

Bolder Academy Development Plan 2018 - 2019

Our vision and values

Bolder Academy is a new, non-denominational, mixed secondary school in the London Borough of Hounslow.

Bolder Academy has been set up by local primary and secondary school headteachers to meet the demand for additional places. It is born out of passion, innovation and need.

We recognise that each and every one of our students is unique, with different strengths and different passions. We welcome all to Bolder Academy.

We challenge and inspire our students. We prepare them to lead ambitious lives with confidence and energy and our wish is that they leave us as **kind, strong and brave** young adults who lead Bolder lives, with a belief that anything is possible.

The key priorities for Bolder Academy are focussed on the successful set up of the Academy: securing excellence in leadership and management, ensuring high quality teaching, learning and assessment and, setting up behaviour for learning systems which support the students and uphold our values.

There are four key priorities and these are shared with all staff. The priorities underpin Academy planning, monitoring and review procedures:

- Priority 1: Be kind - How do we develop robust systems and procedures to ensure the promotion of the Bolder values and secure excellent behaviour, attendance and, personal development?
- Priority 2: Be strong – How do we ensure all students make good or better progress?
- Priority 3: Be brave - How do we secure typically good or better teaching, learning and assessment throughout the Academy?
- Priority 4: Be kind, be strong, be brave – How do we secure excellent leadership and management?

Furthermore, additional key performance indicators are to be implemented. The details of these are summarised below.

Measuring the Success of Bolder Academy – What are our Key Performance Indicators?

Key Performance Indicator	Target	Success Criteria	Target date
Bolder Academy is a school of choice for local community	Admissions application data shows that people in the local community place Bolder Academy as one of their choices in the admissions process.	The majority of places are taken by children living in the London Borough of Hounslow.	April 2019
Active Citizenship and Community Engagement	100% of pupils engaged in the enrichment and volunteer programme	Students enrichment / volunteer 'passports' demonstrate the impact of the programme on the individual students and community partners.	July 2019
Student Progress and Outcomes	>90% of students meet or exceed annual targets in their subjects	Annual targets exceeded.	July 2019
Reducing the difference	Ensure that there are no significant attainment gaps between different groups of learners Ensure that students with lower prior attainment make as much or more progress than their peers.	Academy performance shows that for students whose average progress of students whose baseline in En and/or Ma is lower than average is greater than that of other students.	July 2019
The Academy's financial position is strong	Annual budget surplus within 1% except first year	The Academy fulfils all its statutory accounting obligations satisfactorily and on time, and the wise allocation of financial resources can be seen to have impacted positively upon student outcomes.	2018/19
Building Project	Phase 1 and Phase 2 building projects run to time and mean that accommodation is fit for purpose. Planning permission gained by Sep 2017 to allay parents' concerns.	Student accommodation supports teaching and learning.	Sep 2018 Sep 2020
Attendance	Annual attendance of 96%	Students enjoy coming to Bolder Academy as demonstrated by high attendance levels and low persistent absenteeism levels.	July 2019
Exclusions	Very low level of fixed term exclusions No permanent exclusions	Data shows that the Academy's level of fixed term exclusions is lower than the national and LBH average.	July 2019
Teaching, Learning and Assessment	100% of quality assurance activities (learning walks, lesson observations, work scrutinties and student voice activities) indicate teaching, learning and assessment are typically good or outstanding	Internal and external quality assurance checks show that typicality of teaching, learning and assessment is good / outstanding.	July 2019

Enrichment	100% of students participate in community service and enrichment programme.	Students enjoy and value community service and enrichment opportunities.	July 2019
Wellbeing and happiness	The vast majority of students report in annual survey that they enjoy coming to Bolder Academy and feel safe.	Annual point in time surveys, as well as Ofsted's ParentView, demonstrate that students, are positive about their experience of Bolder Academy.	July 2019
Recruitment	100% of posts are filled according to the budget plan.	The Academy recruits high quality staff who contribute towards the continual development of the school and of its students.	March 2018 and ongoing
Appraisal	90% success for staff meeting targets.	Appraisal records show that 90% of staff members meet their targets completely.	Sep 2019