



Steeton Primary School Development Plan 2025-26

Leadership and Management (Leadership and Governance)

Ofsted Framework Context:



Leadership and Governance:

- whether leaders and those responsible for governance collectively ensure that the school's provision enables every pupil to thrive
- the commitment of leaders and those responsible for governance to raising standards of education and care to improve the lives of all pupils, especially those who are disadvantaged, those with SEND, those who are known (or previously known) to children's social care, and those who may face other barriers to their learning and/or well-being

Desired Outcome	Milestones	MS Ref	By	Term	RAG
Leaders and governors maintain a culture of vigilance and accountability, ensuring that all aspects of school security—physical, procedural, and digital—are proactively managed so that pupils and staff feel safe and protected at all times.	Conduct a comprehensive review of site security, including access points, perimeter safety, and emergency procedures. Identify and prioritise actions for improvement and report to governors.	LM1	CR/ES	September 2025	

Highly effective leadership leads to consistently high standards, particularly for disadvantaged pupils and those with special educational needs and/or disabilities (SEND). These standards are sustained over time.	Leaders set out a clear and effective calendar of leadership activities for the year including: learning walks, book looks, observations, meetings with staff, transition, data meetings, curriculum impact meetings. To include governors in this schedule	LM2	CR/EB	Calendar set Sept 25 each half term and reported to link governor groups	
Leaders build and sustain strong, long-term partnerships with parents and carers and the local community. This has a strong, positive impact on pupils' achievement and well-being.	Design and publish new prospectus to include SEND and inclusion	LM3	CR	November	
	Calendar events throughout the year that strengthen school's relationship with parents and carers – book looks, phonics sessions, Christmas celebrations	LM4	CR/SLT	Termly	
Leaders make sure that all staff feel highly valued, are supported to do their jobs effectively, and are well protected from bullying and harassment. Consequently, staff morale and retention are high.	Performance Management and appraisal meetings for all staff in school.	LM5	CR/EB/JW	October 2025	
	Supervision to be scheduled throughout the year 1:1 for all staff.	LM6	SK	Termly	
	Triple C sessions planned into staff meeting calendar, giving staff the opportunity to feed back any issues.	LM7	CR/EB	Each half term	
	HoS to work with BMDC on parental complaints group	LM8	CR	July 2026	

	Staff kitchen to be replaced and staffroom updated to ensure that all staff have a safe and welcoming space to eat and work.	LM9	CR/FA	Spring term	
Arbor	Book and attend demo	LM10	CR/FA	Spring term 2025	
	Arrange training for staff	LM11	FA	November 25	
	Implement Arbor	LM12	CR/EB/FA/SK	Feb 26	