

# Blackmoor Park Infant School and Kindergarten



## PSHE & RSE Policy 2021

(Personal, Social, Health and Economic) (Relationships and Sexual Education)

*“Learning and Achieving Together”*

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Ratified by Governors	May 2021
Reviewed	April 2021
Date for review	July 2022
Signed Chair of Governors	<i>P Mulcahey</i>
Signed Headteacher	<i>Jo Hitchmough</i>

## Policy Statement:

Blackmoor Park Infant School and Kindergarten's curriculum is skills based and knowledge rich. As teachers we focus on the acquisition of knowledge, understanding and skills in lessons because we believe that our children should have the opportunity to study areas of the curriculum in greater depth. Using this approach we prepare our children to produce exceptional outcomes whilst developing their independence, curiosity, and creativity. In their time with us we ensure our children receive the essential knowledge they need to be educated citizens, introducing them to the best that has been thought and said, helping them towards an appreciation of human creativity and achievement. Together we produce collaborators, innovators, leaders and more than anything else, young people who understand what it means to be human.

*(Please read in conjunction with "Curriculum Intent Statement", September 2019)*

This policy outlines the purpose, nature and management of PSHE and Citizenship taught in our school. It reflects the consensus of opinion of all members of staff. It is based on current practice and requirements of PSHE and Citizenship and has the full agreement of the governing body.

## Definition:

**Written Ministerial Statement: Review of Personal, Social, Health and Economic education, March 2013).**

"PSHE remains an important and necessary part of all pupils' education. We believe that all schools should teach PSHE, drawing on good practice, and have outlined this expectation in the introduction to the new National Curriculum. PSHE:

- Promotes the spiritual, moral, cultural, mental and physical development of pupils at the school and of society, and
- Prepares pupils at the school for the opportunities, responsibilities and experiences of later life."

## Core purpose:

At Blackmoor Park Infant School and Kindergarten we recognise that education involves children, parents, staff, governors, the community and the local authority, and that for optimum benefit all should work closely together to support the process of learning.

At Blackmoor Park Infant School, we teach Personal, Social, Health Education as a whole-school approach to underpin children's development as people and because we believe that this also supports their learning capacity.

The Jigsaw Programme offers us a comprehensive, carefully thought-through Scheme of Work which brings consistency and progression to our children's learning in this vital curriculum area.

The overview of the programme can be seen on the school website.

This also supports the "Personal Development" and "Behaviour and Attitude" aspects required under the Ofsted Inspection Framework, as well as significantly contributing to the school's Safeguarding and Equality Duties, the Government's British Values agenda and the SMSC (Spiritual, Moral, Social, Cultural) development opportunities provided for our children.

## Relationships and Health Education

"The Relationships Education, Relationships and Sex Education and Health Education (England) Regulations 2019, made under sections 34 and 35 of the Children and Social Work Act 2017, make Relationships Education compulsory for all pupils receiving primary education...They also make Health Education compulsory in all schools except independent schools. Personal, Social, Health and Economic Education(PSHE) continues to be compulsory in independent schools."

DfE Guidance p.8

“Today’s children and young people are growing up in an increasingly complex world and living their lives seamlessly on and offline. This presents many positive and exciting opportunities, but also challenges and risks. In this environment, children and young people need to know how to be safe and healthy, and how to manage their academic, personal and social lives in a positive way.”

“This is why we have made Relationships Education compulsory in all primary schools in England...as well as making Health Education compulsory in all state-funded schools.”

“In primary schools, we want the subjects to put in place the key building blocks of healthy, respectful relationships, focusing on family and friendships, in all contexts, including online. This will sit alongside the essential understanding of how to be healthy.”

“These subjects represent a huge opportunity to help our children and young people develop. The knowledge and attributes gained will support their own, and others’ wellbeing and attainment and help young people to become successful and happy adults who make a meaningful contribution to society.”

Secretary of State Foreword DfE Guidance 2019 p.4-5

“Schools are free to determine how to deliver the content set out in the DfE guidance 2019 in the context of a broad and balanced curriculum. Effective teaching in these subjects will ensure that core knowledge is broken down into units of manageable size and communicated clearly to pupils, in a carefully sequenced way, within a planned programme of lessons.”

DfE Guidance p.8

“All schools must have in place a written policy for Relationships Education and RSE.”

DfE Guidance p.11

Here, at Blackmoor Park Infant School we value PSHE as one way to support children’s development as human beings, to enable them to understand and respect who they are, to empower them with a voice and to equip them for life and learning.

We include the statutory Relationships and Health Education within our whole-school PSHE Programme.

To ensure progression and a spiral curriculum, we use Jigsaw, the mindful approach to PSHE, as our chosen teaching and learning programme and tailor it to your children’s needs. The mapping document: Jigsaw 3-11 and statutory Relationships and Health Education, shows exactly how Jigsaw and therefore our school, meets the statutory Relationships and Health Education requirements.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/805781/Relationships Education Relationships and Sex Education RSE and Health Education.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/805781/Relationships_Education_Relationships_and_Sex_Education_RSE_and_Health_Education.pdf)

Through PSHE and Citizenship the children will:

- learn the basic skills for keeping themselves healthy and safe and for behaving well
- be given opportunities to show that they can take responsibility for themselves and their environment
- show concern about their own and other people’s feelings and become aware of the views, needs and rights of other children and older people
- as members of a class and school community, learn social skills, such as how to share, play, help others, resolve simple arguments and resist bullying
- begin to take an active part in the school as a community, and it’s neighbourhood
- recognise their own worth and become responsible for, and active in, their own learning.

The knowledge, skills and understanding required in PSHE, are taught in two main sections:

- through following the programme for Jigsaw, which is taught in weekly sessions in each year group
- through separate PSHE lessons which cover Healthy lifestyle, Drugs education, e-safety, road safety, water safety, fire safety, Financial education and Sex and Relationships education (as stated in the knowledge, skills and understanding section in the National Curriculum and in the Science Curriculum for Key Stage 1 pupils).

Children need the self-awareness, positive self-esteem and confidence to:

- stay as healthy as possible
- keep themselves and others safe (equip them with the skills, strategies and language needed to take appropriate action.)
- have worthwhile and fulfilling relationships
- respect the differences between people
- develop independence and responsibility
- play an active role as members of a democratic society
- make the most of their own and other' abilities.

Education for Citizenship comprises three interrelated strands:

- Social and moral responsibility – to develop self-confidence and socially and morally responsible behaviour both in and beyond the classroom, towards each other and towards those in positions of authority
- Community involvement – to learn how to become helpfully involved in the life and concerns of the neighbourhood and communities
- Political literacy – to learn about the institutions, issues, problems and practices of our democracy and how citizens can make themselves more effective in the public life, locally, regionally and nationally through skills values and knowledge.

### **The context of teaching:**

A variety of teaching and learning styles will be used when delivering PSHE and Citizenship. These may include: discussion, videos, and stories. Resources and strategies such as Jigsaw, Mindfulness and circle time will also be regularly used. It is important to set the appropriate climate for learning by encouraging active participation, asking the children open ended questions and encouraging them to ask open ended questions of each other.

Topics/experiences are relevant to the pupil's level of understanding. Within this framework various issues and skills are addressed that reflect the pupils' age and stage of development such as looking after yourself, eating, physical activity, safety, relationships, family, friendship, safety, decision making skills, inter-personal skills, etc. The content of the curriculum is mapped annually to ensure breadth of coverage, continuity and progression of knowledge and skills.

### **Key outcomes:**

When planning delivery of PSHE the learning objectives relate to:

- Helping pupils to manage their behaviour and begin to show that they can take some practical responsibility for themselves.
- Helping pupils develop the basic rules and skills for keeping safe.
- Helping pupils become active members of the classroom community using structures activities such as circle time to allow pupils to practise essential skills and develop positive attitudes.

Planning provides activities and opportunities for children to:

- Take and share responsibility.
- Understand and feel positive about themselves.
- Reflect on their own experiences and learning.
- Develop personal autonomy and control.
- Take part in daily personal care routines.
- Explore failure and learn from mistakes.
- Make real choices and act on them.
- Take part and contribute to group activities.
- Develop effective relationships with others.

Class teachers are responsible for the delivery of PSHE within their weekly timetable. Good classroom practise involves a wide range of teaching and learning strategies, which take into account different learning styles. Teachers employ a range of teaching styles to meet the needs of visual, auditory and kinaesthetic learners. Styles include active learning, enquiry and discussion.

PSHE is taught through a combination of:

- Discreet curriculum time: e.g. Circle time. "Ourselves" projects

- Through and in other subjects/curriculum areas
- Through focussed weeks/activities and events; e.g. assemblies

The majority of the formative assessment at Blackmoor Park Infant School will be taken from cross curricular work where children are applying taught matters, skills and processes. Staff are required to complete Data Assessment Spread sheets at the end of each year and share these outcomes with the PSHE Coordinator using the numerical guidelines to assess children's work.

### **Context:**

This policy should be considered in the context of:

- Blackmoor Park Infant School's Curriculum Intent;
- Blackmoor Park Infant School's Curriculum Policy;
- Blackmoor Park Infant School's Subject Leadership Policy;
- Blackmoor Park Infant School's Assessment Policy;
- Blackmoor Park Infant School's Marking Policy;
- Blackmoor Park Infant CPD policy;
- Blackmoor Park Learning Assistant Policy;
- Blackmoor Park Infant SEND policy;
- Blackmoor Park Infant Appraisal Policy;
- Blackmoor Park Infant Display Policy.

### **Health and Safety**

Children should be working in a safe environment, both in and out of the classroom. Children must be taught to handle artefacts with care and respect their value. Teachers should refer to the school's Health and Safety Policy. It is the individual member of staff's responsibility to ensure that they have read, understood and acted on this information.

### **Roles and Responsibilities:**

#### **In their role a class teacher needs to:**

- Have accurate knowledge of the school's and pupils' strengths and weaknesses
- Be knowledgeable in a range of subjects and have authority and influence
- Have clear expectations for raising and maintaining standards
- Facilitate a range of monitoring and evaluating procedures to improve teaching and learning
- Have well established systems for collecting, analysing and using assessment data

#### **Class teachers are responsible for:**

- Providing a challenging and stimulating PSHE curriculum designed to encourage all children to reach the highest standard of achievement;
- Recognising and being aware of the needs of each individual child according to ability and aptitude;
- Ensuring that learning is progressive and continuous;
- Being good role models, punctual, well prepared and organised;
- Keeping up-to-date with educational research and opinions in PSHE;
- Providing clear information on school procedures and pupil progress;
- Having a positive attitude to the development of their own expertise;
- Working collaboratively with all involved in education to develop a shared philosophy and commonality of practice.

### **Equal Opportunities and Inclusion**

Pupil's questions in PSHE are dealt with, as in any other lessons, in an honest and sensitive manner appropriate to the pupil's level of understanding, religious and cultural background.

### Accountability:

The monitoring of the standards of children's work and of the quality of teaching in PSHE is the responsibility of the PSHE subject leader. The work of the subject leader also involves supporting colleagues in the teaching of PSHE, being informed about current developments in the subject, and providing a strategic lead and direction for the subject in the school. The PSHE Subject Leader provides the Headteacher with an annual summary report in which s/he evaluates the strengths and weaknesses in the subject, and indicates areas for further improvement by the end of July. This report is shared with Governors in the Autumn term.

### Self evaluation:

Self evaluation has been enhanced in the Ofsted framework (September 2019). The PSHE subject lead has access to a Job Description, the School Development Plan, Post Ofsted Action Plan and whole school improvement termly monitoring overviews. It is crucial that everyone has a good knowledge and understanding of what good quality teaching and learning looks like in Blackmoor Park Infant School and Kindergarten. **See Appendix 4 Assessment for learning page 11.**

Planning files will be monitored every term by the PSHE subject lead.

### Monitoring and review:

This is a vital aspect of teaching. Within the context of the school and its policies, class teachers are responsible for establishing and ensuring high standards of teaching and learning in all subjects. They play a key role in monitoring, supporting and motivating other teachers and staff through coaching and peer mentoring. All are held to account through robust Performance Management targets. All monitoring in the form of lesson observations are conducted with care and sensitivity so that it contributes to learning and improvement. **See lesson observation pro forma Appendix 3 page 10.**

Learning walks are planned within the whole school context.

### Examples of Monitoring

Lesson observations  
Work sampling  
Talking to staff/pupils  
Monitoring plans  
Analysing data  
Teacher evaluation/pupils  
Display – visual evidence, photographs, ICT etc  
Resources – audit use and accessibility  
Pupil shadowing  
Questionnaires  
Request an external view from School Improvement Partner (LSIP)

### Work sampling:

The purpose of the scrutiny of pupils' work is to: -

- Identify strengths and weaknesses.
- Explore differences between classes or groups.
- Develop a picture of whole school issues.
- Track and monitor the progress and attainment of individual pupils and groups of pupils within and between year groups.
- Give the senior leadership an overview of the standards and progress in that particular subject.

### Publicity:

All teachers will be made aware of key dates in advance of the school year in compliance with this policy by the PSHE subject lead.

## Monitoring:

The head teacher, members of the senior leadership team and members of the curriculum leadership team, will monitor the effectiveness of this policy.

## Useful websites

PSHE policy is informed by existing DfE guidance on **Relationships Education, Relationships and Sex Education (RSE) and Health Education** (Sex and Relationship Education Guidance, September 2019), **preventing and tackling bullying** Advice for head teachers, staff and governing bodies, July 2013), **Drug and Alcohol Education** (DfE and ACPO drug advice for schools: Advice for local authorities, head teachers, school staff and governing bodies, September 2012), **safeguarding** (Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children, March 2013 and Keeping Children Safe in Education, 2020) and **equality** (Equality Act 2010: Advice for school leaders, school staff, governing bodies and local authorities, revised February 2013).

Links to these documents:

<http://www.education.gov.uk/aboutdfe/statutory/g00214676/sex-and-relationships-education-guidance>

<https://www.gov.uk/government/publications/dfe-and-acpo-drug-advice-for-schools>

<http://www.education.gov.uk/aboutdfe/advice/f0076899/preventing-and-tackling-bullying>

[http://www.education.gov.uk/schools/guidanceandadvice?f\\_category=Safeguarding&page=1](http://www.education.gov.uk/schools/guidanceandadvice?f_category=Safeguarding&page=1)

Also: <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2> (updated March 2015)

<http://www.education.gov.uk/aboutdfe/advice/f00215460/equality-act-2010-departmental-advice>

# Appendix 1

## Teachers' Standards Framework Personal and professional conduct

The Teachers' Standards can be found on the GOV.UK website:

<https://www.gov.uk/government/publications/teachers-standards>

### PREAMBLE

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

### PART ONE: TEACHING

**A teacher must:**

#### **1 Set high expectations which inspire, motivate and challenge pupils**

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

#### **2 Promote good progress and outcomes by pupils**

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

#### **3 Demonstrate good subject and curriculum knowledge**

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of Standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

#### **4 Plan and teach well structured lessons**

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

#### **5 Adapt teaching to respond to the strengths and needs of all pupils**

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.



## **6 Make accurate and productive use of assessment**

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

## **7 Manage behaviour effectively to ensure a good and safe learning environment**

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

## **8 Fulfil wider professional responsibilities**

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupils' achievements and well-being.

## **PART TWO: PERSONAL AND PROFESSIONAL CONDUCT**

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
  - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
  - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
  - showing tolerance of and respect for the rights of others
  - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
  - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

## Standards of Pupils' Work and Progress

- Are standards in line with EYFSP/ National Curriculum expectations/levels for the appropriate age?
- What standards are achieved by pupils and are there any variations or trends? (Over time; by gender, ethnicity, Pupil Premium, different classes).
- To what extent to high, average and low attaining pupils acquire and consolidate their knowledge, skills and understanding.
- Do pupils make progress in line with others of a similar ability?
- How well do pupils with SEND make good progress towards meeting the targets set for them?
- How well do pupils eligible for Pupil Premium make good progress towards meeting the targets set for them?

## Teaching and Learning

- Do I have appropriate knowledge and understanding of all subjects?
- How effective is my planning, use of time and resources?
- Do I differentiate work effectively for pupils, include those with SEND?
- How effectively do I manage pupils' behaviour and organise work in the classroom?
- Are my pupils attitudes towards their learning positive and are they productive?
- How well do pupils understand the work I set and how well do they apply themselves?
- How well do I use ICT within all subjects?

## Curriculum and Assessment

- How do I ensure coverage of the subject and progression and continuity of learning?
- Do I provide a broad range of opportunities for learning in all subjects?
- How do I provide equality of access and opportunity for all pupils?
- Do I understand school's approaches to assessment?
- Do I comply with the arrangements for recording assessments?
- Do I need any support with assessment?
- How do I use assessment to inform curriculum planning?

## Staffing, Accommodation and Learning Resources

- Do I use support staff/additional adults appropriately?
- Do I contribute to their professional development ensuring their needs are met? (planning, feedback from interventions)
- Is my environment at least adequate to teach all subjects and are all resources of a high quality, accessible and well organised?
- what are the barriers for me to deliver consistently high quality lessons?

# Appendix 3

# Lesson Observation Pro-forma

## Blackmoor Park Infant School

Observer

Class

Age group

Teacher

Other adults

Date

Focus of lesson/session

Observation period

From

To

Observation comments

Strengths of the lesson

Developments to be discussed

Agreed action

Signature

# Appendix 4

## Assessment for Learning Good Practice – Lesson Observation Form

<b>Teacher</b>	<b>Observer</b>
<b>Year group</b>	
<b>Lesson</b>	
<b>Number of Pupils</b>	
<b>Date</b>	<b>Time</b> <i>How involved are pupils? Opportunities to discuss, think, share?</i>
	<b>Notes</b>
<b>Planning</b>	<i>New learning or consolidation?</i>
<b>Clear objectives</b> – <i>planning states what children should learn [rather than just ‘do’]. What new skills &amp; knowledge are pupils gaining?</i>	
<b>Differentiation</b> – <i>distinct activities/expectations evident for one or more parts of the lesson</i>	
<b>Prompt</b> – <i>clear start, children ready &amp; listening. – explanation of main activity: order, means, reason; <b>success criteria</b></i>	
<b>Learning Environment</b> – <i>children can see; organisation, displays, prompts, learning walls</i>	
<b>Children clear on purpose</b> – <i>relevance, links with previous learning?</i>	
<b>Teacher modelling</b> – <i>expectations, enthusiasm, voice, interest, pace, etc</i>	
<b>Main Part</b>	<i>Is there a smooth transition here?</i>
<b>Children clear on what to do</b> – <i>do pupils know what they are learning &amp; why?</i>	
<b>Quality of activities</b> – <i>interesting, varied, children keen to start?</i>	
<b>Differentiation</b> – <i>can observer see clearly how this is done? Do pupils know &amp; understand their targets?</i>	
<b>Use of adults</b> – <i>are LSAs &amp; helpers well informed/prepared &amp; utilised?</i>	
<b>Focus/diffuse/intervention</b> – <i>is there a pause/consolidation?</i>	
<b>Mini plenary?</b> <i>Dialogue &amp; oral feedback?</i>	
<b>Expectations of behaviour?</b> <i>Are adults alert to social, emotional &amp; learning needs of pupils?</i>	
<b>Discussion</b> – <i>talking partners/paired discussion, encouragement of thinking skills</i>	
<b>Questioning</b> – <i>open/closed/appropriate to ability. Targeted? Do pupils ask questions of each other, the teacher/other adults?</i>	

**Engagement –**

*Are pupils working independently?  
 Are they self-reliant?  
 Do they take responsibility for their own learning?  
 How well do pupils collaborate with others?*

**Use of ICT?****Finish**

**Feedback –** *synopsis of what has been learned rather than what has been done*

**Children’s responses –**

*are they clear/accurate  
 in expression of their learning?  
 Are they happy with their work? Proud of it?  
 Pupils involved in assessing their own learning?*

**Evidence of learning –**

*is it consistently of a good standard?  
 Are they developing habits of good learning or easily distracted?  
 Are all groups making the same/different progress?*

**High finish –**

*enthusiasm, praise, positive ending*

**Strengths of lesson****Areas for Development**

# Appendix 5 Work Scrutiny Record Sheet

Date	Term	Year group	Subject
<b>Name of Children</b>			
<b>Was the work suitably presented?</b> <b>Differentiation:</b> (choose 3 dates at random) <ul style="list-style-type: none"> <li>• Are ability groups doing the same or different work?</li> <li>• How is work differentiated?</li> <li>• Is challenge offered through depth and breadth?</li> </ul>			
<b>Did the marking help the child to improve?</b> <b>Impact of Marking:</b> <ul style="list-style-type: none"> <li>• How do pupils respond to marking?</li> <li>• Are improvements evident from pupil responses and skills applied over time?</li> <li>• Is marking up to date?</li> <li>• Is marking in line with school policy?</li> <li>• Is there evidence of quality marking?</li> <li>• Is presentation in line with school policy?</li> </ul>			
<b>Did the work presented reflect the planning?</b> <ul style="list-style-type: none"> <li>• Is work pitched in line with year group programmes of study?</li> <li>• Is assessment used to give timely intervention?</li> <li>• Are all children challenged?</li> <li>• Can you determine what has been taught?</li> <li>• Can you determine what has been learned?</li> </ul>			
<b>What would you consider the content of the work to be? Expected standard? Greater depth? Working towards the standard?</b> <b>Progress and Learning:</b> <ul style="list-style-type: none"> <li>• Choose 3 dates at random; is there an improvement over time?</li> <li>• Is there a good range and quantity of content (including a balance between skills and application)?</li> </ul>			
<b>Pupils comments about their books:</b>			
<b>Possible areas for development:</b>			

# Appendix 6

## The Value and Purpose of Carrying out Scrutiny of Work

### The purpose of scrutinising pupils' work is to:-

- Raise standards by identifying areas for development;
- Identify strengths and weaknesses in the quality of teaching and learning, and then to share good practice and address shortcomings;
- Track and monitor the progress and attainment of individual pupils and groups of pupils within and between year groups;
- Provide documentary evidence of pupils' progress and attainment over a period of several years;
- Develop a picture of whole-school issues such as marking, assessment, hand-writing, curriculum coverage, equal opportunities;
- Establish the extent to which cross curricular strands and/or skills are being promoted or developed, such as personal, social and health education, literacy, numeracy, information and communication technology;
- Give the subject co-ordinator an overview of the subject across all year groups.

### How frequently should the scrutiny of work be carried out?

- The scrutiny of work should take place according to pre-arranged timescale, usually linked to the School Improvement Plan;
- It is likely that a school would want to carry out the scrutiny of work in core subjects, English, mathematics and science on a more regular basis than in the foundation subjects;
- The frequency of scrutiny of work depends on the size of the sample to be covered, the personnel involved, and the intended outcomes of the activity.

### Is it possible to carry out scrutiny of work in all subjects?

- The scrutiny of work in religious education, English, mathematics, science, history, geography, art and design and design and technology is usually easier than the scrutiny of work in information and communication technology, music and physical education;
- It should be possible to track the work of pupils in almost all subjects through some sort of recorded information;
- It is not always possible or even desirable to scrutinise the work of Nursery and Reception pupils;
- The nature of scrutiny will vary for the different subjects, and may well include photographs and models for art and design and design and technology;
- The scrutiny of some work in information and communication technology will only be possible through the scrutiny of work in other subjects.

### By whom should the scrutiny of pupils' work be carried out?

- The scrutiny of work can be carried out by teachers, subject/aspect coordinators and/or the senior management team;
- Members of the Governing Body can be involved in the scrutiny of work;
- Before determining who will carry out the work scrutiny, it is necessary to establish the purpose of the work scrutiny exercise;
- Work scrutiny can be carried out by individuals or groups of staff;
- The scrutiny of work can be carried out by external consultants.

### At what stage in the school year should work be scrutinised?

- The scrutiny of work should ideally be spread over the course of the school year to make the exercise manageable;
- If the work scrutiny has been planned well in advance, and samples of books have been kept, it is possible to carry out work scrutiny at any stage in the school year;
- If the school has not kept samples of books, it is easier to carry out work scrutiny at the end of the term or at the end of the academic year.

### **Should the scrutiny of work take place in all of the year groups in each key stage?**

- The nature of the scrutiny of work exercise depends very much on the expected outcomes or the intended purpose of the activity;
  - There are times when it is more helpful to reduce the sample of work, so that key features can be explored in greater depth;
  - There are times when it may be more productive to target individual year groups or key stages;
  - It may be appropriate on occasions to sample the work of individual teachers, rather than to sample subjects, year groups and key stages;
  - The sample of work to be scrutinised should be determined well in advance so that specific and predetermined criteria can be met, ensuring that the work scrutiny is a well focused and purposeful activity.
- How large should the sample of pupils' work be in order to make well founded judgements?
- It is useful to compare the work of pupils of different abilities, and the usual sample contains the work of one higher, one lower, and one average attaining pupil;
  - There are times when it is more useful to scan the work of a complete class, especially when the focus is linked to a whole-school issue such as marking or presentation;
  - There are times when it is only necessary to look at the work of one pupil in the class, for example to determine curriculum coverage;
  - It is sometimes useful to look at the work of groups of pupils across the whole-school, for example, pupils with English as an additional language, special educational needs, or Traveller children;
  - The size of the sample should be decided in advance of the work scrutiny activity and should ensure that the predetermined intended outcomes can be met.

### **What criteria should be used for the scrutiny of pupils' work?**

- The criteria for the scrutiny of work should be determined well in advance and should be linked to the School Improvement Plan;
- The criteria for the scrutiny of work should be shared with all staff well in advance of the exercise;
- Criteria may be subject specific, such as the extent to which pupils have the opportunity to develop investigative skills in mathematics and science;
- Criteria may be linked to whole-school issues such as presentation, assessment or marking;
- The criteria for the scrutiny of work may be different for different key stages, classes or groups of pupils.

### **How should the focus for the scrutiny of work be decided?**

- The focus for the scrutiny of work should arise from and link to ongoing school development;
- The focus for the scrutiny of work may come from the School Improvement Plan, the subject/aspect/key stage coordinator, or the senior management team;
- The focus should be clearly stated in advance of the scrutiny of work exercise so that all staff are fully apprised and aware of the purpose of the activity
- The main purpose of the scrutiny of work is to raise standards in the school, and it is therefore possible that the focus of scrutiny may be the results of national end of key stage results;
- The focus for the scrutiny of work may be in response to government initiatives such as social inclusion, literacy or numeracy.

### **What are the expected outcomes of the scrutiny of work?**

- The outcomes of work scrutiny should be decided in advance of the activity and should be linked to the focus of the activity;
- The actual outcomes may not be the expected outcomes;
- The outcomes of the scrutiny of work should inform school development and should be instrumental in raising standards throughout the school;
- The intended outcomes of the activity and the actual outcomes of the activity should be shared with staff;
- The actual outcomes should be recorded for future reference.

### **The role of the coordinator in guiding and organising the scrutiny of work, and in sharing strengths and weaknesses with staff:**

- It is likely that the coordinator will be responsible for organising the scrutiny of work;
- The coordinator must have a clear focus for the scrutiny of work, and a plan for ensuring that the activity is successfully completed within a given timescale;
- The coordinator will need to discuss the focus of the scrutiny with members of the senior management team, to ensure that the scrutiny or work is purposeful and that it is an integral part of school development;
- The coordinator will need to meet with colleagues to explain what the focus of the work scrutiny is so that they are clear about the intended outcomes of the exercise.



**When planning the scrutiny of work, the coordinator should consider the:-**

- Focus/purpose of the activity
- Intended outcomes
- Number of samples of work required and range of work required
- Timescale for the exercise
- Way in which the scrutiny will be recorded
- Involvement of colleagues
- Arrangements for feedback to individual colleagues and/or the whole staff
- Arrangements for feedback to the senior management team/Governing Body

**Feedback to colleagues**

- Before feeding back individually to colleagues, or to the whole staff, the person responsible for the scrutiny of work exercise should draw up the main outcomes in terms of strengths and weaknesses
- Feedback to colleagues should be clear and helpful, and should be clearly linked to the focus of the scrutiny of work;
- Individual feedback should be presented in a sensitive way, but should nevertheless give a clear picture of strengths and areas for development;
- Feedback to the whole-staff or senior management team, should take place after individual feedback, and should draw together the main outcomes of the scrutiny of work activity.

**The main outcomes of the scrutiny of work should provide the basis for devising ways in which the school can move forward;**

- Written records of the scrutiny of work should be kept by the school as a point of reference and should clearly explain:-
  - The focus of the activity
  - The outcomes of the activity
  - The use made of the outcomes to move the school forward

# Appendix 7

# Analysis of Work Scrutiny Food for thought

Points to consider to focus thinking areas for further school development.

## **Time for the subject**

- What time should be given to this subject over the year?
- What time is given to this subject on the timetable?
- Does the evidence of work completed indicate that sufficient time is given to this subject?

## **Balance of work across programmes of study**

- How many opportunities were pupils given to cover these within the curriculum map of the year group?  
Is this sufficient?
- What is the balance of coverage of the attainment targets? Is this appropriate?

## **Depth of study. Continuity and progression**

- Does the sequence of work covered promote deep learning by being connected?
- Does the choice of work focus encourage learning progression by building on skills previously taught?
- Do the opportunities promote subject vocabulary and subject skill development?

## **Development of thinking skills and problem solving**

- Is there enough evidence being encouraged to think and use their own ideas?
- How much work is copied? Death by worksheet?

## **Differentiation**

- Is the work differentiated for different abilities and age ranges?
- Is there enough evidence of children being presented with a variety of recording opportunities to support different learning styles?

## **Other evidence?**

Is this all the work covered in this subject evidenced somewhere?

How is speaking and listening, discussion and debate, role play, practical work with no recording, temporary work – e.g. individual whiteboard work recorded to demonstrate evidence of learning?

Is this an area of development for the subject and school?

Could photocopied short summary be pasted into book as appropriate place? Children or LSA could stick them in quickly. They then help children remember this learning when reviewing their learning in book over time.

# Appendix 8

# Request for CPD

## REQUEST FOR CPD

This form is to be used to request any CPD opportunity that will incur a cost to the school. The form is completed and handed to the Headteacher at least 3 weeks before the CPD is to take place.

<b>CPD opportunity</b>
<b>Members of staff involved</b>
<b>Total Costings</b> – including supply teacher costs (£200 a day - £100 per half day)
<b>Anticipated impact on pupil's learning</b> – include details of how the new skills/knowledge will be shared with the wider staff
<b>Date of anticipated CPD</b>  <b>Date passed to Headteacher</b>  <b>CPD approved by Headteacher. YES/NO</b>  <b>Reasons for decision</b>
<b>Date and suggested feedback method to staff:</b>