

BWS School Development Plan 2020-2021				
School Context				
Objective	Responsibility	Cost (excluding time)	Success Criteria	Comments
Planning for rolling expansion of pupil numbers into Year 11 and Year 13	LT planning		Workable and sustainable curriculum and staffing models for final year of expansion	Expansion of staffing for 2020-2021 to be used in an effective way in year and to prepare for the future
Work to increase social mobility in 11+ applications to BWS	Tracy Collingridge/SDS	Approx. £1500	Growth in number of junior schools engaged on previous year (4). Introduction of remote learning if necessary/workable	Possible use of staff expertise to help in some curriculum areas – eg Maths, MFL
Recruitment of second group of BWS sixth form girls	Head of Sixth/Sixth Form Office/Careers Leader/SDS/LT	Approx. £11000	75-125 applications from girls to join BWS Year 12 for September 2021. Digital marketing campaign June-October with NewsQuest. 30-40 schools visited by BWS staff in autumn 2020/spring 2021 (pandemic permitting)	Work as per marketing and recruitment timeline; updates as necessary for staff, gobs, parents and students
Further improvement of BWS' digital marketing	SDS/SAA/LT	Approx. £3,000	Creation of videos for Lower School, Middle School, Sixth Form and Houses (by prefects) as well as whole school. Virtual Open Day materials posted on website for both 11+ and 16+ recruitment Digital marketing campaign June-Oct through NewsQuest	Regular snapshots of marketing efficacy to be provided
Attainment & Achievement				
Objective	Responsibility	Cost	Success Criteria	Comments
Drive for better examination outcomes across the board at both GCSE and A level	HoDs	Staff time	At least maintenance of 2019 headline performance figures, aim for year on year increase	Use of 2019 due to cancellation of 2020 exam session
Eliminate areas of under-performance at GCSE and A level	HoDs/LT as appropriate	Staff time	Increase in average figures, reduction in number of departments falling below LT agreed baseline.	as above
Quality of Learning & Progress				
Objective	Responsibility	Cost	Success Criteria	Comments

Effective and innovative use of MS Teams to enhance learning – spread of ideas to enhance learning quality	HoDs	Staff time	All departments using Teams routinely to set and mark homework tasks and help drive improvement	
Pupil Behaviour				
Objective	Responsibility	Cost	Success Criteria	Comments
Organisation of student forums for Lower & Middle School so that they function well for discussion and evaluation (SIAMS outcome)	DGB/MJJ	Nil	Lower, Middle and Sixth Form Councils to meet at least once a term with robust arrangements for agendas, dates and reporting back to boys and also LT	Build reporting into LT annual agenda - this will drive timescale for meetings and communication. New assembly pattern to be used by Pastoral Heads to significantly increase the responsibilities for House Prefects and many other boys in sorting assemblies. Environmental Group to be formed led by sixth form boys.
Implementation of new discipline code and related procedures	LT/all staff	Nil	Systems in place and being used by ALL staff. Questionnaire in summer term 2021 to see whether there has been any perceptible impact on pupil behaviour and teaching & learning	
Quality of Teaching				
Objective	Responsibility	Cost	Success Criteria	Comments
Adoption of examples of good practice from Heads of Departments in Teams and elsewhere	HoDs		Review of plans through Autumn Term HoD meetings with HM. Appraisal targets for HoDs 2020-2021 to include effective use of Teams by all members of department	
Care, Guidance and Support				
Objective	Responsibility	Cost	Success Criteria	Comments
Change working methods to ensure that pupils have the pastoral care that they need and deserve - and office staff time is used efficiently and effectively	SDS/GL/Heads of School		Further development of SIMS and CPOMs as the sources of info and data.	
Leadership & Management				
Objective				

Development of further income streams and wider range of commercial activities on the school site	BLS		Further development of revision classes. At least one holiday club at either Easter 2021 or Summer 2021	Depends on pandemic...
Work to strengthen well-being of school community	Staff Wellbeing Committee/LT		Staff wellbeing committee to continue to meet every term; report for governors in July 2021	
Development of BWS Networking	RC/SDS/BLS	£1,500 per year	1500 to 2000 registered users of BWSNetwork.org.uk Regular calendar of: meetings with Yr 13; Wordsworthian Events; Collection of all Yr 13 essential data in digital form each year as standard First moves from "befriending" Wordsworthians into "seeking funding" At least six Corporate Sponsors at either Level 1 or 2	
Further work on International Dimension for BWS	SDS/Int Working Group	£2,000	Regular contact maintained with Chinese intermediary – strictly pandemic dependant	
Effectiveness of Governance				
Objective	Responsibility	Cost	Success Criteria	Comments
Submission of CIF bid for funding to underwrite cost of science block expansion and redevelopment of Dining Hall	BLS	£££!	Bid drafted & submitted according to prescribed timescale in Autumn 2020	Planning permission required. Matched funding needed if bid successful
Continue to improve school site in accordance with BWS Master Plan	SDS/BLS/LT		Improve the situation with student bags and belongings discarded around the site. Installation of artificial surface in No11 garden. Purchase of further t/t tables and Basketball hoops for Back Yard. Planning permission obtained for canopies on DT quad and E Block Quad, installation and purchase of additional furniture	
Strengthening of governor evaluation procedures	SDS	Staff and governors' time	At least one governor visit to BWS every half term. Governors to contact their links via Teams at least once each term	Reports from governor visits (but not Teams contact) to go to LT (and staff?). Brief summary paragraph from each link governor to be collated for July

				2021 FGB
Delivery of a balanced budget	BLS/SDS/GL		Budget agreed and then monitored closely through delivery	Staffing is by far the biggest and fastest expanding cost pressure. Funding now set at £5k/Y7-11 pupil. No increase as yet in £4k/Y12/13 student. Possibility of WC clawback for 2021-2022 academic year (possibly £150k?)

Note that there is a significant level of continuity between the 2020-2021 plan and that for the previous academic year due to the impact of the pandemic. Progress made with some objectives will depend upon the continuing health emergency, for example visits to other schools for recruitment purposes...