Beath High School Improvement Plan 2023/24

Summary of Priorities

Overarching Focus for session 2023/24: Embedding our Vision

National Improvement Framework Priority 1

Priority 1a: LGBT Youth Scotland Award
Priority 1b: Pupil Empowerment

National Improvement Framework Priority 2

Priority 2a: Improve attendance
Priority 2b: Promote the use of respectful language
Priority 2c: Staff wellbeing

National Improvement Framework Priority 3

Priority 3a: Continue to improve parental engagement
Priority 3b: Embed the use of appropriate homework in our pedagogy

National Improvement Framework Priority 4

Priority 4a: Senior Phase to deliver robust destinations

National Improvement Framework Priority 5

Priority 5a: Focused raising attainment approaches
Priority 5b: Research new level 5 and level 6 courses

Beath High School Improvement Plan 2023/24

NIF Priority 1 **Placing the human rights and needs of every child and young person at the centre of education**	**QIs**	1.3 Leadership of Change 2.1 Arrangements to ensure wellbeing 2.3 Learning and engagement 2.5 Early intervention and prevention 3.1 Wellbeing 3.1 Inclusion and equality 3.2 Equity for all learners 3.3 Increasing employability skills

Priority 1a: LGBT Youth Scotland Award

Outcomes: Equalities approach pervades every aspect of the school

All young people feel welcome and safe in school

Tasks	By Whom	Resources	Timescale	Impact
Complete Silver Charter Award: complete impact survey	Committee and Champions with parent / carer group / wider staff	Time Meeting space Electronic survey	Nov '23	Impact of Charter Award to date evidenced

Enhance material available through website	Champions with Abbi Anderson	Websites Referral forms LGBT YS info	Sept '23	Facility to support young people and families remotely – self-service mechanisms and info sharing
Consultation	Champions and Committee with wider school stakeholders	Time Meeting space LGBT YS time	Oct '23	Evidence of next steps or missing components of charter to date for reflection / action
Update referral mechanisms	Champions with Guidance team	Business Meeting Flow chart	Oct '23	Clear method of referral and standardises 'Beath process'
Display charter of rights	Champions	Charter Laminated	Aug '23	Visibility – standard 5 of LGBT YS charter Shares our values Promotes equality
Update library	Committee with English Dept	Funding Known titles Twitter to publicise	Dec '23	Improved variety of resources for YP, reflecting diverse society
Complete Monitoring Standard (6)	Champions with Committee and wider stakeholders	LGBT YS resources Surveys	Dec '23	Allows completion of Silver Award and evidences impact of work to date

Begin Gold Charter Award: Additional training around trans issues	Whole staff team	Time Funding	June '24	Creates shared understanding
Creation of trans policy	Champions, Committee, wider consultation	Legislation relating to trans rights and schools Time Input from appropriate stakeholders Consultation with other schools – KHS	June '24	Support trans youth during difficult conversations / process Creates a 'Beath standard' approach Assists new members of pastoral team in providing consistent service

Priority 1b: Pupil Empowerment

Outcome: Pupils are actively engaged and involved in decision-making that ensures learners' needs are met in ways most appropriate to the school's context.

Tasks	By Whom	Resources	Timescale	Impact
Beath Student Voice Ambassadors leads to engage with SIP.	GH & SLT	Meeting time	August 2023	Young people are actively engaged and involved in decision making in their school.
S5/S4 reps from Fife Senior Pupil Empowerment Panel to take forward the Beath Student Voice Ambassadors for 2023/24 – initially via year group assemblies.	GH and the new S5 and S6 pupils who were previously part of the Fife Senior Empowerment Panel in 2022/23	Assemblies ICT Meeting room & times	September 2023	A structure will be in place for young people to contribute views and opinions on issues impact on the life and work of the school.
Engage parents/carers and refresh the staff involvement in the Student Voice Ambassador Group	GH and the new S5 and S6 pupils who were previously part of the Fife Senior Empowerment Panel in 2022/23	ICT Meeting room & times	September 2023	All stakeholders are involved in empowering young people at Beath HS.
Beath Student Voice Ambassadors to share impact with pupils via Year Group Assemblies	GH and Student Voice Ambassadors	Assemblies	March 2024	Young people will understand the impact of Pupil Empowerment.

NIF Priority 2 Improvement in children and young people's health and wellbeing	QIs	1.3 Leadership of Change 2.1 Arrangements to ensure wellbeing 2.3 Learning and engagement 2.4 Removal of potential barriers to learning 2.5 Engaging families in learning 2.5 Early intervention and prevention 3.1 Wellbeing 3.1 Inclusion and equality 3.2 Equity for all learners 3.3 Increasing employability skills

Priority 2a: Improve attendance

Outcomes: Young people are able to achieve their true potential through being in school.

Robust mechanisms to identify young people requiring support with their attendance.

Increased opportunities to support young people and their families improve attendance – including through partnership working.

Excellent attendance, and improvements to attendance, are recognised and celebrated.

Stretch target achieved.

School attendance figures improve to become in line with Fife and national average.

Tasks	By Whom	Resources	Timescale	Impact
Continued whole school focus on following attendance procedures.	All colleagues Office team G Hunter	Time	Throughout session Input from G Hunter at August Inset linking to Child Protection and Safeguarding Procedures	Improved adherence to attendance procedures leading to improvements in attendance.

Identify strategies for lateness for year group assemblies	DHTs PSOs	Time	August 2023	More young people engaging in Assembly and receiving key messages.
Continue to develop role of PEF funded PT(s) Improving Attendance; work closely with guidance team, and support and challenge individual learners and families to improve attendance.	Guidance Team and PT Improving Attendance (PEF funded) to support development of role.	Time. PEF funding for additionality of PT part of salary.	Ongoing	Improvement in attainment for key groups of Senior Phase pupils at Beath HS.
Scrutinise attendance data and benchmark against stretch target and monitor impact of register class movement on truancy and lateness	Office team GH Guidance team PTs Improving Attendance Registration teachers	SEEMIS data Weekly updated spreadsheets	Ongoing	Improvements in attendance figures.
Attendance SLWG to continue to identify areas requiring improvement and develop and implement potential strategies	G Hunter M Terry Colleagues in SLWG Parents and young people to be invited to join	Attendance Data Time to meet	Ongoing	Empowers staff to be involved in the process of creating strategies to further improve attendance.

Look outwards to other schools within SEIC to gather ideas/good practice.	Attendance SLWG PTs Improving Attendance	Time to visit/speak to other schools	Ongoing throughout session	Empowers staff to be involved in the process of creating strategies to further improve attendance.
Engage parent/carers of young people with 90% or less attendance to develop strategies to improve attendance.	Guidance Team		October 2023	Encourages all young people and their parents/carers to be involved in improving attendance.
Raise awareness of negative impact of poor attendance across the school community – re-send letter and infographic to all parents.	Attendance SLWG Office team	Email briefings Twitter School website Cluster awareness	Ready to send after October holiday	Improvements in attendance figures.

Priority 2b: Promote the use of respectful language

Outcomes: Capacity for young people to achieve is increased by ensuring the school is calm and well ordered

Learners feel safe

Interactions between young people and their peers and young people and staff are positive, respectful

All stakeholders are aware of the school's high expectations

Expectations are consistent across each classroom and area of the school

Young people are able to transition post school with an awareness of positively working with others

Tasks	By Whom	Resources	Timescale	Impact
Raise at year group assemblies	Year Heads S Ross	Assembly time	Term 2	Awareness in pupil body of priority
Letter to all parents/carers	S Ross	Groupcall	Term 2	Parents/carers aware of priority and their part in it
Focus during PSE lessons S1-S6	Guidance Team	PSE lesson time	Term 2	Whole school approach demonstrates commitment to priority

Priority 2c: Staff wellbeing

Outcomes: A range of wellbeing activities and approaches that support and develop colleagues' wellbeing, promotes positive teamwork and builds capacity in whole school ethos and culture.

Tasks	By Whom	Resources	Timescale	Impact
Survey all staff on preferred wellbeing foci for session 2023/24	H Gillan Staff Wellbeing Committee	time	August	Clear direction on colleagues' wellbeing priorities
Delivery of mental health first aid to staff members and young people	H Gillan Staff Wellbeing Committee, H Brown (PT Wellbeing, Levenmouth Academy)	15 people in total	Before October hols	Greater capacity in school for supporting each other and young people re.
Staff Wellbeing afternoon – November INSET	H Gillan Staff Wellbeing Committee All colleagues	Tree of knowledge input	10 November	Increased positive ethos and culture. Improved staff relations and teamwork.
Staff healthy lifestyle presentation	Alan Potter	Presentation	CLPL time 31 January	Colleagues awareness raised re. positive mindset, exercise and nutrition
Secret Friend initiative	H Gillan Staff Wellbeing Committee	Individual's time and acts of kindness	ongoing	Building relationships, ethos and culture

| NIF Priority 3

Closing the attainment gap between the most and least disadvantaged children and young people	QIs	1.3 Leadership of Change
		2.1 Arrangements to ensure wellbeing
		2.3 Learning and engagement
		2.4 Removal of potential barriers to learning
		2.5 Engaging families in learning
		2.5 Early intervention and prevention
		3.1 Wellbeing
		3.1 Inclusion and equality
		3.2 Equity for all learners
		3.3 Increasing employability skills

Priority 3a: Improve Parental Engagement

Outcomes: Parent/Carer body are involved in school decision-making

Parents/carers engage with child's learning by being kept in loop with assessments and feedback

Tasks	By Whom	Resources	Timescale	Impact
Mechanism to inform parents/carers of upcoming pupil assessments	D Lowrie Learning, Teaching & Assessment strategic group	Calendar Website School App Groupcall	December 2023	Increased awareness of timeline for assessments amongst young people/families.

Mechanism to feedback to parents/carers areas to improve post assessment	D Lowrie Learning, Teaching & Assessment strategic group	Time to develop Faculty feedback pro-formas	April 2023	Increased understanding of feedback to inform next steps.
Parent/carer reps on every working group	D Lowrie Working Group Leads	Parent Council	October 2023	Increased parental involvement in key decision-making working groups.
Parental Engagement Group Re-creation of group – teaching, non-teaching, pupil and parent/carer	HBL	Groupcall Parent council Phone calls	Aug '23	Will facilitate future events
Launch #withme programme for family learning Creation of calendar of events	PEG Department colleagues	Hall Groupcall Learning resources Food/drink Promotional materials	Ongoing throughout session '23-'24	Improved knowledge of learning taking place within school for parents/carers
Improve report writing Production of report writing guide	PEG Input from TMR group	Old reports – both weak and excellent	Dec '23	Improved quality of information travelling home Improved understanding from parents/carers about

Opportunities for coaching report writing	PEG	Room Schedule	Termly, ongoing throughout session '23-'24	progress and net steps Confidence from colleagues Creation of Beath standard Strong and robust reporting
Creation of termly newsletter	PEG Pupils Colleagues from across school Rector	Examples from other schools Website Groupcall Publisher (MS)	Termly, ongoing throughout session '23-'24	Improved information travelling home Parents and carers feel informed of school events / key dates / staffing updates

Priority 3b: Embed the use of appropriate homework in our pedagogy

Outcomes: Regular and appropriate homework enables S1-3 learners to consolidate learning and prepares them for the challenge of senior phase

Senior phase learners' attainment and achievement improve due to study and work techniques developed early on

Tasks	By Whom	Resources	Timescale	Impact
Creation of S1-3 Homework Rota	D Lowrie M Martinez (PT Pedagogy) (PEF funded) Learning, Teaching and Assessment Strategic Group	Homework Rota Website School App	Reviewed termly	Increased provision for home learning to enhance pupil knowledge and understanding of BGE curriculum.
Improved communication of homework expectations for S1-3 pupils	D Lowrie M Martinez (PT Pedagogy) PTCs Learning, Teaching and Assessment Strategic Group	Homework Rota Website School App	October 2023	Increased parental understanding of homework tasks to support young people in their completion.
Regular homework (weekly/fortnightly) for pupils studying NQ courses in S4-6.	D Lowrie M Martinez (PT Pedagogy) PTCs Learning, Teaching and Assessment Strategic Group	Homework Rota Website School App Time	December 23	Increased provision for home learning to enhance pupil knowledge and understanding of national qualifications.

NIF Priority 4 **Improvement in skills and sustained, positive school-leaver destinations for all young people**	**QIs** 1.3 Leadership of Change 1.5 Management of resources and environment for learning 2.2 Learning pathways 2.2 Skills for learning, life and work 2.7 The development and promotion of partnerships 3.3 Increasing employability skills 3.3 Digital innovation 3.3 Digital literacy

Priority 4a: Senior Phase to deliver robust positive destinations

Outcome: A curriculum that enables every young person to gain qualifications, skills and experiences whilst providing pathways to robust and sustained positive destinations.

Tasks	By Whom	Resources	Timescale	Impact
Illustrate the pathways provided by the Beath curriculum for 2023-24.	L Abbot Curriculum Group	Curriculum model ICT Insight data Time	October 2023	The School Vision for the curriculum will be exemplified to colleagues, pupils, parents/carers and partner agencies.

Meetings of Curriculum group including representatives from the whole school community.	L Abbot Curriculum Group inc. SDS, Parents/Carers, Learners, other Partner Agencies.	Time Skills Development Scotland (SDS)	October 2022 – January 2023	The Beath curriculum will align with the School Vision and the whole school community will be able to access illustrations of Learner Pathways.
Use of pathways for coursing for 2024-25	L Abbot PTCs Guidance staff Curriculum Group	Time	December 2023 – January 2024	There will be more flexibility in pathways to meet the needs of all learners at Beath.
Focus on ensuring coursing maximises learner opportunities to achieve and to attain	L Abbot Guidance Team PTCs	Time	December 2023 – March 2024	Improvement in Attainment at Level 5/6. Learners on pathways to robust and sustained positive destinations.

NIF Priority 5 **Improvement in attainment, particularly in literacy and numeracy**	Qls	1.1 Analysis and evaluation of intelligence and data 1.1 Ensuring impact on learners' successes and achievements 1.3 Leadership of Change 1.5 Management of resources and environment for learning 2.3 Effective use of assessment 2.3 Planning, tracking and monitoring 2.6 Continuity and progression in learning 3.1 Inclusion and equality 3.2 Attainment in literacy and numeracy 3.2 Attainment over time 3.2 Equity for all learners

Priority 5a: Focussed Raising Attainment Approaches

Outcomes: Attainment continues to improve

Key measures are improved following targeted approaches

TMR system used to monitor individuals and cohorts, with appropriate interventions

All colleagues aware of their part in this priority

Care experienced young people attainment in line with their peers

Culture of achievement for all continues to be driven

Attainment matches or exceeds that of Virtual Comparator in INSIGHT

Alignment with school Vision: 'young people supported and challenged to achieve their true potential'

Tasks	By Whom	Resources	Timescale	Impact
Implement CfE Machine's 'Result Machine' to scrutinise attainment data.	M Darling PTCs All teaching colleagues	CfE Machine and SQA attainment data	September 2023	Awareness of pupil performance and attainment. Preparation for Faculty attainment review. Ability to target areas for improvement based on robust attainment data.
Monitor and track S4 pupils that are studying at least 5 Nat 5s.	Raising Attainment PTs (PEF funded) M Darling G Hunter	TMR system Set up alerts re those pupils at risk of dropping from Nat5 to Nat4	Track termly – with particular focus at end of term 1 and term 2	Increase % of S4 pupils achieving 5 Nat5 qualifications – in line with VC.
Monitor and track S5 pupils that are studying 3 Highers.	Raising Attainment PTs M Darling L Abbot	TMR system Set up alerts re those pupils not on target for 3 Highers	Track termly – with particular focus at end of term 1 and term 2	Increase % of S5 pupils achieving 3 Highers, whilst in turn increasing potential for the following year's 5@level 6 by end of S6 improving.
Monitor and track S5 pupils that are studying 5 Highers.	Raising Attainment PTs M Darling L Abbot	TMR system Set up alerts re those pupils not on target for 5 Highers	Track termly – with particular focus at end of term 1 and term 2	Increase % of S5 pupils achieving 5 Highers – in line with VC.

Monitor and track S6 pupils that are working towards a total of 5 Highers by end of S6.	Raising Attainment PTs M Darling D Lowrie	TMR system Spreadsheet cross-referencing across S5+S6 Set up alerts re those pupils not on target for 5 Highers	August 23 – check SQA performance and recourse as appropriate Track termly – with particular focus at end of term 1 and term 2	Increase % of S6 pupils achieving a total of 5 Highers over S5+S6 – in line with VC.
Maintenance of target of every S4 pupil achieving minimum of 5 qualifications.	Raising Attainment PTs All teaching colleagues	TMR system House spreadsheets S4 Intervention week TMR	Ongoing throughout session Those at risk of not achieving prioritised before Xmas	Fourth Year 5@level 3 and 5@level 4 continues to be above VC, Fife and National level.
Develop consistent mid-session progress evaluation system for post assessments/prelims to ensure early intervention for any pupil off track.	M Darling Attainment Group PTCs All teaching colleagues	Time TMR system	November 2023	Early identification of attainment concerns and emerging patterns to ensure appropriate early interventions.
Create a standardised approach for progress reporting to parents after prelims.	M Darling Attainment Group PTCs All teaching colleagues	Time TMR system	November 2023	Involvement of parents/carers in the young person's learning. Appropriate support for young person. Consistency of approach across the school.

Develop whole school presentation policy.	M Darling Attainment Group PTCs	Time	Throughout session	Whole school presentation policy providing clear and concise parameters for all. Young people are supported to achieve success.
Continue tracking and monitoring identified cohorts based on key characteristics including: SIMD/ Gender/ Care Experience/ Currently or Previously on Child Protection register.	G Hunter	Information from Guidance colleagues. Time to correctly identify cohorts.	Throughout session	Early identification of attainment concerns and emerging patterns to ensure appropriate early interventions can be made – for individuals or cohorts. Attainment for these groups in line with rest of school.
Ensure attainment targets are integral to course choice process for 2024/25 timetable.	Guidance colleagues Raising Attainment PTs All teaching colleagues	Prior and potential attainment considered when coursing for new S5 and S6.	Coursing period January/February	Those young people capable of achieving 3 and 5 Highers are coursed into 3/5 Highers.

Priority 5b: Research new level 5 and level 6 courses

Outcomes: The curriculum provides flexible learning pathways which lead to raising attainment through meeting the needs and aspirations of all our learners.

Tasks	By Whom	Resources	Timescale	Impact
Presentation for all staff on SCQF courses	Donnie Wood	Powerpoint Presentation SQA website Time to discuss during CLPL session and within Faculties	June 2023	Faculties have researched, developed and are ready to introduce new courses at Level 5,6 & 7 for session 24-25.
Presentation for all promoted staff to investigate attainment of senior cohorts.	Lewis Paterson, Insight Advisor	Powerpoint Presentation Insight Data	June 2023	Our revised curriculum offer and presentation policy specifically identifies improving Level 5, Level 6 and Level 7 attainment as a key focus.
Create a Curriculum Working Group	L Abbot Representatives from each Faculty Parent/Carer rep Pupil Voice	Time to meet as a group Time to research curriculum offers in other schools.	August 23 – June 24	Our revised curriculum model is ready for implementation.

Curriculum Pathways	L Abbot PTCs Curriculum Working Group	Time Liaise with Faculties Liaise with other schools	August 23 - 24	Clarity of pathways available in each subject offer and allow identification of gaps for future development.
Work with SDS colleagues, DYW co-ordinator and Pupil Support staff to have a better awareness of our leaver destinations and how this can influence our curriculum offer.	L Abbot L King M Coltman J Robb L Thomson Guidance PTs PTCs	Training session with Claire Jeffcoate to learn how to interpret the data.	By Christmas 2023	Our curriculum offer is appropriate for our young people and meets the needs of our school context for session 24-25.