



St Michael's RC Primary
School

Personal Development and
Welfare Report

Ofsted Priority: Personal development and welfare

- Improve systems for recording pupils' behaviour, including ensuring that the school's documentation for exclusions is in line with national guidance
- Ensure that pupils behaviour for learning moves rapidly to outstanding so that pupil's attainment can be high and progress is outstanding
- Further improve attendance levels and reduce persistent absence

Behaviour

Post Ofsted St Michael's reviewed the behaviour policy.

Once NNLE was appointed St Michael's visited St Aloysius and the behaviour policy was modified again.

After trialling the policy it was modified again to reward the children who are consistently good. Good practice ensures that this policy will be constantly modified as we trial our new systems.

Currently:

- High expectations are the norm
- Behaviour around the school building is consistently good with our children being polite, courteous and respectful.
- Behaviour for learning (in lesson observations) shows children who; want to learn; are on task; are more independent and self-motivated than during Ofsted.
- The quality of teaching is improving with more engaging lessons hooking the children into their learning
- Staff are consistently applying the new policy.
- Key positioning of staff as children are coming into the building ensures smooth transitions.
- Children are genuinely excited about receiving stickers, certificates, notes home and letters posted to their home addresses.
- Parents are commenting on their children's achievements in the school yard.
- Clear warnings and sanctions enable children to make the right choices and know what will happen as a consequence if they make the wrong choices.

- Half termly treats are becoming established and children are contributing towards ideas eg a red carpet awards ceremony; pizza and film session; whole class bike riding
- Highly visible awards/sanctions displays are in each classroom
- All detentions are logged on CPOMS so reports can be generated
- All classes have a behaviour log recording and child who is on 'red'
- Mentor training is on line. This will help our children who socially find it difficult with an aim to give strategies to promote wellbeing.
- Parents are informed of good and inappropriate behaviour
- Regular meetings with parents whose children are on behaviour report

Next: Monitor the Behaviour Management Policy to ensure it consistently:

- Rewards pupils who are engaged in their learning
- Targets pupils whose behaviour is inappropriate in their learning
- Involves parents directly in their child's behaviour
- Adheres to the non-negotiables



Personal Development and Welfare Report 26.4.17





Exclusions:

- Documentation for exclusions is now in line with national guidance.
- We have had 1 fixed term, 2 day exclusion in the Spring Term



Attendance

Although Ofsted did recognise a slight improvement in attendance, this needs to be developed to target the minority of pupils where attendance is below the school average

Currently:

The LEA has disbanded the EWO service as we know it and consequently we have had no attendance officer for the two weeks before Easter and the first week back after Easter. We have:

- First day response to any child who is absent without a parental phone call.
- Place children on formal monitoring notices.
- Refer cases for prosecution for persistent non-attendance.
- Celebrate good punctuality/attendance in dedicated assemblies every week giving percentages for each class
- Give a weekly attendance trophy
- Award 100% attendance certificates half termly
- Appointed a new attendance officer from Clennell Educational Services to begin in May
- All parents whose children are persistently late have been met and attendance discussed.
- Staff bring in known non-attenders from their homes

Next:

- Attendance audit carried out and analysis of reasons for absence
- Develop consistent procedures for absence management across the school
- Ensure admin with attendance responsibility follow procedures
- Involve parents through termly newsletters identifying specific attendance issues and school concerns but also celebrating an encouraging good attendance
- Letters to all parents of children under 95% attendance and punctuality regularly sent out