BROXBURN ACADEMY
SCHOOL IMPROVEMENT PLAN

2023 / 2024

Factors Influencing the Improvement Plan

School Factors

Addressing Action Points identified in school's Self Evaluation procedures

Cluster Improvement Priorities

Equity Priorities

Local Authority Factors

Moving Forward in Your Learning priorities

West Lothian Raising Attainment strategy 2023-28

Transforming Your Council

[Corporate Plan](#)

Education Services Management Plan

West Lothian Parental Involvement and Engagement Framework

Equity strategy – WL guidance on Closing the Poverty Related Attainment Gap 2023-24

Secondary annual Raising Attainment plan (to follow)

National Factors

Equity Audit

Moderation Cycle and Assessment

National Improvement Framework / Scottish Attainment Challenge / National Improvement Hub / Raising Attainment for All

Pupil Equity Funding

How Good is Our School? 4th Edition and How Good is Our Early Learning and Childcare?, National Standard for ELC

Getting it Right for Every child (GIRFEC)

Curriculum for Excellence Refreshed Narrative

Developing Scotland's Young Workforce

Child Protection Procedures

GTCS professional standards and professional update 2021

Achieving Excellence and Equity 2022: National Improvement Framework and Improvement Plan

Putting Learners at the Centre: Towards a Future Vision for Scottish Education, The Ken Muir report, March 2022.

UNCRC

Presumption to provide education in a mainstream setting 2019

Support for Learning: All our Children and All their Potential (ASL Review) 2020
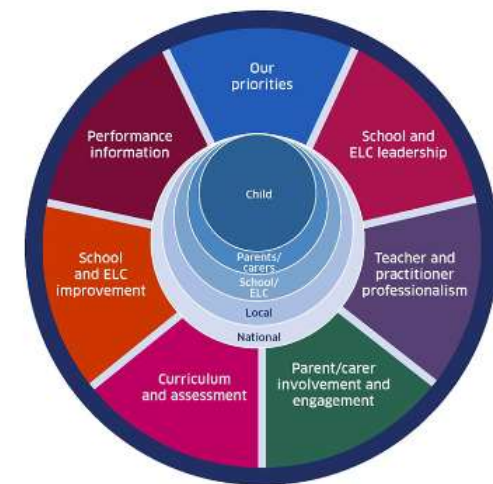
Courage   **Relationships**   **Relevance**   **Values**

Vision, Values and Aims

Our Vision

Broxburn Academy aspires to empower respectful learners. We will achieve through compassion commitment and pride.

Our Values

R	E	S	P	E	C	T
Responsible	Enthusiastic	Successful	Positive	Equal	Committed	Trustworthy

As part of our School Improvement Planning 2023/2024 our Vision, Values and Aims will be refreshed with our stakeholders, led by the Broxburn Academy Pupil Parliament.

Courage   Relationships   Relevance   Values

Curriculum Rationale

Broxburn Academy High Level Curriculum Map

Stage	Periods 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
S1 (2nd/3rd level)	English					Lit	Maths			Num	Science				Modern Languages (French 2, Spanish 2)				Social Subjects (His 1, Mod Studs 1, Geog 1)			Technology (DMG 2, ICT 1, Bus 1)			Health and Wellbeing (PE 2, FT 1, HWB 1)				Expressive Arts (Art 1, Drama 1, Music 1)			RE
	S2 Pupils cover all curricular areas, with some personalisation and choice. Introduction of wider courses, for example Uniformed Services																															
S2 (3rd / 4th Level)	English					Lit	Maths			Num	Science				Mod Lang (French OR Spanish 3)			Social Subjects (His 1, Mod Studs 1, Geog 1)			Health and Wellbeing (PE 2, HWB 1)			RE	Option		Option		Option		Option	
S3 (3rd / 4th Level)	English					Lit	Maths			Num	Science				Mod Lang (French OR Spanish 3)			Social Subjects (His 1, Mod Studs 1, Geog 1)			Health and Wellbeing (PE 2, HWB 1)			RE	Option		Option		Option		Option	
	Course Choice at the end of S3. Choices can vary from S2/3 curriculum. No longer required to cover all 8 curricular areas.																															
S4 NQ (N3, N4, N5) & Wider Achievement	English						Maths				H & Wellbeing (PE 2, HWB 1)			RE	Option					Option					Option				Option		Option	
S5 NQ (N4, N5, H) & Wider Achievement	Option					Option					Option					Option					Option					RE	Health and Wellbeing (PE 2, HWB 1)			Wider Achievement (up to 2 of 5 options)		
S6 NQ (N4, N5, H, AH) & Wider Achievement	Option					Option					Option					Option					Option					RE	Health and Wellbeing (PE 2, HWB 1)			Wider Achievement		

As part of our strategic planning, our curriculum rationale will be refreshed with stakeholders after our vision, values and aims strategic focus is complete.

Courage   **Relationships**   **Relevance**   **Values**

Contextual Data Analysis and Rationale for 2023-4 School Improvement Plan (maximum one side A4)

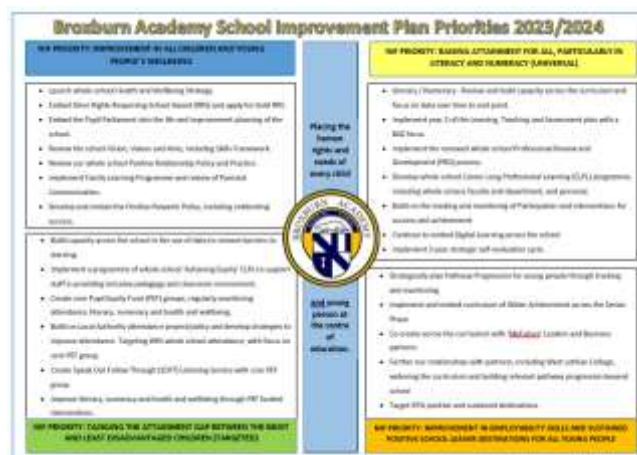**a) Background - The context for the learners in your school**

Broxburn Academy is a non-denominational School serving the communities of Broxburn, Uphall Station, Dechmont and Pumpherston. We have placing requests from outside our catchment a read. The school enjoys a very good reputation in the area and has a strong ethos of inclusion as well as for academic success. The roll is currently 923. There are 82 teaching staff members, full time and part time and 33 support staff, including 19 staff members designated to support pupils with additional needs, and others who support from Skills Development Scotland, office staff, and staff who assist with preparing equipment and materials for young people to use in their learning.

b) Data to identify the universal and targeted school Improvement Plan Priorities (SIP)

- Senior Phase attainment data: Broxburn Academy Whole School Attainment 2022_2023
- Attendance – 87.65%, 1.72% above WLC average, 2023_24 target - 92%
- Positive Destinations – 93.37%, target 2023_24 - 95%
- ASN – 40%
- Q1 – 40 pupils, Q5 123 pupils, FME - 152

c) What are our improvement priorities? - Identified SIP priorities informed by the above data (detail in plan below)

Broxburn Academy School Improvement Priorities 2023_2024

Broxburn Academy - School Improvement Planning for Ensuring Excellence and Equity

School priorities linked to knowledge and data as identified on previous page. *Ensure young person at the centre in all priorities, in line with UNCRC.*	NIF Driver	Proposed actions	Timescale	Measures of Success
Improvement in all children and young people's wellbeing: • Health and Wellbeing • Rights Respecting Schools • Vision, Values and Aims • Positive Relationships • Family Learning • Parental Communication • Celebrating Success **HGIOS?4 Quality Indicators** ○ 3.1 Ensuring wellbeing, equality and inclusion ○ 1.1 Self-evaluation for self-improvement ○ 1.3 Leadership of change ○ 2.5 Family learning ○ 2.7 Partnerships	☐School and ELC Improvement. ☒School and ELC Leadership ☒Teacher and Practitioner Professionalism ☒Parental Engagement ☒Curriculum and Assessment ☒Performance Information	Launch whole school Health and Wellbeing Strategy. Working Group to be established. Family champion(s) to be established.	Lead – NF All **Launch 14/08/23** **Action Plan: 06/10/23**	Regular Action Plan review in line with SIP/FIP reviews dates. Direct observation, stakeholder questionnaires, impact of the work of the pupil parliament (Theme 4).
		Embed Silver Rights Respecting School Award (RRS) and apply for Gold RRS.	Leads – LS, AF **Launch 14/08/23,** **Action Plan: 06/10/23** **Gold Award 08/11/23**	Accreditation of Award 08/11/23, evidence supporting accreditation. Broxburn Academy RRS Charter, https://www.unicef.org.uk/what-we-do/un-convention-child-rights/
		Embed the Pupil Parliament into the life and improvement planning of the school. Department Links to be established. Family champion(s) to be established.	Lead – JC, Team – KB, NF, AF, Department Links – TBC **Session 2023_24**	Self-Evaluation of the 5 How good is OUR school? Part 2 (HGIOURS) Themes: 1 Our relationships, 2 Our Learning and Teaching, 3 Our school community, 4 Our health and wellbeing, 5 Our successes and achievements. https://education.gov.scot/media/l4ypcopt/hgiours-part2.pdf
		Refresh the school Vision, Values and Aims, including Skills Framework. Working group to be established, including leader in partnership with Pupil Parliament Representatives (PPR) and family champions.	Lead – JC, Links – TBC, PPR – TBC **Action Plan: 06/10/23** **Launch: 06/10/23**	Co-created Vision, Values and Aims, including Skills Framework - evidenced. Ethos and Culture (Ethos surveys). Stakeholder views.
		Review our whole school Positive Relationship Policy and Practice. Working Group to be established. Family champion(s) to be established.	Lead – NF, **Action Plan: 14/09/23** **Launch: 06/10/23**	Positive culture and ethos, positive relationships: direct observation, ethos survey, pupil questionnaire, focus groups, action plan review.
		Implement Family Learning Programme (FLP) and review of Parental Communication (PC). Working group	FLP lead – LM **Action Plan: 06/10/23** **Initial Project**	Stakeholder feedback – questionnaire, focus groups, positive relationships. Action Plan review.

Courage **Relationships** **Relevance** **Values**

		to be established.	**Launch: 06/10/23** PC leads – L&T Core group, Year 2 of L&T plan**, Session 2023_24**	
		Develop and embed the Positive Rewards Policy, including celebrating success. Working Group to be established.	Lead – NF **Action Plan: 06/10/23** **Launch: 06/10/23**	Celebration of Success, stakeholder Feedback, Action Plan Review.

Raising attainment for all
 	
• Literacy
 	
• Numeracy
 	
• Data
 	
• Curriculum
 	
• Learning, Teaching and Assessment
 	
• Professional Review and Development
 	
• Career Long Professional Learning
 	
• Tracking and Monitoring of Participation
 	
• Success and Achievement
 	
HGIOS?4 Quality Indicators
  o 1.2 Leadership of learning
  o 1.4 Leadership and management of staff
  o 2.3 Learning, teaching and assessment
  o 3.2 Raising attainment and achievement
	☒School and ELC Improvement
	☒School and ELC Leadership
	☒Teacher and Practitioner Professionalism
	☒Parental Engagement
	☒Curriculum and Assessment
	☒Performance Information
		Literacy / Numeracy - Review and build capacity across the curriculum and focus on data over time to end point. Working Group (WG) to be established with English teacher and Math Teacher leads.	Leads – FO, DM
			WG Leads - TBC
			Action Plan: 06/10/23
				CfE levels, Q1+FME Vs Q5. Action Plan Review, stakeholder feedback.

		Implement year 2 of the Learning, Teaching and Assessment plan with a BGE focus.	Leads – TW, EH,FO, KB, **Yr 2 - Session 2023_24**	Learning and Teaching plan evaluation, direct observation – School and Local Authority, Standards and Quality, SIP review, attainment and achievement. Broxburn Academy L&T 3 Year Plan
		Implement the renewed whole school Professional Review and Development (PRD) process.	Leads - Senior Leadership Team (SLT) **Episode 1: 14/08/23 - 22/12/23** **Episode 2: 08/01/24 – 28/03/24** **Episode 3: 19/04/24 – 28/06/24**	Staff feedback questionnaire, evaluation of impact, increased CLPL opportunities. PRD process observation, SLT feedback. PRD Reviewee booklet (1).docx PRD_2023_24_Role of Extended Leadership Team PRD_2023_24_Role of Reviewee
		Develop whole school Career Long Professional Learning (CLPL) programme, including whole school, faculty and department, and personal.	Leads – TW, EH,FO, KB **Session 2023_24**	Staff feedback, direct observation – school and LA.
		Build on the tracking and monitoring of Participation and interventions for success and achievement.	Lead – TW, AS, NF Facilitators – English Department (Dept), **Session 2023_24**	Tracking and monitoring of participation, increased opportunities and interventions.

Courage   **Relationships**   **Relevance**   **Values**

Ensuring Equity and Tackling the poverty-related attainment gap				How will you baseline where you are in order to measure next steps and impact? Regularly review and analyse data from your measures.
Ensuring Equity and Tackling the poverty-related attainment gap o Data o Achieving Equity CLPL o Pupil Equity Fund (PEF) Core Groups o Attendance o Listening Service o PEF Funded Interventions **HGIOS?4 Quality Indicators** o 3.1 Ensuring wellbeing, equality and inclusion o 3.2 Raising attainment and achievement o 2.7 Partnerships o 1.5 Management of resources to promote equity	☒School and ELC Improvement ☒School and ELC Leadership ☒Teacher and Practitioner Professionalism ☒Parental Engagement ☒Curriculum and Assessment ☒Performance Information	All West Lothian schools are committed to continuously developing their approach to ensure equity and tackle the poverty related attainment gap. Each school's PEF Summary provides an overview of their approach and an outline of how Pupil Equity Funding is being used to provide a range of universal and targeted approaches and interventions. 2023_10_25 PEF summary - updated.docx 2023_10_25 Cost of the School Day - updated.docx	Lead: AA, RD **Inset 14/08/23** **Update 1: 27/10/23** **Update 2: 23/02/23** **Update 3: 31/05/23**	PEF measures, Updates, Final Evaluation, stakeholder views.
		Build capacity across the school in the use of data to remove barriers to learning.	Lead: TW, SLT **Inset 14/08/23** **Dept meets across session (QA)**	Tracking and monitoring impact, Q1 + FME V Q5 data, FIP/DIP evaluations.
		Implement a programme of whole school 'Achieving Equity' CLPL to support staff in providing inclusive pedagogy and classroom environment.	Lead: KB, JB (Education Scotland) **Inset 14/08/23,** Lead: KB, LQ (WLC) **Inset 16/10/23** **X1 further inset tbc**	Q1 + FME V Q5 data, FIP/DIP evaluations.
		Create core Pupil Equity Fund (PEF) groups, regularly monitoring attendance, literacy, numeracy and health and wellbeing.	Lead: AA, RD **Inset 14/08/23** **Update 1: 27/10/23** **Update 2: 23/02/23** **Update 3: 31/05/23**	PEF measures, Updates, Final Evaluation, stakeholder views.

Courage   **Relationships**   **Relevance**   **Values**

		Build on Local Authority attendance project/policy and develop strategies to improve attendance. Targeting 92% whole school attendance, with focus on core PEF group.	Whole School Leads: KB, AO PEF: AA, RD **Session 2023_24**	Meet target of 89% whole school attendance. Targeted attendance tracker – monthly.
		Create Speak Out Follow Through (SOFT) Listening Service with core PEF group	Lead: AA, RD **Session 2023_24**	Evaluation of Service, stakeholder views.
		Improve literacy, numeracy and health and wellbeing through PEF funded interventions.	Lead: AA, RD **Inset 14/08/23** **Update 1: 27/10/23** **Update 2: 23/02/23** **Update 3: 31/05/23**	PEF measures, Updates, Final Evaluation, stakeholder views.
Improvement in employability skills and sustained, positive school leaver destinations for all young people: • Pathway Progression • Wider Achievement across the Senior Phase (SP) • Co-creation of the Curriculum • Partnership • Positive and Sustained destinations **HGIOS?4 Quality Indicators** ○ 2.2 Curriculum ○ 3.3 Increasing creativity and employability ○ 2.7 Partnerships	☒School and ELC Improvement ☒School and ELC Leadership ☒Teacher and Practitioner Professionalism ☒Parental Engagement ☒Curriculum and Assessment ☒Performance Information	Strategically plan Pathway Progression for young people through tracking and monitoring.	Lead SR, SLT **Action Plan: 06/10/23** **Launch: 06/10/23**	Targeted tracking and monitoring, SLDR, stakeholder views.
		Implement and embed curriculum of Wider Achievement across the Senior Phase.	Lead – AS, **Action Plan: 06/10/23** **Launch: 06/10/23**	Direct observation of relevant Wider Achievement. Increased SCQF attainment. Stakeholder views.
		Co-create across the curriculum with MyFuture Leaders and Business partners.	Lead – SR, **Action Plan: 06/10/23** **Launch: 06/10/23**	Stakeholder views, including partners, department links and pupils. Direct observation of co-created curriculum. SLDR, course relevance to real life.
		Further our relationships with partners, including West Lothian College, widening the curriculum and building relevant pathway progression beyond school	Lead – SR, SLT **Action Plan: 06/10/23** **Launch: 06/10/23**	Wider curriculum offers in school and in partnership with community. SLDR.
		Target 95% positive and sustained destinations.	Lead – SR, **Action Plan: 06/10/23** **Launch: 06/10/23**	Tracking and monitoring, transition to work. Achieve 95% positive and sustained destination.

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