**Academy Improvement Plan 25/26**

***We develop independent, confident and healthy individuals who are able to lead a purposeful life***

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| **Both sites**  |  |
| **School site focus** |  |
| **College site focus** |  |

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| **Excellent education – Curriculum development** |
| Set up a Thrift shop to develop work skills  |
| CLL - Build on developments in 24/25 to embed excellent practice, refine the curriculum offer and develop assessment to match targets. Plan to extend to KS4/5 |
| Consider how to offer practical work skills in the KS4 / KS5 curriculum, e.g. plumbing, cafe, painting and decorating |

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| **Preparation for the future - accreditation** |
| Digital Functional Skills Level 1 accreditation for KS5 |
| Arts award for KS4/5 |
| Explore other options as an accreditation offer to see if suitable for our learners, such as IGCSE, PE Entry Level, Health and Hygiene Level 2, Food safety Level 2, build AQA suite of awards. |

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| **Leadership at all levels**  |
| Subject leader development - each subject to have a clear action plan for the year for curriculum development. |

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| **Investing in staff – CPD focus** |
| Create a CPD programme for the support and teaching staff, using new technologies and building on themes over the year. |
| Create a prescribed programme for new staff to ensure all have the skills and knowledge to support our learners behaviour and engagement effectively |

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| **Collaboration** |
| Development of the ex-Hawthorns area to meet the needs of learners in Essex that are out of provision / incorrectly placed in schools |

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| **Safe and sustainable environment with edtech** |
| Develop a sustainability strategy for the academy |
| Extend the use of technology to ensure accessibility and engagement for learners and staff in the curriculum |

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| **Make sound financial decisions** |
| Review and develop the therapy and support offer provided to our learners. |

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| **Sixth Form** |
| Extend the 'work ready' pathway so that an increased % of learners leave with an offer of work, on a supported internship / apprenticeship or on a course with a focus on work skills |