

Why We are All Here

*An inspirational, safe and happy **community**, empowering pupils to develop meaningful, relevant skills for life.*

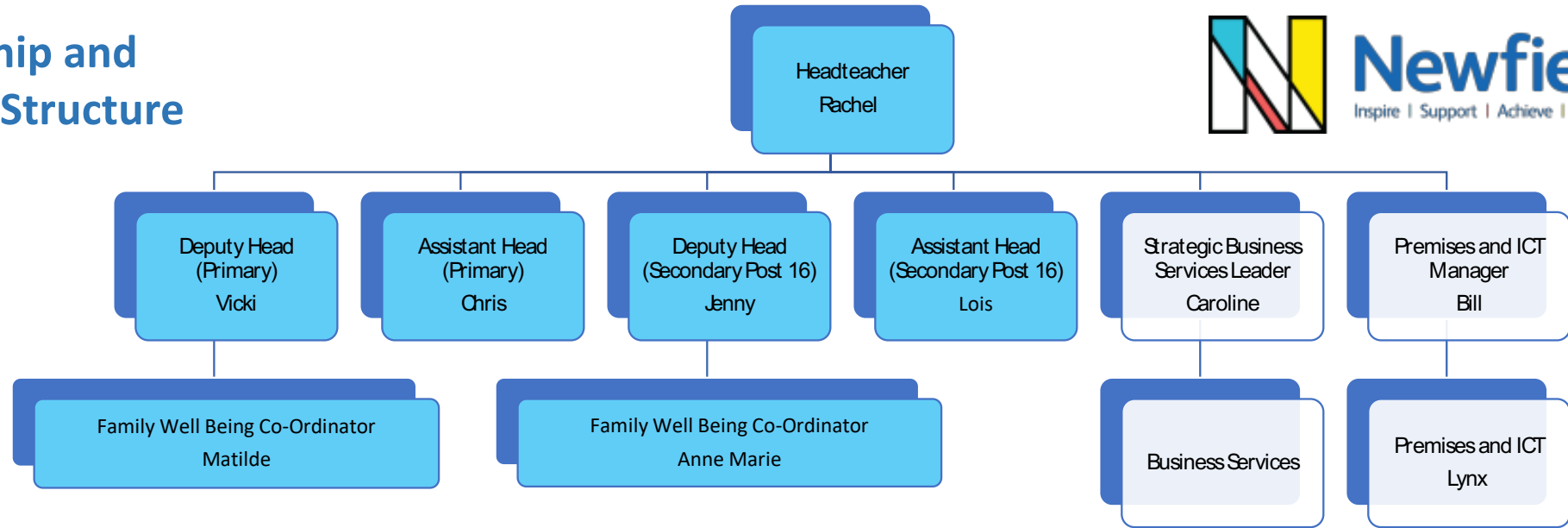


Our Guiding Principle

Never do for a child what they can , could or should do for themselves.

*We just need to identify what each child **needs** and teach them the skills to achieve it themselves*

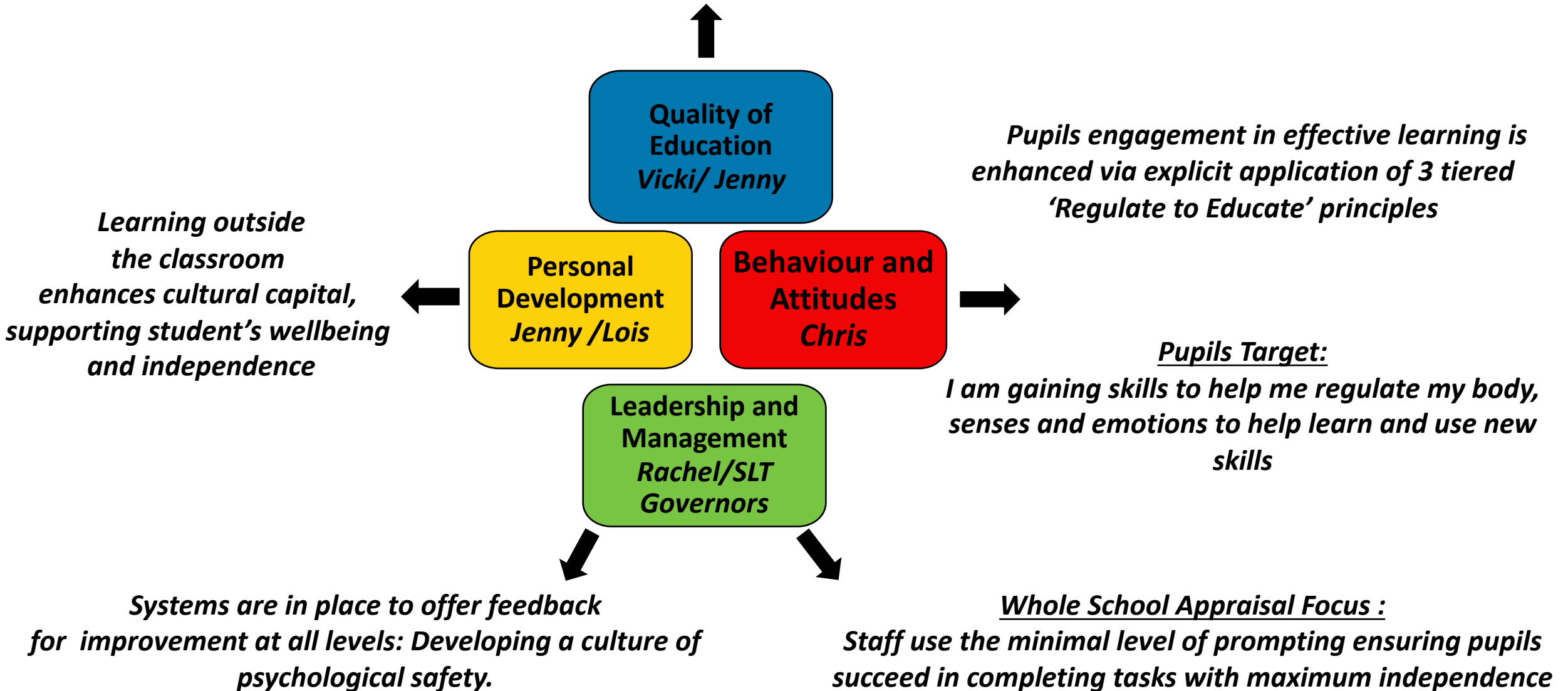
Leadership and Staffing Structure



HLTAs
 Departmental Cover
 Specialist Support and Intervention

School Improvement Targets 2023-2024

Staff can articulate and evidence how pupils make progress over time in the 6 areas of learning



School Improvement Targets 2023-2024 Ongoing

**Leadership and
Management :
CPD:**



A Comprehensive programme of CPD is offered, linked to career stage and priority training needs at

1. School
2. Individual level

Adopting the principles of ADULT learning to maximise impact on performance

The above programme responds to meet the need of our learners over time
Via effective training needs and skills gap analysis

A comprehensive induction and CPD programme is developed and introduced to reflect priority training needs and address skills gaps for support staff

**Leadership and
Management:
Middle Leaders**



Middle leaders are able to evidence impact across each key stage in their areas of learning

Phrases To Empower and Support

Phrases that we should all use with our team:

- *“That was great because...”*
- *“ I really like how you did that”*
- *“Can I make a suggestion?”- how about” ?*
- *“I think we could improve this by”*
- *“ Can I just check how you are doing that”*
- *“Thank you”*

Phrases because Safety is everyone’s concern:

(We have a professional duty to respond **regardless of who it is**)

- *“This is not safe – we need to act”*
- *“ I am here to help” – “more help available”*
- *“That is not safe – I need to stop you ”*
- *“ I am taking over”*

A Poem from our Children

Listen to me and learn with me,

Talk *with* me and not about me

Take time to understand me, find out what matters to me

Smile with me and laugh with me

Believe in me and never give up on me

Make things fun for me

Do things *with* me, not just for me

Always want the best for me

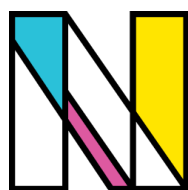
Let me get stuck and find the answers with me

Show me and then leave it to me

Always reach the sky for me.

We may forget what you say to us...

...but we will never forget how you make us feel.



Newfield
Inspire | Support | Achieve | Together