

Social Education Improvement Plan 2018 - 2021

OBJECTIVES <small>(List of Team Objectives)</small>	TASKS <small>(what we need to do to achieve our objectives)</small>	WHO <small>(Who is responsible for monitoring objective)</small>	TIME FRAME <small>(by when we need to achieve the tasks)</small>	RESOURCES <small>(What Resources are needed for each task)</small>	Staus <small>(Red, Amber or Green RAG)</small>	Report Notes (**/**/**)
1. Staff / Team Development - 'Creating and maintaining a knowledgeable, experienced and empowered staff team'						
1.1 Consider a review of the staff supervision and appraisal system. (Ofsted)	1.1.1 Monitoring of Soc.Ed. Supervision format and system	SE & GE SJ		Staff time		
	1.1.2 Review of appraisal format in relation to new Soc.Ed. Supervision format	GE		Staff time		
1.2 Carry out 'in house' management and leadership training for Soc. Ed Middle Leadership		GE		Staff time		
1.3 Carry out 'in house' social education approaches and facilitator training across Soc.Ed department				Staff time		

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1.3 Ensure that staff training is relevant and works towards developing staff competence, acquiring best practice and ensuring compliance (Carried)	1.3.1 Carry out annual 'staff audit' though formal supervision model to identify relevant and competence based training	GE		Staff time		
	1.3.2 Ensure all training is linked to the needs of the most current National Minimum Standards (NMS)	SE	Ongoing - Reviewed September ????	Staff time		
	1.3.3 To oversee the completion of all current care staff engaged in qualifications with HTS / SVT support inline with NMS	SE	Ongoing (Relative to individual staff member)	Staff time		
2. Student Voice - 'To ensure that student voice is at the centre of of our daily practice and wider strategy'						
2.1. Maintain regular, formal meetings for residential students within their boarding houses. (Ofsted)	2.1.1 Unit staff to devise half termly timetable of 'unit meetings' and to report results of meetings to Soc.Ed Middle Leadership	Social Ed. Unit Staff	December 2018 February 2019 May 2019 July 2019	Staff time		
	2.1.2 Soc.Ed Middle Leadership to report to SLT and an action plan created if required	GE GS & AB CJ	December 2018 February 2019 May 2019 July 2019	Staff time		

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	2.1.3 Monitoring of formal meetings for residential students	SE GE GS & AB	December 2018 February 2019 May 2019 July 2019	Staff time		
2.2 Improve mechanisms and platforms for hearing non-residential student voice						
2.3. TSP Data monitoring and correlation (New)	2.3.1 Annual data to be correlated and a report produced for SLT	GE	May 2019 May 2020	Staff time		
	2.3.2 SLT to deliver report to Governors	SLT	End of 2018/19 academic year End of 2019/20 academic year	Staff time		
3. Compliance - 'Guaranteeing our adherence to legislation to create the most effective policy and process'						
3.1 Ensure that the administration of medication takes account of all elements of recommended best practice. (Ofsted)	3.1.1 Continual monitoring of legislation and regular reviews of 'best practice'	SE	Ongoing - Reviewed September ????	Staff time		

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3.3 Development and implementation of individual student safety plans highlighting all known safeguarding concerns. (Carried)	3.3.1 Monitoring of process and protocol for Safeguarding Plans	SE & GE	Ongoing	Staff time		
	3.3.2 improvement of process and protocol for Safeguarding Plans linked to student assessment & induction	SE & GE	November 2017	Staff time		
	3.3.3 Improvement of Safeguarding Plan format to create more effective system and protocol	SE & GE	February 2018	Staff time		
3.4 Ensure compliance and adherence to national legislation and policy (Carried)	3.4.1 Review of National Minimum Standards Compliance	SE	December 2018 December 2019 December 2020	Staff time		
	3.4.2 Review of National SEN Reforms to ensure that school compliance	SE & GE	September 2018 September 2019 September 2020	Staff time		
	3.4.3 Review of Ofsted Social Care Inspection Framework (SCCIF) to ensure that school compliance	SE GE	October 2018 October 2019 October 2020	Staff time		

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4. Environment - 'To make, maintain and monitor a positive, effective and safe environment for all'						
4.1 Unit specific 'environmental' consultation with all residential students regarding maintaining and, where required, improving their living units (New / Ofsted)	4.1.1 Annual consultation meetings to be held with each unit as part of the planned Unit Meetings (Objective 2.1)	ST & CJ Social Ed. Unit Staff	November 2018 November 2019 November 2020	Staff time		
	4.1.2 Soc.Ed Middle Leadership to report to SLT and an action plan created if required	GE, ST, CJ, GS, AB	January 2019 January 2020	Staff time		
4.2 Improve Post 16 Hub (Annex)						
4.3 Improve top floor bathrooms						
5. Safeguarding - 'Ensuring our safeguarding procedure is robust, effective and based on best practice'						
5.1 Maintenance of embedded Safeguarding across all aspects of school (Carried)	5.1.1 SLT 5.1.2 2pm 5.1.3 Friday Student Review	SE SE & GE GE, ST, CJ, GS, AB	Ongoing	Staff time		

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5.2 Ensuring compliance against all policy relevant to Safeguarding. (Updated)	5.2.1 DSL to be trained at highest level	SLT	Ongoing	Staff time		
	5.2.2 Maintain dialogue LADO	SE	Ongoing			
5.3 Regular review of Safeguarding Policy and Process (Carried)	5.3.1 Termly check of effectiveness of Safeguarding Policy and Process	SE		Staff time		
	5.3.2 Annual full review of Safeguarding Policy and Process	SE	September 2018 September 2019 September 2020	Staff time		
5.4 Staff are aware of Safeguarding and their role and responsibility towards Safeguarding (Carried)	5.4.1 Staff complete required statutory Safeguarding training including new KCSIE	SLT	Annually - Date TBC	Staff time Cost of specialist training - TBA		
	5.4.2 All staff read and register that they have understood their responsibilities towards 'Keeping Children Safe In Education' Updated 2018 (KCSIE)	SLT	September 2018	Staff time		

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5.6 Improve and expand our knowledge of, and ability to assess, sexually harmful behaviours						
6. Social Education and Learning - 'Delivering a proactive and student centred 24hr social education curriculum'						
6.1 Maintain and develop the accredited social and alternative 24hr curriculum	6.1.1 Creation of clear delivery strategy for social and alternative curriculum including Independent Living Skills, ASDAN and alternative curriculum	GE GC CJ	November 2018	Staff time		
	6.1.2 Training of core Soc.Ed staff for the delivery and facilitation of a 24hr social and alternative curriculum.	GE GC CJ	September 2018			
	6.1.3 Review of 24hr accredited social and alternative curriculum learning program.	GE CJ SE GC	July 2018 July 2019 July 2020	Staff time		
	6.1.4 Integration of social and alternative curriculum within school day and during extended evenings for all students	GE GS & AB CJ Soc.Ed Teams				

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6.2 Development of a Post 16 ILS Hub to support personal development of non-residential post 16 students	6.2.1 Development and delivery of half termly ASDAN program for non res Post 16 students	GE & CJ LSt				
	6.2.2 Monitoring and evaluation of social and alternative curriculum for non res Post 16 students	SLT GE CJ LSt				
6.3 Investigation of how to improve social and alternative curriculum offer for non-residential students						

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