

Thomas Jones Primary School

Annual Improvement Plan

May 2025

HEADLINE OBJECTIVES	
1	<p>To ensure outcomes across the school are impressive and reflect remarkable teaching, including delivering an inventive booster programme and maintaining and further developing a culture that at its centre, promotes ambition and aspiration with particular reference to years 3, 4 and 5.</p> <ul style="list-style-type: none"> a) To improve standards across the school with writing b) To improves standards across the school with mathematics fluency
2	<p>To revisit the roles and responsibilities within the leadership team to ensure:</p> <ul style="list-style-type: none"> • sustainability and longevity; • suitability; • succession, and • that middle leaders are professionally developed.
3	<p>To ensure financial sustainability, accountability and value for money with specific regard to:</p> <ul style="list-style-type: none"> • SEND - to ensure financial viability of SEND provision and create a long-term plan for funding; • fundraising - to become a charitable enterprise and open up additional funding streams; • the Nursery - provision is profitable; • wraparound care inc. clubs, and • lunchtime provision.
4	<p>To ensure exacting standards in the following:</p> <ul style="list-style-type: none"> • Play Plus • lunch provision.
5	<p>To continue to develop resilience and emotional wellbeing for all children, whilst considering capacity and resources and the needs of the wider community.</p>
6	<p>To complete the final stage of the premises project:</p> <ul style="list-style-type: none"> • To rationalize all interior school storage (School House rooms, costumes?)

	<ul style="list-style-type: none"> To rationalize all outside space (re-tarmacking, replacing rotten sleepers, installation of KS1 play stimuli)
7	To reinforce the quality of the governing board through appropriate CPD, school visits and working in partnership with school leaders, teachers and subject leaders.
8	To familiarize with the new Ofsted framework and prepare for forthcoming Ofsted inspections
9	To develop outdoor resourcing and provision in the EYFS generically, paying particular reference to literacy and mathematics.

QUALITY OF EDUCATION

OBJECTIVE/S	ACTION/S	EVALUATION	LED BY	ACHIEVED	COST
<p>To ensure outcomes across the school are impressive and reflect remarkable teaching, including delivering an inventive booster programme and maintaining and further developing a culture that at its centre, promotes ambition and aspiration with particular reference to years 3, 4 and 5.</p> <p>a) To improve standards across the school with writing</p>	<ul style="list-style-type: none"> Robust consistent leadership – filtering down to all staff and children Ongoing booster and intervention programme in all classes – termly reporting to LJ/AK Continue to resource the curriculum Robust appraisal system for all teachers Robust ECT programme for ECT teachers X2 Continuing CPD for teachers in house and external Robust scrutiny of AREs for each class Continued writing working party meetings – reviewing elements of writing curriculum and implementing changes that arise from the meeting actions Number fluency checks across the school Year 1 upwards from September 2025 – 	<p>Leadership Team in consultation with the Curriculum, Learning and Standards sub-committee:</p> <p>Increased marks in Year 4 MTC summer 2026</p> <p>Increased level of AREs for writing and mathematics in all year groups</p> <p>Sustained high KS2 SATs results.</p>	<p>The Leadership Team</p> <p>Assessment Lead AK</p> <p>English Lead RO/EJ</p> <p>Mathematics Lead MK</p>	Ongoing – review Spring 2026	<p>Cost of booster programme</p> <p>Any external CPD costs</p>

b) To improve standards across the school with mathematics fluency	<p>with clear progression (number bonds to times tables)</p> <ul style="list-style-type: none"> Continued use of TTRS and inter-class competitions 				
<p>To ensure exacting standards in the following:</p> <ul style="list-style-type: none"> Play Plus lunch provision. 	<ul style="list-style-type: none"> Ongoing Play Plus working party meetings Use Play Plus Action Plan Evaluation of resources – physical and human (staff development) Food options/meal planning Spending of £500 grant on resources Lunch working party meetings to continue (to revisit notion of becoming a vegetarian school) EJ to liaise with Lunchtime Co. - continued Engagement with children and families to develop lunch provision (consultation outcomes to be utilized then reviewed) Continued development of kitchen staff and team – review Head Chef New menu to be launched summer term Daily/weekly monitoring/reporting by staff in the hall 	<p>Through staff observations in lunch hall/at Play Plus/ad hoc.</p> <p>Whole school evaluation – parents/carers and children (summer 2025/26) positive feedback (all stakeholders)</p>	EJ/SG/MK/LJ/Patrina/Roberta	Spring 2026	

BEHAVIOUR AND ATTITUDES					
OBJECTIVE/S	ACTION/S	EVALUATION	WHO IS RESPONSIBLE?	ACHIEVED	COST

PERSONAL DEVELOPMENT					
OBJECTIVE/S	ACTION/S	EVALUATION	WHO IS RESPONSIBLE?	ACHIEVED	COST
To continue to develop resilience and emotional wellbeing for all children, whilst considering capacity and resources and the needs of the wider community.	<ul style="list-style-type: none"> Continued filial therapy Re-instate relationship with art therapy? Continued use of class calm corners Continued strong links and relationships with school wider community Strong PD leadership ‘Open door policy’ from SLT Mental health Lead Action Plan Continued use of ‘The Size of the Problem’ technique across the school Coffee mornings Parent Gym – to continue Teacher and support staff training 	<p>Through observations of staff, pupils and visitors</p> <p>Whole school evaluation (summer 2025/26)</p>	<p>Leadership Team</p> <p>Class Teachers</p> <p>PD Leader - PH</p> <p>Mental health Lead - MK</p>	Ongoing – spring 2025	Filial Therapy costs

LEADERSHIP AND MANAGEMENT

OBJECTIVE/S	ACTION/S	EVALUATION	WHO IS RESPONSIBLE?	ACHIEVED	COST
To familiarise with the new Ofsted framework and prepare for forthcoming Ofsted inspections	<ul style="list-style-type: none"> Staff attend Ofsted specific training Setting up Ofsted working party as and when necessary Make a decision about CPOMs 	<p>SLT feel 'Ofsted ready'</p> <p>Positive feedback from SIA</p>	Leadership Team	By next Ofsted inspection	Any training Costs
<p>To ensure financial sustainability, accountability and value for money with specific regard to:</p> <ul style="list-style-type: none"> SEND - to ensure financial viability of SEND provision and create a long-term plan for funding; fundraising - to become a charitable enterprise and open up additional funding streams; the Nursery - provision is profitable; wraparound Care inc. clubs, and lunchtime provision. 	<ul style="list-style-type: none"> Establish a base budget review – SEND Continued communications with SEN department at RBKC Review of support staff team model Sep 2025 onwards Utilise provision maps for children with EHCPs Continued fundraising meetings LT Setting up of Friends of Thomas Jones Association (charitable status, logo, roles, constitution) Refresh fundraising pages of website Target local area for large donations Continue to recruit new patrons Continue use of Amazon Wish Lists Appropriate marketing strategy is developed to ensure that the 	<p>Precise understanding costs and income SEND</p> <p>Accessible and linear model of FOTJA is launched</p> <p>Patron funds continue to buffer school budgets</p> <p>The Nursery is oversubscribed</p> <p>Break-even/profit made with lunches, wraparound care/clubs.</p>	<p>Business Manager</p> <p>LJ/AK/DS - SEND</p> <p>DS, AK/MK – Fundraising</p> <p>NP/JH/EJ – Nursery Provision</p> <p>DS/LJ/AK/JH – Wraparound Care</p> <p>NP/AB/JH – Clubs</p> <p>DS/JH/EJ - Lunch</p>	March 2026 – end of financial year	SEND staff costs

	<p>Thomas Jones Nursery remains the 'first choice' for prospective parents</p> <ul style="list-style-type: none"> • Implement new pricing structure for Nursery for 2025-26 • Work with new regulations for charging/provision <ul style="list-style-type: none"> • Continued Play Plus meetings • Applications for SEND funding – Marianna Lill • Financial analysis of breakfast club/Play Plus – to continue • Implement a new pricing structure for Play Plus for 2025-26 • Termly review of clubs financial analysis (breakdown) <ul style="list-style-type: none"> • Financial analysis of lunch costings – to continue <p>Book in a day with JH to complete a financial analysis (Wraparound Care, Lunch, SEND) – Lucy Bramhall supporting?</p>				
<p>To revisit the roles and responsibilities within the leadership team to ensure:</p> <ul style="list-style-type: none"> • sustainability and longevity; • suitability; • succession, and 	<ul style="list-style-type: none"> • Develop a sustainability staffing plan • Evaluate all SLT roles and responsibilities and re-distribute (summer term 2025) • Evaluate role of Office Team • Utilise CPD (NPQ etc.) for middle leaders (inc. Mark Hartley) 	<p>Roles and responsibilities established and embedded</p> <p>Positive workload and wellbeing for SLT in place</p>	Leadership Team	Spring 2026	Nil

<ul style="list-style-type: none"> that middle leaders are professionally developed. 	<ul style="list-style-type: none"> Create class teacher plan for 2025-26 Re-ignite admin staff appraisal system if possible 				
To reinforce the quality of the governing board through appropriate CPD, school visits and working in partnership with school leaders, teachers and subject leaders.	<ul style="list-style-type: none"> Governors to be affiliated with a class within the school and assist/observe in numerous class events Continue to invite governors into school for tours and meetings with subject leaders/SLT at least annually per governor To earmark suitable training to governors via Governor Hub Appoint any new governors/re-appoint existing governors in line with our instrument of government 	Resourceful, insightful robust governing body in place	Head teacher Leadership Team Staff Governor SG	Spring 2026	Potential Governor Hub (training) costs
To complete the final stage of the premises project: <ul style="list-style-type: none"> To rationalize all interior school storage (School House rooms, costumes?) To rationalize all outside space (re-tarmacking, replacing rotten sleepers, installation of KS1 play stimuli) 	<ul style="list-style-type: none"> Storage working party to continue Rationalize existing resources Purchase of any new resources (gymnastics/PE, Play Plus etc.) Set a date to move storage around the school site Use patron funds for KS1 play stimuli Explore re-tarmacking with RBKC Set a date to implement new play stimuli in KS1 MK to continue to liaise with Lords Foundation – make bid? Peabody Foundation bid X2 – exterior and interior 	Whole school evaluation – parents/carers and children (summer 2025/26) positive feedback	Head teacher DS Fundraising Lead AK KS1 Lead MK	By spring term 2026	Fully funded venture outside of the school's finances/bids/fundraising

QUALITY OF EARLY YEARS EDUCATION

OBJECTIVE/S	ACTION/S	EVALUATION	WHO IS RESPONSIBLE?	ACHIEVED	COST
To develop outdoor resourcing and provision in the EYFS generically, paying particular reference to literacy and mathematics.	<ul style="list-style-type: none"> • Audit EYFS outdoor resources – bi-annually • Audit EYFS outdoor space • Purchase new resources/semi-permanent for space – literacy and number focus • Meet with entire EYFS team regularly – continue with • Continue with gardening initiative • ‘Mastering Number at Reception and KS1’ course/programme for Reception teacher to continue • Utilise Amazon wish list for resources • Organise training for outdoor provision (MKh) • NP to develop MKh in terms of planning mathematics and literacy in outdoor area sometimes each week 	<p>Through observations of staff, pupils and visitors</p> <p>Outdoor EYFS space is abundant with up to date, high quality and good condition resources – particularly with reference to literacy.</p>	<p>Leadership Team EYFS Leader NP EYFS Team NP/MKh/SA</p> <p>Whole school evaluation – parents/carers, staff and children (summer 2025/26) positive feedback</p>	Spring term 2026	TBC