towards completing all eight Gatsby benchmarks.
<b>Priority 4: The development of Leadership and Management across Team SUA</b>	a) To ensure all TLR post holders are actively engaged and leading their responsibilities effectively.	Leaders actively participate in delivering their leadership roles. This includes pastoral senior middle leaders, heads of subject, teachers in charge, teachers paid on the upper pay spine and leaders in support staff roles.
	b) To ensure pastoral middle leaders are supported in their development.	Heads of Year work closely with their tutors and have a high profile across the academy. Heads of Year know the strengths and areas of development for all of the students in their year group.
	c) To develop a culture of student leadership across the academy.	Students will be given opportunities to become student leaders. Displays will be evident around the academy along the lines of, 'You said, We did'.
<b>Priority 5: The development of Sixth Form provision within SUA6</b>	a) To increase the academic rigour of sixth form to support students to achieve the highest grade.	Outcomes improve for sixth form students in the 2020 summer results.
	b) To ensure all students are fully prepared for the next steps in their journey.	Students will have been given opportunities to prepare for university, employment or apprenticeships.
	c) Embed LEADERSHIP into SUA6 as part of the wider enrichment offer.	Students will know the LEADERSHIP programme and have confidence in speaking about the opportunities it has given them.
	d) Increase the number of students in the sixth form for September 2020.	More students from the Year 11 cohort, will join the sixth form in September 2020.