



Priority area 1: quality of education

To ensure that the nursery curriculum is robust and fully embedded

Objective	Specific Actions	Timeline	Lead staff	Impact	Monitoring/Evaluation	Cost
To ensure that the curriculum is reflective of our community, and is understood by everyone	<ul style="list-style-type: none"> • Stronger Practice Hub school • Early Years Recovery Programme • INSET day with Mary Prest on curriculum • Review and amend the current curriculum prior to the INSET day • Review routines for learning 	<p>Autumn term 23 6th Nov</p> <p>Oct 23</p>	Amanda, Grace, Bridie, Mary Prest	<ul style="list-style-type: none"> • Slimmer curriculum, more focused and matching emerging need of our children • Staff feel confident in delivering the new curriculum and have had an investment in reviewing it 	<ul style="list-style-type: none"> • Amanda does weekly checks in provision • Governor monitoring • Mary audit provision when she visits 	£550
To refresh the learning environment, inside and outside	<ul style="list-style-type: none"> • Staff responsibility for and development of learning areas • Establish creative and dough areas • Repair and replace outdoor play area • Review Forest School timetable and curriculum • Invest in hessian for all display boards • Refresh staff notice board and parent notice boards 	<p>Oct 23</p> <p>Sept 23</p> <p>In holiday time</p> <p>Sep 23</p> <p>Sep 23</p>	<p>Mary Prest, Grace, Bridie</p> <p>Grace, Bridie, Uzma</p> <p>Rochelle FMc</p> <p>Amanda D</p>	<ul style="list-style-type: none"> • Staff take responsibility for setting up and maintaining their own area in continuous provision, which matches the overall theme • Outdoor equipment is safe and well-maintained • Forest School activities include organised and free choice elements • Indoor environment is attractive and promotes engagement and learning • Parent information is clear and updated 	<ul style="list-style-type: none"> • Mary Prest termly visits • Governor monitoring • Amanda D regular drop ins 	£550
To ensure that staff observations and	<ul style="list-style-type: none"> • INSET day x 2 • Mary Prest to support 	<p>6th Nov</p> <p>18th Dec</p>	Mary, Suzanne	<ul style="list-style-type: none"> • Staff members engage in conversation with children that 	<ul style="list-style-type: none"> • Termly monitoring and drop ins 	£550 x 2

interactions support learning	<ul style="list-style-type: none"> Invest in small devices to capture learning Training in effective observations and interactions 	6 th Nov 18 th Dec	Scrivens	<p>promotes learning</p> <ul style="list-style-type: none"> Staff feel confident in their interactions with children Staff observations are accurate and reflect learning that is taking place and identifies future learning needs Children's communication improves 	<ul style="list-style-type: none"> Mary Prest audit 	
Promote reading for pleasure in provision	<ul style="list-style-type: none"> Ensure reading spine is appropriate Streamline the books that are used to promote learning so that all children are focused on the same book theme at the same time Ensure books are refreshed and that the environment encourages engagement with books Staff use books to share with children 	Nov 23 Dec 23 Sep 23	All staff	<ul style="list-style-type: none"> Reading spine informs curriculum and elongates the time spent on each book to 3 weeks Nursery environment is conducive to reading Children report enjoying reading quality books Planning centres on one key book for all children Continuous provision reflects the book theme 	<ul style="list-style-type: none"> Environment checks Conversations with pupils Governor monitoring 	
To ensure that assessment and evaluation of pupils' learning is accurate and informs planning	<ul style="list-style-type: none"> Arbor training INSET time devoted to effective assessment and record keeping Training in use of recording devices 	Oct 23 Dec 23 Nov 23	Mary, Suzanne Scrivens	<ul style="list-style-type: none"> Planning is amended to reflect pupil needs Personalised learning ensures all children's needs are met 	<ul style="list-style-type: none"> Termly monitoring Meetings with staff 	

Priority area 2: Behaviour and Attitudes; Personal Development

To create an environment in which everyone feels safe and happy

Objective	Specific Actions	Timeline	Lead staff	Impact	Monitoring/Evaluation	Cost
To ensure all staff members adhere to the	<ul style="list-style-type: none"> Emotion coaching, relationships, attachment theory training 	Nov 23	Amanda D Grace, Bridie,	<ul style="list-style-type: none"> New Relationships and Behaviour policy is agreed by all staff 	<ul style="list-style-type: none"> Governor monitoring Feedback from staff 	

agreed relationships policy	<ul style="list-style-type: none"> Establish a new relationships and behaviour policy INSET day x 2 for training 		Mary P	<ul style="list-style-type: none"> All staff members adhere to the emotional coaching style, reduce raised voices and 		
To further improve SEND support to match the exponential rise in pupils with significant SEND	<ul style="list-style-type: none"> Appoint SEND staff and establish rigorous training for them Review admissions policy Review SEND policy and practice Review rotas and timetables for SEND pupils Alert LA to SEND need, and begin work on R2i and potential bids Review SEND concern reporting protocol Further enhance sensory circuits 	<p>July 23 Oct 23 Sep 23 Nov 23</p> <p>Oct 23</p> <p>Oct 23</p>	<p>Amanda D, Grace, Henry, Bridie</p> <p>Mary Prest</p>	<ul style="list-style-type: none"> SEND pupils identified before they start nursery and support plans established early Agencies alerted quickly to provide support for SENCO and staff team 0-2 early years team support SENCO with PVI aspect All staff feel confident to support children with SEND 	<ul style="list-style-type: none"> SEND audit Mary Prest visits Governor monitoring SENCO monitoring SEND team 	
To ensure that everyone's wellbeing remains a priority for all	<ul style="list-style-type: none"> Repeat staff survey Joint staff Christmas party Amanda D open door policy 	Oct 23	<p>Amanda D</p> <p>All staff</p>	<ul style="list-style-type: none"> Staff members trust leaders and enjoy coming to work Both staff teams spend more time training and socialising together 	<ul style="list-style-type: none"> Staff survey Informal feedback from staff 	
To ensure that safeguarding remains effective	<ul style="list-style-type: none"> Audit Complete overhaul of SCR Review GDPR Review safeguarding team and establish regular meeting time My Concern recap training Whole team undertakes Paediatric First Aid training All staff undertake Prevent, FGM, KCSiE and basic safeguarding awareness 	<p>July 23 July 23 Nov 23 Sep 23</p> <p>Sep 23</p> <p>Oct 23</p>	<p>Lynette Randall, Carolyn Marshall</p> <p>All staff</p>	<ul style="list-style-type: none"> SCR is compliant Audit shows actions completed GDPR is compliant Safeguarding team establishes regular meeting All staff appropriately first aid trained so compliant All staff aware of statutory duty with regard to safeguarding and confident about the process of identifying and recording concerns 	<ul style="list-style-type: none"> Audit Feedback from Carolyn Marshall Feedback from NST 	
To ensure all communication and liaison with parents is effective	<ul style="list-style-type: none"> Review toileting policy and support Parent survey Weekly newsletter 	<p>Nov 23 Dec 23</p>	<p>Grace, Bridie Jen T Justyna S</p>	<ul style="list-style-type: none"> Parents and nursery working together to toilet train Parents are happy with the Nursery, staff team, curriculum and care Large take up of weekly newsletter 	<ul style="list-style-type: none"> Parent survey 	
To ensure clarity about Nursery admissions so that all pupils' needs can	<ul style="list-style-type: none"> Review Nursery admissions policy Learning Journeys to be completed before places offered so that SEND 	<p>Sep 23 Sep 23</p>	<p>Jen T, Grace Uzma, Amanda A,</p>	<ul style="list-style-type: none"> Parents are clear about policy for admissions and support school SEND pupils are identified early and 	<ul style="list-style-type: none"> SEND team Governor monitoring 	

be met	need is identified early <ul style="list-style-type: none"> Stay and Play x 3 for all pupils before a place is offered 	Sep 23	Grace	support is put into place; appropriate level of access identified for individual pupils		
--------	--	--------	-------	--	--	--

Priority area 3: Leadership and Management

To ensure that the succession plan for leadership of the nursery, at all levels, is robust

Objective	Specific Actions	Timeline	Lead staff	Impact	Monitoring/Evaluation	Cost
Establish secure leadership structure	<ul style="list-style-type: none"> Governors' review of leadership across the Federation Contact HR to find out leadership requirements of a maintained nursery school in a federation Deficit budget addressed by proposed new structure 	Sep – Dec 23 Sep 23	Lesley Lyon, Celia Morris, Carol McCrone, Sue Blakeway	<ul style="list-style-type: none"> Leadership structure established Deficit budget reduced Clarity about roles and responsibilities across the Federation with clear management lines 	<ul style="list-style-type: none"> Governing Body 	
Ensure leaders at all levels are effective	<ul style="list-style-type: none"> Established revised monitoring and evaluation schedule Weekly meetings with key leaders 	Oct 23	Amanda D, Grace, Bridie, Amanda A Amanda D	<ul style="list-style-type: none"> Middle leaders at Nursery work together effectively Nursery vision shared and agreed by everyone 	<ul style="list-style-type: none"> Leadership team meetings 	
Develop office team	<ul style="list-style-type: none"> Jen Thomas to take on increased responsibility for office duties Justyna Sek to work with Jen Hardy to take on increased responsibilities Fortnightly office meetings 	Sep 23	Amanda D, Jen T, Justyna S, Lynette R	<ul style="list-style-type: none"> Office team is clear about roles and responsibilities Clear communication 	<ul style="list-style-type: none"> Weekly meetings with Amanda D 	
					Total cost	£2200