

fSt. Joseph's Catholic School & Sixth Form Centre
Ysgol Gatholig San Joseff



School Improvement Plan 2023-26

School Improvement Plan agreed by Governors:

Signed by Chair:

A handwritten signature in black ink, appearing to read 'P. Wellingham', is written over a light grey rectangular background.

Date: 22/11/2023

This document is the strategic school improvement plan (SIP) for St Joseph's Catholic School & Sixth form Centre. It sets out the actions that we will take to improve learner wellbeing and outcomes. This plan will be informed by regular and frequent self-evaluation.

The SIP includes details of actions taken to address the priorities for the current school year and it includes high-level priorities and targets for years two and three.

The SIP should always be seen as a live document that will be refreshed regularly and frequently to reflect the school's progress and to take account of the most up-to-date performance measures. The SIP is based on the following improvement principles:

- Understand your starting point
- Prioritise
- Set your vision, know what you want to achieve
- Involve and empower people
- Know how well you are doing
- Repeat

The SIP is deliberately concise so that it is easily accessible and able to be used as a common reference point by all staff and governors. It should not contain any more detail than is necessary.

Vision Statement

As a Church school, our mission is to journey with Christ putting him at the centre of everything we do. We believe that Jesus is 'the way, the truth, and the life' and that we live life to the fullest when we follow him and show others the way to Christ.

As Catholic educators the teachings of Christ are at the centre of our mission and our guide and compass in our journey. Christ's living examples of unconditional care (Parable of the Lost Sheep), concern for the least well-off (The Good Samaritan), and responsibility to themselves and others and to the Common Good (Parable of the Talents) will be widely shared and related to our lives today.

Monsignor Marcus Stock (*Christ at the Centre, 2012*) states that the purpose of a Catholic school is fourfold and St. Joseph's Catholic School and Sixth Form Centre will endeavour to fulfil these purposes at all times.

To assist in its mission of making Christ known to all people;

To assist parents, who are the primary educators of their children, in the education and religious formation of their children;

To be at the service of the local Church - the diocese, the parish and the Christian home;

To be "a service to society"

A flourishing Catholic educational community reflects:

- The belief that the human person is holy ground; each human being is created uniquely in the image of God and we must seek to acknowledge and treasure the unique gifts that each pupil and member of staff brings;
- Openness to the creative action of the Holy Spirit by nurturing and developing the God-given talents that each member of our school has;
- The principles and ethos of Catholic Social Teaching and a commitment to uphold the dignity of each person, to work for the common good, to care for creation and the environment, and to promote social justice and opportunities for all;
- A duty to care for those in our school community who are socially, academically, physically or emotionally disadvantaged in line with Catholic Social Teaching;
- An integral and holistic approach to educating 'the whole person' and to work closely with parents as the first educators of their children in a search for excellence;
- The joyful celebration of our faith through our shared experience of prayer, liturgy and the sacramental life of the Church, and in partnership with local parishes;

- A celebration of our vocation as people of God underpinned by the attitudes and values defined by the Beatitudes and included in the Jesuit Pupil Profile;



- A search for excellence in all aspects of school life as defined by the four purposes in *Successful Futures* and that are instrumental in the development of pupils' vocation to help create;

**ambitious,
capable
learners** who are ready to learn throughout their lives, making the most of their gifts and talents.

**healthy,
confident
individuals** who are ready and committed to lead fulfilling lives as valued members of



**enterprising,
creative
contributors** who are ready to answer their vocations and play a full part in life and work.

**ethical,
informed
citizens** who understand and appreciate their call to stewardship and are ready to be citizens of Wales and the world.

- A commitment to care for the well-being of both pupils and staff, to journey with them in their spiritual quest and to support the professional development of staff;
- A reflective and learning environment where the success and achievements of both pupils and staff are cherished, celebrated and offered to God in thanksgiving.

In a successful Catholic school pupils and staff experience a foretaste of the kingdom of God in action where gospel values are not only taught through the RE curriculum, but also practised in daily life; modelled by the attitudes and behaviour of all staff, they permeate our relationships with one another across the whole community. Our horizontal (pupil to pupil, teacher to teacher) and vertical (teacher to pupil, pupil to teacher) relationships should reflect the love exemplified by Christ. One measure of the success of St. Joseph's is that the gospel values of agape love, forgiveness, sacrifice, perseverance, hope and joy are internalised so that pupils will live by them after they leave school, make a positive difference to society and fulfil their vocation to the fullest. In this way they will be instrumental in showing others the kingdom of God in action and live happy and fulfilled lives.

Just as the gospels do not present us with a utopian world, St. Joseph's faces a number of challenges. Here Christ journeys with us and our mission is to accompany young people in their joys and sorrows and to listen to them. Challenging behaviour must be evaluated explicitly in terms of gospel values since it is often indicative of underlying issues; young people must be treated with respect and listened to with empathy and compassion. At the same time, young people need to be encouraged to reflect on whether their attitudes and behaviour show the gospel values of kindness, understanding and compassion towards others. Another challenge is the rise in the number of pupils that suffer from mental health issues which, according to psychologists, often stem from having to cope with complex problems presented to them. An increasing proportion of young people are experiencing different 'crises' simultaneously, i.e. family breakdown, caring for a sick parent, economic pressures, stress and anxiety over exams, etc. Our response must be always based on the model set by Christ, working compassionately with those who suffer.

Pope Francis writes *"Do not be disheartened in the face of the difficulties that the educational challenge presents! Educating is not a profession but an attitude, a way of being; in order to educate it is necessary to step out of ourselves and be among young people to accompany them in the stages of their growth. Give them hope and optimism for their journey in the world. Teach them to see the beauty and goodness of creation. The sole objective of the educating community is to develop mature young people who are simple, competent and honest, who know how to live life as a response to God's call, and their future profession as a service to society."*

Despite these difficulties and obstacles, St. Joseph's will remain fully committed to follow the teachings and values of Jesus Christ in all aspects of school life.

School priorities for 2023-24

Following on from our review of last year's School Improvement Plan (SIP) we have identified the following priorities for the current academic year. As one might expect, these roll forward much of the work of last year's priorities.

Focus	Estyn inspection area
1. Improve outcomes in KS4 and aspects of KS5 outcomes.	1
2. Improve levels of attendance for all groups.	4
3. Significantly reduce exclusions both in terms of numbers of pupils and number of days.	2 & 4
4. Secure improvements in teaching and learning by maintaining momentum on curriculum development with a particular emphasis on establishing a shared understanding of learner progress .	1, 3 and 5
5. Enable our young people to develop good, healthy relationships based on mutual respect and consideration by helping them to improve behaviour and attitudes throughout the school.	2 & 4
6. Ensure the right kind of support for learners with additional needs by implementing the new ALN code of practice.	4
7. Establish more precise and effective support and intervention for learners (individuals and groups) by refining tracking and monitoring systems throughout the school.	1 & 4
8. Ensure our learners have a positive experience of spiritual and religious (individual and communal) reflection by continuing to strengthen the quality of collective worship in school.	4

- Inspection area 1: Learning.
- Inspection area 2: Wellbeing and attitudes to learning.
- Inspection area 3: Teaching and learning experiences.
- Inspection area 4: Care, support and guidance.
- Inspection area 5: Leadership