

Frederick Bremer School Improvement Plan 2023-4



Frederick Bremer School aims to become a consistently high performing community school which enables every young person 'to be the very best they can be' within a 'high challenge, low threat' school culture.

Our core priority is to: Create a culture where high aspiration and a growth mindset is expected, and everyone in our school community shares responsibility for our individual and collective success.

We will do this:

Through our individual learning:

- Pupils are aspirational for themselves: as leaders of their own learning, in their self-regulating behaviour and in the development of their intellectual curiosity to 'know more, do more and go further'.
- Staff are actively engaged in their professional development and apply that learning to meet our collective goals as a school.
- All staff recognise that we are 'humans first, and professionals second'; wellbeing of all is taken very seriously and we continue to embed our trauma informed approach to working with young people whilst developing their resilience and independence.

Through our collective classroom learning:

- The learning journey for pupils is sequenced effectively from KS2 to KS4 to enable improved outcomes for all. Pupils, parents and staff understand this journey because assessment is effective.
- The principles of effective teaching at Bremer are universally understood and implemented to ensure that all pupils are challenged every lesson (with a focus this year on those with high prior attainment and SEND)
- Literacy, oracy and presentation skills are taught across the curriculum enabling children to leave us with the confidence to use their voice effectively.

Through our learning beyond the classroom:

- Love of learning is fostered through an exciting and varied enrichment programme that begins in our discrete curriculum for all, and offers choice beyond this.
- Interventions within and outside the classroom are planned and delivered expertly to close gaps in learning and understanding particularly for key groups of pupils (including all SEND, reading and subject interventions)
- Continuing to improve the partnership we have built with families and the wider community to make the school the best it can be: including strengthening the impact of home learning.

Key success criteria:

- Outcomes in every subject exceed national
- Attendance and punctuality is ever improving
- Suspensions are reducing, and are used sparingly
- The principles of teaching and learning at Bremer are consistently applied and lessons are consistently evaluated as very high quality learning experiences
- The ambitions of the curriculum are consistently met through well planned sequences of learning that support children to know more, do more and go further.
- Behaviour is consistently good to enable a great atmosphere for learning
- All stakeholders continue to evaluate FB as a safe and happy school.
- The school is outstanding across all strands

Our climate: high challenge, low threat: We all

- Believe we can achieve and expect the highest standards of ourselves and others
- Model high standards at all times
- Understand that we are 'humans first, professionals second'. We identify and then we learn from our mistakes.