




Our values

- \*Protecting children's right to play, learn and have a voice
- \*Keeping parents involved in children's development
- \*Governors and staff leading the way on quality
- \*Working partnership with health professionals and schools
- \* Being ethical, respectful and tolerant




Forest Alliance of Nursery Schools School Development Plan 2022-2024

Our intent: Quality of Education		
<p><b>1. To embed curricular goals across FANS</b> (specifically developing mathematical goal I can follow a recipe based on end of year data)</p> <p>Last year we developed our goals, taught and assessed children directly from them and shared this with our families and other settings who were looking to develop their own curricular goals. We developed them from our expertise of what children need to learn and how we want them to be. The aim was to reduced work load, making assessment of children quick and easy including the end of year reporting being less cumbersome. (Change this statement with AHT) We noted during a book look and our end of year data collection that: At both schools most children left on milestone 3, which we expected with our highest achievers attaining a milestone 4. Our lowest attainment was mathematics (but still within expected, and marginally lower), at both schools, however children made the most progress in this area. At Low Hall, the cohort had a high level of SEND children, Language was lower than Church Hill, as expected. Therefore, peer observations this year will continue to focus on mathematics.</p>		
<p><b>2. To share our SEND practice more widely:</b></p> <p>Last year we had 15% of our intake with EHC or SENIF funding at Church Hill and 18% at Low Hall. A successful Ofsted highlighted this exemplary practice which Waltham Forest would like us to share more widely with other settings.</p>		
How does this impact our Equality Objectives?	Our implementation (who, when and how)	
1. Connect: To offer regular coffee mornings	<p>1</p> <ul style="list-style-type: none"> <li>In September INSET revise curricular goals to create a final draft: all staff <a href="https://www.fans.waltham.sch.uk/pedagogy">https://www.fans.waltham.sch.uk/pedagogy</a></li> <li>From Book Look information in February 2023 and appraisal observations develop <b>I can follow a recipe</b> further through peer observations in October 2022: EHT, AHT and all staff</li> <li>Create a video for families as they start at FANS: ready for Admissions Process Spring 23: EHT and AHT, parent zoom meeting Autumn term 22</li> <li>Termly meetings to look at Curricular Goal booklet to discuss progress, regular coffee mornings to discuss curriculum</li> <li>Seek parental volunteers to run sessions alongside EYP/teacher-run sessions, linking up with LBWF Not <i>On Our Streets</i> campaign: who? Contact and follow-up by October 2022 half term</li> <li>23-24 Two year old Curricular Goals shared with parents on a termly basis using report format</li> <li>Two Year old Statutory report to come from reporting format for the Prime Areas (September 23 onwards)</li> <li>Embed Curricular Goals at Barn Croft Primary School from September 23 onwards (RI support through WWP). Low Hall SLT to support with ECERS, ITERS and Tales Toolkit modelling</li> <li>Development of two year old offer for September 2024 at both schools plan in INSET day 2023, with cross federation team</li> <li>Develop reading areas at both schools following research by an Early Years Practitioner for her degree. Shared in INSET</li> </ul>	
2. See above SEND coffee mornings once a term: advocacy, new legal process/SEND Green Paper	<p>2.</p> <ul style="list-style-type: none"> <li>SENDco at CH to begin the process apply for applying for the Inclusion Quality mark in Autumn term 2022 to highlight the exceptional SEND practice at both FANS schools. We will work in partnership with Rowland Hill Nursery School in Haringey and Sheringham Nursery School in Newham to complete this project <a href="https://iqmaward.com/">https://iqmaward.com/</a></li> <li>SEND Hub development in Waltham Forest SENDco supporting PVI practice as they train to be level 3 SENDco Develop AM SEND practice through this project</li> <li>Eve McLoughlin provision funding secured by January 2023</li> <li>PTLT from January 2023</li> <li>Schools with disproportionate SEND numbers project through Schools forum group; support families</li> <li>SALT to teach PECS; All staff to receive training in Spring INSET via speech therapist</li> <li>23-24 Provision mapping to assist WF with provision places</li> <li>Sections 1-3 written to be sent for assessment September 2023</li> <li>4-8 by Easter for full assessment 2024</li> </ul>	
What about wellbeing?	Impact: How do we measure this?	Specific dates and cost
 <p>1. Connect Learn Give</p>	<p>1.</p> <ul style="list-style-type: none"> <li>Learning walks and ECERs (also at Barn Croft Primary School)</li> <li>Book look</li> <li>Curricular Goal <b>I can follow a recipe</b>, comparison to progress of last year's group</li> <li>Comparison to last year for all goals to see if impact of progress for children increased now staff more familiar</li> <li>Staff survey on workload</li> <li>Governor and SLT training on supervision with shared workload to carry out supervision</li> </ul>	<p>1.</p> <ul style="list-style-type: none"> <li>INSET day September 1<sup>st</sup> and 2<sup>nd</sup> 2022 4-6 September 2023</li> <li>Book look after February half term SLT</li> <li>Learning Walk TBC £660 SIP + Governors</li> <li>ECERs November 2022- 23 TBC</li> <li>EHT to run further training on Curricular Goals for Waltham Forest £350 income for schools per session, session to TBC</li> <li>Diversity and unconscious bias training to include LGBTQIA+ January 2023</li> <li>EHT to establish cost of support package for BCP with WF</li> <li>Costing for site development for two year old sleep spaces summer 2023 and summer 2024 works Capital funding LH possible cost £20,000</li> <li>Reading areas CH £1000 voluntary fund LH via capital for quiet space in purple room</li> </ul>




Forest Alliance of Nursery Schools School Development Plan 2022-2024


What about wellbeing?	Impact: How do we measure this?	Specific dates and cost
 <p>2.Connect Learn Give</p>	<p>2.</p> <ul style="list-style-type: none"> <li>Achieving the Inclusion Quality Mark September 2023 or within a year of application</li> <li>Develop SEND Hub practice for Waltham Forest exploring the concept of provision-based funding for some at both schools.</li> </ul>	<p>2.</p> <ul style="list-style-type: none"> <li>PE to begin process in Autumn term 2022 £1800</li> <li>Other dates and costings TBC by WF</li> <li>Income generated by WF SEND Hub for Schools</li> <li><a href="#">Safe Place poster</a> for both schools £2.63</li> <li><a href="#">EHT to establish costing with WF for Provision funding</a></li> </ul>

Our intent: Behaviour and attitudes	
<p><b>3.Develop creative practices across FANS and in Waltham Forest</b></p> <p>We would like to widen practitioners creative knowledge and practice so that children continue to be highly motivated and engaged. After two years of great international challenge we would like to reflect on creative approaches to early education to support children and adults wellbeing and response to our ever-changing world. We aim to do this through our <b>We Play</b> Project, Intergenerational Storytelling project, <b>Together Project &amp; Setting the Scene</b>, the <b>Systems Leadership</b> model in WF and through the LBWF Storytelling Project</p>	
<p><b>4 To develop Forest School across FANS:</b></p> <p>After a long period of staying in Nursery we would like to redevelop these vital sessions to develop childrens resilience, wellbeing and positive attitudes as they explore the Forest, specifically targeting the inclusion of EYPP children and children with SEND for each session where possible <a href="https://forestschoollassociation.org/">https://forestschoollassociation.org/</a></p>	
How does this impact our Equality Objectives	Our implementation (who and how)
<p>3. Learn: Connect families with free learning opportunities in Waltham Forest</p> <p>4. Be active: Provide information for families on local physical activities</p>	<p>3.</p> <ul style="list-style-type: none"> <li>EHT to run 6 sessions over the school year developing a different practice. There will be an artist interview as an inspiration point and video content. All FANS staff will be able to access this training as well as PVI and school settings in Waltham Forest. Artists invited: Morag and Dell from Artillery, Esther Neslen, Andy Greenacre, Lesley Scribble and Smudge, Alexander Costello this may be part of the Sheringham bid for Strong Practice NE London HUB TBC.</li> <li>To support other settings through mentoring the We play project, originally created by FANS devised to enrich cultural capital in the home for lower income families half termly until March 2023</li> <li>To create a SEND-based We play project with Whitefields and the WF SEND team, beginning September 2022 and to be completed by March 2023 <a href="https://www.fans.waltham.sch.uk/we-play">https://www.fans.waltham.sch.uk/we-play</a> Storytelling project visitors day <a href="https://www.walthamforest.gov.uk/search?search=Story+n+Rhyme">https://www.walthamforest.gov.uk/search?search=Story+n+Rhyme</a> Borough of Story telling</li> <li>23-24 Mucky Duck cross county project with Suffolk Stronger Practice Hub develop content with Esther Neslen and Alexander Costello from September 2023 with Ruth Coleman Highfield Nursery School Ipswich. Develop throughout the year with further content is bid successful. Ali Mussell (AM) to lead on research collection?</li> </ul> <ul style="list-style-type: none"> <li>EHT to approach HT at WSFG to ask about site and volunteers (summer 22)</li> <li>Class teacher to liaise with EHT and AHT at both schools through risk assessment, groups of children and year 9 students in first half term of Autumn 22</li> <li>Trial group of children at CH October 22</li> <li>Look at possible transport methods for LH children to site</li> <li>Run regular sessions throughout the year</li> <li>23-24 Low Hall site now developed AHT to run week sessions EHT in class Friday afternoons and will develop vegetable garden</li> <li>AM and AHT to plan onsite trips once a term for FS attendees</li> <li>AHT to explore possibilities of taster sessions at LH for the public</li> </ul> <p>Impact: How do we measure this?</p> <p>Specific dates and cost</p>







<p>What about Wellbeing?</p>	<p>3.</p> <ul style="list-style-type: none"> <li>We play survey which includes WEMWBS</li> <li>Creativity project survey</li> <li>Together project surveys</li> <li>Learning walks and ECERs</li> <li>Book look</li> <li>Curricular Goal <b>I can make a model</b>, comparison to progress of last years group</li> <li>Curricular Goal <b>I can tell my story to others</b>, comparison to last years group</li> </ul>	<p>3.</p> <ul style="list-style-type: none"> <li>Setting the Scene: 29<sup>th</sup> June and 6<sup>th</sup> July (£250 artist charge + £175.90 resources for each school from School fund)</li> <li>Systems leadership charge to WF: (£125 x 6) for artist discussion £750 (6 x £350) for SLE training cost to create content £2100 and a further 3 sessions at (3 x£350) £1050. £3150 income for FANS £3900 total cost to WF if agreed through Systems Leadership. Dates and cost still to be agreed <a href="#">with cost will apply to SPH 3-24</a></li> <li>Further costing for Together Project application for Ward Funding with Sue Grace from WF</li> <li>We Play mentoring EHT half termly zoom meeting</li> <li>SEND We Play bags 30 bags at £70 each £2100 from COVID funding via WF</li> <li>SENDco time to create videos and bags 3 days EHT to support with previous experience if needed. SENDco CH use one of term days in working week to devise this in Autumn term 2022</li> <li><a href="#">Costing for Suffolk Stronger Practice Hub TBC 23-24</a></li> </ul>
 <p>Connect Take notice Learn Give</p>	<p>4.</p> <ul style="list-style-type: none"> <li>Book look</li> <li>Review planning with AM and JS</li> <li>Survey children and young people from WSFG</li> <li>What progress in the Negotiating with others Curricular Goal did children who had been part of Forest School make?</li> </ul>	<p>4.</p> <ul style="list-style-type: none"> <li>AM to begin process of planning with JS in September 2022</li> <li>Half termly group am and pm for three year olds to begin with</li> <li>Meet with possible parent volunteers for this session</li> <li>WSFG have agreed to use of the Amphitheatre with some young people to assist from Autumn 2022 (possibility of Low Hall coming to this session?)</li> <li>Forest School kit already purchased another £300 to be allocated for extra costs over the year for useable materials from School fund</li> <li><a href="#">FS site at Low Hall from capital spending circa £15,500 inc pond cover, storage, removal of fencing, replacing fencing to hide view to the Ferguson Centre</a></li> <li><a href="#">Cost of training AHT £1420 from EYPP money</a></li> </ul>




Our intent: Personal development.		
<ul style="list-style-type: none"> <li>To further support our families and support WF settings developing their cultural capital offer for children Promote a deeper understanding of people beyond a child's own experience through playful, creative practices, focusing on process rather than product.</li> </ul>		
How does this impact our Equality Objectives	Our implementation including timeline (who and how)	
5. Give: Plan termly charitable giving	<p>5.</p> <ul style="list-style-type: none"> <li><b>We Play</b> SEND and lower income families; this project was started summer of 2021. The borough then sought wider funding and we are now mentoring other settings to create this project for themselves <a href="https://www.fans.waltham.sch.uk/we-play">https://www.fans.waltham.sch.uk/we-play</a></li> <li><b>Systems Leadership</b> project: Creativity project</li> <li><b>The Together Project</b>: extending intergenerational project to include the PRU as well as care homes working with an artist and storyteller to develop idea further called <b>Setting the Scene</b></li> <li><b>Story n Rhyme</b> visiting day sessions for families <a href="https://www.walthamforest.gov.uk/search?search=Story+n+Rhyme">https://www.walthamforest.gov.uk/search?search=Story+n+Rhyme</a></li> <li>Workshops for families on surveyed areas (AHT)</li> <li>Equality Policy: add Adults and increase accessibility for SEND families (AE draft by October half term)</li> <li>Increase diversity of Visiting Day at both schools by collaboration with Children and Families Centres (CFC to contact Sade)</li> <li>SEND story time</li> <li>Advocate WF Violence Against Women &amp; Girls Prevention Programme</li> <li>Plan charitable giving based on issues that affect our families</li> <li><a href="#">Mucky Duck project with Suffolk Stronger Practice Hub</a></li> <li>Develop tooth Brushing project with Public Health WF and Sheringham Nursery School</li> </ul>	
What about Wellbeing?	Impact: How do we measure this?	Specific dates and cost
 <p>Connect Learn Take notice Give</p>	<p>5.</p> <ul style="list-style-type: none"> <li>We Play survey which includes WEMWBS</li> <li>Creativity project survey</li> <li>Together project surveys</li> <li>Learning walks and <a href="#">ECERS</a></li> <li>Book look</li> </ul>	<p>5.</p> <ul style="list-style-type: none"> <li>Setting the Scene: 29<sup>th</sup> June and 6<sup>th</sup> July (£250 artist charge + £175.90 resources for each school from School fund)</li> <li>Systems leadership charge to WF: (£125 x 6) for artist discussion £750 (6 x £350) for SLE training cost to create content £2100 and a further 3 sessions at (3 x £350) £1050. £3150 income for FANS £3900 total cost to WF if agreed through Systems Leadership. Dates and cost still to be agreed</li> <li>Further costing for Together project application for Ward Funding EHT with Sue Grace from WF <a href="https://www.walthamforest.gov.uk/neighbourhoods/grants/community-ward-funding">https://www.walthamforest.gov.uk/neighbourhoods/grants/community-ward-funding</a></li> <li>We Play mentoring EHT half termly zoom meeting</li> <li>SEND We Play bags 30 bags at £70 each £2100 from COVID funding via WF</li> <li>SENDco time to create videos and bags 3 days EHT to support with previous experience if needed. SENDco CH use one of term days in working week to devise this in Autumn term 2022</li> <li>PLTL £300 per session from January to July 2023</li> <li>EHT to apply for funding from Stronger practice Hub up to £10k</li> <li>Systems leadership Spring term 2024 same costing as above</li> <li>AHT working as mentor for Sheringham Nursery School Communication project income generated up to £5250</li> </ul>



Our intent: Leadership and management		
<p><b>6. Creativity training:</b> Ensure that FANS staff develop their own creative strategies and try new shared skills so that we are inspired and creative for the children that we teach. This offer will be provided to WF settings </p>		
<p><b>7. Year of Wellbeing:</b> Plan a range of activities together over the year based on the 5 pillars of Wellbeing, its been a very challenging two years for all of us and we need to take care of one another  <a href="https://www.nhs.uk/mental-health/self-help/guides-tools-and-activities/five-steps-to-mental-wellbeing/">https://www.nhs.uk/mental-health/self-help/guides-tools-and-activities/five-steps-to-mental-wellbeing/</a></p>		
How does this impact our Equality Objectives	Our implementation including timeline (who and how)	
6. Learn: Connect families with free learning opportunities in Waltham Forest	<p>6.</p> <ul style="list-style-type: none"> <li>EHT to run 6 sessions over the school year developing a different practice. There will be an artist interview as an inspiration point and video content. All FANS staff will be able to access this training as well as PVI and school settings in Waltham Forest. Artists invited: Morag and Dell from Artillery, Esther Neslen, Andy Greenacre, Lesley Scribble and Smudge, Alexander Costello</li> <li>First two sessions in INSET day paper and printing EHT to create content in preparation over the summer</li> <li>Staff team to share further ideas and results on message group and through planning sessions</li> <li>AM to share forest school skills over the course of the year with a range of practitioners</li> <li>Both schools to have three sessions with a range of PDR artists to explore creativity via SPH? (Esther Neslen sandscapes, Del Taylor storytelling, Alex Costello paper sculpture</li> <li>CH teacher to plan a year of artists as part of PDR targets, share practice with counterpart at Low Hall</li> </ul>	
7. Take notice: Mindfulness sessions for families	<p>7.</p> <ul style="list-style-type: none"> <li>Plan initially on INSET day September 2022 looking at the 5 pillars- (based on Rowland Hills practice/ planner)</li> <li>Staff to create planner for events using staff ideas on what will work for their wellbeing</li> <li>Embed this discussion further into supervision using the Warwick Edinburgh Mental Wellbeing Scale (WEMWBS) <a href="https://www.samh.org.uk/about-mental-health/self-help-and-wellbeing/wellbeing-assessment-tool">https://www.samh.org.uk/about-mental-health/self-help-and-wellbeing/wellbeing-assessment-tool</a></li> <li>Staff team to share how they do some of these pillars in their daily life in INSET</li> <li>Half termly tips and reminders for all staff</li> <li>Senior leaders reading days: School of Life books to aid managerial skills</li> <li>Advocate for SEND, LGBTQIA+, low income families</li> <li><a href="#">Governor and SLT supervision training with PCC Al Coates Autumn 2023</a></li> </ul>	
What about wellbeing?	Impact: How do we measure this?	Specific dates and cost
 <p>Connect Learn Give</p>	<p>6.</p> <ul style="list-style-type: none"> <li>Staff survey of creative skills: before, during after</li> <li>Book look, what evidence can we find of engagement, creative activities that focus on the process</li> <li>Appraisal from January 2023 on targets</li> <li>Work on display</li> <li>Learning walks and ECERs</li> </ul>	<p>6.</p> <ul style="list-style-type: none"> <li>INSET September 1<sup>st</sup> and 2<sup>nd</sup> 2022 January WWP 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> 2023 all staff and governors</li> <li>INSET September 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup> September 2023 and January 8<sup>th</sup> and 9<sup>th</sup> 2024 cost for First Aid training?</li> <li>EHT to apply for Stronger Practice Hub funding up to £10k</li> <li>Rana Begum trip to Liverpool Street both schools</li> </ul>



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 <p>Connect Be active Take notice Learn Give</p>	<p>7.</p> <ul style="list-style-type: none"> <li>• Supervision discussions starting with WEMWBS</li> <li>• Review at staff meetings how the coffee morning/charity events are going</li> <li>• Staff absence review: what are the causes of absence over this year, how does it compare to last years absence record</li> <li>• Include the WEMWBS in return to work meeting? Does this have an impact on how people feel returning to work?</li> <li>• What is the attendance for special events such as staff get together like?</li> </ul>	<p>7.</p> <ul style="list-style-type: none"> <li>• INSET September 1<sup>st</sup> and 2<sup>nd</sup> 2022 January 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> 2023 all staff and governors</li> <li>• Half termly charity collection, coffee mornings, bake sales, face painting, book sales to be arranged at INSET</li> <li>• Cost of supervision cover or buying someone in for SLT</li> <li>• Supervision training PCC tbc cost £400?</li> <li>• Develop garden at both schools for staff as well as children. EHT at Low Hall (part of capital spend) and £200 for plants from school budget. <a href="http://www.educationnaturepark.org.uk">www.educationnaturepark.org.uk</a> EHT applied for this via WF</li> <li>• Benches and planters at Church Hill from reserves. Reuse original planters £100 for compost and seeds/plants</li> </ul>
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