



Alfred Street Junior School

## Strategic School Recovery Plan

### Priority areas 2020/21

The Strategic School Recovery Plan sits alongside the Teaching and Learning Recovery Plan and the School Development Plan (SDP). The purpose of this document is to provide specific targets and actions required in response to the Covid-19 pandemic and the subsequent impact on Education. These document, together with the risk assessment, provide a suite of materials detailing our approach to school improvement.

The School Recovery Plan is organised into 5 sections as detailed in the Government guidance document, the link to which is found below:

<https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools>

Area 1	Mitigating Risk
Area 2	School Operations
Area 3	Curriculum, behaviour and pastoral support
Area 4	Assessment and Accountability
Area 5	Contingency for outbreaks

1.Mitigating Risk				
Target	Action	Responsibility	Timeframe Resources (Costs/CPD)	RAG of Action taken or Impact
To ensure safe working practices for all staff and pupils in accordance with DfE guidance	<ul style="list-style-type: none"> <li>Risk Assessment developed and held as Appendix to recovery plan</li> </ul>	Headteacher and Chair of Governors	To be developed prior to 1 <sup>st</sup> September	
	<ul style="list-style-type: none"> <li>Risk Assessment shared with all stakeholders – website, sent via briefing notes, staff meetings to go through this plan and risk assessment. Opportunity to feed into RA/discussion given</li> </ul>	Headteacher	At the start of the Autumn term	
	<ul style="list-style-type: none"> <li>Risk Assessment to be reviewed and updated as and where necessary on a regular basis (weekly, moving to as and when changes are required/DFE guidance changes)</li> </ul>	Headteacher and SLT	ongoing	
	<ul style="list-style-type: none"> <li>Control measures in place as identified in DfE guidance: <a href="https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools">https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools</a></li> <li>Local outbreak plan to be shared with all staff: <a href="https://www.northamptonshire.gov.uk/coronavirus-updates/Documents/DRAFT%20Northamptonshire%20Outbreak%20Prevention%20and%20Control%20Plan%20-%20LRF%20Headline%20Summary.pdf">https://www.northamptonshire.gov.uk/coronavirus-updates/Documents/DRAFT%20Northamptonshire%20Outbreak%20Prevention%20and%20Control%20Plan%20-%20LRF%20Headline%20Summary.pdf</a></li> </ul>	All staff	ongoing	
To minimise contact between individuals	<ul style="list-style-type: none"> <li>To develop and maintain class bubble groups of children</li> </ul>	All staff	ongoing	
<b>Evaluation</b>				
Autumn				
Spring				
Summer				
2. School Operations				

Target	Action	Responsibility	Timeframes/resources	RAG of Action taken or Impact
To ensure that pupils are encouraged to walk to school in line with government supported initiatives.	<ul style="list-style-type: none"> <li>To promote active travel plans as and where possible within the school community in accordance with LA initiatives. Active Travel plan incentives developed in school and promoted within the community</li> </ul>	Headteacher	September 2020	
To ensure that those who do travel on public transport do so safely.	<ul style="list-style-type: none"> <li>Share Government guidance with staff and parents regarding the use of public transport</li> </ul>	Headteacher	September 2020	
Ensure all pupils are in attendance where they are not shielding	<ul style="list-style-type: none"> <li>Review and refine school attendance policy and procedures in response to Covid-19</li> </ul>	Headteacher	September 2020	
	<ul style="list-style-type: none"> <li>Letter sent to parents clarifying attendance expectation and disseminating school policy and procedures for non-attendance</li> </ul>	Headteacher	September 2020	
	<ul style="list-style-type: none"> <li>Liaise with families directly where there are concerns about attendance due to anxieties and agree actions to improve attendance</li> </ul>	Family support worker	Ongoing	
	<ul style="list-style-type: none"> <li>Develop programme of pastoral support for reluctant attendees to address key issues and to develop programme to support mental health</li> <li>Refer to Northamptonshire EPS refusal programme</li> </ul>	Family support worker	ongoing	
Ensure that staff return to work in accordance with contract of employment	<ul style="list-style-type: none"> <li>Contact to be made with all staff to ensure that they will return in September</li> </ul>	Headteacher and SLT	Prior to start of Autumn term 2020	
	<ul style="list-style-type: none"> <li>Induction programme developed for new staff to adhere to Covid-19 guidance, including for NQTs, identifying required support programme</li> </ul>	NQT Lead	September 2020	
	<ul style="list-style-type: none"> <li>Agreed working practices developed for extremely clinically vulnerable staff through liaison with HR and union reps</li> </ul>	Headteacher	Prior to start of Autumn term 2020	
	<ul style="list-style-type: none"> <li>To contact HR immediately where any issues arise</li> </ul>	Headteacher/SBM	ongoing	
	<ul style="list-style-type: none"> <li>To identify a programme of mental health support for all staff and to implement this to in day school practice</li> <li>Continue to draw staff together through WhatsApp and weekly briefings</li> </ul>	Headteacher and SLT	Ongoing	
Ensure effective deployment of staff	<ul style="list-style-type: none"> <li>Identify key areas of need and ensure that staff are deployed as and where needs arise considering: SEND requirements Catch-up programmes and targeted children</li> </ul>	SENCo Inclusion Manager	Prior to September 2020	

	<ul style="list-style-type: none"> <li>Designated Safeguarding Lead/Deputy Safeguarding Lead to have increased/additional release time to address potential increase in incidents requiring referrals and to support staff as and where incidents occur</li> </ul>	DSL DDSL	Autumn term	
	<ul style="list-style-type: none"> <li>Risk assessment, practices and protocols to be shared with visiting teachers (e.g. peripatetic music, SIS, SE team, supply teachers) prior to visit</li> </ul>	Headteacher School Business Manager	September 2020	
	<ul style="list-style-type: none"> <li>Develop clear guidelines for volunteers and share schools risk assessment to ensure adherence to government guidance and ensure safe working practices</li> </ul>	Headteacher School Business Manager	September 2020	
	<ul style="list-style-type: none"> <li>Resume breakfast and afterschool offer, referring to guidance produced by DfE: <a href="https://www.gov.uk/government/publications/protective-measures-for-holiday-or-after-school-clubs-and-other-out-of-school-settings-for-children-during-the-coronavirus-covid-19-outbreak">https://www.gov.uk/government/publications/protective-measures-for-holiday-or-after-school-clubs-and-other-out-of-school-settings-for-children-during-the-coronavirus-covid-19-outbreak</a></li> <li>Agree and share with parents policy for extra-curricular provision and develop action plan to identify implementation of provision and adherence to Risk assessment</li> </ul>	School Business Manager  Deputy Head	September 2020	
Ensure high levels of vigilance for monitoring and reporting any safeguarding concerns that arise	<ul style="list-style-type: none"> <li>FSW to check in with 'Vulnerable' Families with a social worker daily who are isolating and weekly those who usually receive support from the FSW</li> <li>Teachers to monitor pupil chat for any comments that raise concerns</li> <li>Staff to continue to log any concerns on CPOMs as soon as they occur</li> <li>DLS to action all CPOMS incidents same day</li> <li>DSLs to share information from outside agencies via CPOMs and continue to hold regular DSL meetings using MS Teams in the event of a lockdown</li> <li>Regularly share information with parents and children regarding online safety</li> </ul>	FSW Classteachers DSL	Ongoing	
<b>Evaluation</b>				
Autumn				
Spring				
Summer				

### 3. Curriculum, behaviour and pastoral support

Target	Action	Responsibility	Timeframe Resources (Costs/CPD)	RAG of Action taken or Impact
Identify educational needs of pupils and respond accordingly	<ul style="list-style-type: none"> <li>Appoint lead with responsibility for Covid Catch-up fund</li> <li>Use EEF research for the best advice on the most effective measures</li> </ul>	Inclusion Manager	September 2020	
	<ul style="list-style-type: none"> <li>Use of Pixl Recovery resources – Autumn Transition Package</li> <li>Baseline pupils and identify the most effective programmes to close gaps: 1-1 sessions, boosters etc.</li> </ul>	PP Lead Inclusion Manager	September 2020 and ongoing	
	<ul style="list-style-type: none"> <li>Develop Catch up plan identifying targeted pupils, actions taken and the cost of programmes, and the impact of this</li> </ul>	Inclusion Manager	September 2020	
	<ul style="list-style-type: none"> <li>Focus upon securing the key conceptual stepping stones in reading, maths, communication, vocabulary and phonics</li> </ul>	Class teachers Subject Leads	Autumn Term	
Ensure the continuing delivery of a broad and balanced curriculum	<ul style="list-style-type: none"> <li>Ensure that there is a focus and emphasis on the school values as children are re-integrated back into full classes</li> <li>Class based assemblies and whole school assemblies delivered via MS Teams</li> <li>Week 1 and 2 should also have heavy behaviour focus – reinforce rules and relationship to our core values. Make sure all pupils know the particular importance of all rules as well as Covid rules during this time</li> <li>Review PSHE curriculum to ensure opportunities for the development and discussion of mental health and well-being are included</li> <li>PIXL character and PSHE resources used (Covid recovery based included)</li> </ul>	Class teachers	Autumn Term	
	<ul style="list-style-type: none"> <li>Review PSHE curriculum to ensure opportunities for the development and discussion of mental health and well-being are included</li> <li>Ensure PSHE is taught to focus on mental health and well-being, team work, building relationships</li> <li>Review RHE Curriculum and develop plan for implementation prior to summer term</li> </ul>	PSHE Lead DSL	Autumn term 1	
	<ul style="list-style-type: none"> <li>For all subjects, Identify curriculum priorities – what do we need to teach now? Where necessary and appropriate, subject leads to identify key concepts to address gaps in knowledge and to share these with all staff</li> </ul>	Subject Leads	Prior to Autumn term	

	<ul style="list-style-type: none"> <li>Review curriculum development to date. Where are we currently? Where do we want to be?</li> <li>Develop clear action plan for curriculum development</li> </ul>	Deputy Head	Autumn term	
	<ul style="list-style-type: none"> <li>Develop Action plan for phonics catch up identifying actions for <b>all</b> pupils and any additional vulnerable pupils</li> </ul>	English Lead	September 2020	
	<ul style="list-style-type: none"> <li>Where music lessons are held, clear protocols and practices are in place in line with government guidance as identified in section 3: <a href="https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools">https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools</a></li> </ul>	Music lead	Ongoing from September 2020	
	<ul style="list-style-type: none"> <li>PE lead to develop guidance for all staff on the teaching of P.E to mitigate risk of spread and to ensure systems of control. Reference to be made to sport England guidance: <a href="https://www.gov.uk/government/publications/coronavirus-covid-19-guidance-on-phased-return-of-sport-and-recreation/guidance-for-the-public-on-the-phased-return-of-outdoor-sport-and-recreation">https://www.gov.uk/government/publications/coronavirus-covid-19-guidance-on-phased-return-of-sport-and-recreation/guidance-for-the-public-on-the-phased-return-of-outdoor-sport-and-recreation</a>.</li> </ul>	PE lead	Ongoing from September 2020	
	<ul style="list-style-type: none"> <li>To continue to develop the remote learning offer to pupils unable to attend schools</li> </ul>	Assistant Head/ICT lead	Ongoing beginning Autumn 2020	
	<ul style="list-style-type: none"> <li>Continue to hold weekly MS Team meetings with all teaching staff to ensure consistent approaches and share strategies and information</li> </ul>	Headteacher	Ongoing	
To have an agreed behaviour policy	<ul style="list-style-type: none"> <li>To review behaviour policy and amend to address behaviours seen on re-entry to school, sharing with all staff to ensure consistency of approach</li> </ul>	Inclusion Manager	Prior to September 2020	
	<ul style="list-style-type: none"> <li>Letter sent to parents clarifying new behaviour policy and including any changes to sanctions and reward</li> </ul>	Inclusion Manager	Prior to September 2020	
	<ul style="list-style-type: none"> <li>Programmes developed to address key issues and shared with staff</li> <li>Consider the introduction of Trauma informed behaviour policy</li> </ul>	Inclusion Manager Pastoral Support Family support worked	Autumn term	
	<ul style="list-style-type: none"> <li>To liaise with Education Inclusion Partnership and Virtual School (for LAC) teams for specific and identified pupils at risk of exclusion</li> </ul>	Inclusion Manager	As and where required	
	<ul style="list-style-type: none"> <li>Identify those children who are vulnerable and likely to struggle to reintegrate to school easily and plan additional pastoral support for these</li> </ul>	Inclusion Manager	Prior to September	
	<ul style="list-style-type: none"> <li>Continue to award class dojos and RESPECT rewards, via Remote Learning Platforms in the event of a lock down</li> </ul>	CTs		

To ensure provision is maintained for all pupils where Alternative Provision is in place.	<ul style="list-style-type: none"> <li>Education Plans to be developed by schools for those pupils attending Nurture, to identify clear timetable of provision</li> </ul>	Inclusion Manager	Prior to September	
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**Evaluation**

Autumn

Spring

Summer

**4. Assessment and Accountability**

Target	Action	Responsibility	Timeframe Resources (Costs/CPD)	RAG of Action taken or Impact
Ensure that staff and pupils are prepared for Statutory Assessments	<ul style="list-style-type: none"> <li>Staff to re-familiarise themselves with assessment expectations, timetabling and material including: Year 4 multiplication tables check KS2 tests</li> </ul>	All teaching staff	Ongoing from September 2020	
To be aware of accountability measures for academic year 2020/21	<ul style="list-style-type: none"> <li>Data analysis from 2019/20 to be readily available and referred to, as a starting point, in conversation with outside agencies</li> </ul>	Headteacher SLT Curriculum Leads Governing Body	ongoing	

**Evaluation**

**Autumn**

**Spring**

**Summer**

**5. Contingency**

Target	Action	Responsibility	Timeframe Resources (Costs/CPD)	Impact
Ensure continued Educational provision in the event of an outbreak	<ul style="list-style-type: none"> <li>All staff to familiarise themselves with the LRF Control Plan below:  <a href="https://www.northamptonshire.gov.uk/coronavirus-updates/Documents/DRAFT%20Northamptonshire%20Outbreak%20Prevention%20and%20Control%20Plan%20-%20LRF%20Headline%20Summary.pdf">https://www.northamptonshire.gov.uk/coronavirus-updates/Documents/DRAFT%20Northamptonshire%20Outbreak%20Prevention%20and%20Control%20Plan%20-%20LRF%20Headline%20Summary.pdf</a> </li> </ul>	Headteacher Chair of Governors	September 2020	
	<ul style="list-style-type: none"> <li>To develop an action plan detailing how high quality remote learning can be delivered immediately should pupils be required to self-isolate or if there is a local lockdown. Details of considerations and what should be contained within the contingency action plan are contained within DfE guidance:  <a href="https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools">https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools</a> </li> <li>School to provide Remote Learning through Purple Mash and Microsoft Teams. Learning will consist of a mixture of live lessons, pre-recorded lessons (some from Oak Academy when in line with ASJS Curriculum) and uploading of PP/Resources</li> <li>Children who do not have access to a suitable device but have the internet, will be able to loan a device from the school where supply can meet demand</li> <li>Teachers to communicate, provide feedback and support via MS Teams and Purple Mash chat</li> <li>FSW to be available for support/contact for issues that may not be academic based. FSW will keep in regular contact with vulnerable families and children via Purple Mash and Telephone Conversations</li> <li>Guidance and expectations for Remote Learning to be shared with parents/carers in advance</li> <li>ASJS to share online safety information with parents/carers</li> </ul>	Headteacher/ Assistant Head	End of September 2020	
<b>Evaluation</b>				
<b>Autumn</b>				
<b>Spring</b>				
<b>Summer</b>				