



PEGS: our sharing, caring community; stronger together

Development Plan 2016-2017

This Development Plan is a **STATEMENT OF THE COLLECTIVE INTENTIONS** of the formal collaboration of New Mills community of schools called **PEGS**. The Plan is intended to give a basic framework for the group's collaborative work which becomes ever more important in the current climate, which encourages a self-improving school system that has the capacity and shared ambition to drive school improvement.

The aims of PEGS are to:

build our capacity to raise standards of teaching and learning for all pupils in all our schools aged 3 -18 through:

- offering high quality, inclusive and enriching learning experiences
- creating a supportive, collaborative community that promotes professional development
- driving improvement in all our schools, creating a strong culture of collective responsibility
- using the economies of scale of PEGS to achieve cost effective services, including training and development and maximise use of resources.

PEGS has the following working groups that meet regularly:

- Heads' Executive Group
- Governors' Group
- Subject Groups (English, Mathematics, Science)
- SEN/Inclusion Group
- EYFS Group
- Year 6/7 Teachers' Group
- Safeguarding Group
- Admin staff Group

Schools in PEGS

Buxworth Primary School	Hayfield Primary School	Newtown Primary School
Combs Infant School	New Mills Nursery	St George's CofE Primary School
Furness Vale Primary School	New Mills Primary School	St Mary's Catholic Primary School
Hague Bar Primary School	New Mills Secondary School	Thornsett Primary School

Key Priority 1	To achieve cost effective services
Success Criteria	<ul style="list-style-type: none"> • Savings will be made to all school budgets as a result of sharing resources and using the group's collective procurement powers. • Expertise and skills of individuals will be utilised across PEGS to benefit all schools. • CPD will be enhanced in all schools through sharing training and working together.
Evaluation (Evidence & Impact)	

Action	Persons/Group responsible	Target dates/ milestones	Resources/cost/INSET etc
1.1 Admin staff working group to meet at least twice a year to find ways of sharing resources and reducing costs.	Admin Lead	4.10.16 7.2.17	
1.2 Share INSET (writing moderation; staff wellbeing) and other training, e.g. Talk Boost, ECat, MDS, First Aid, Governors, Grammar, English Assessment, AfA, RE, well-being, Y6/7 cross phase English & Maths etc.	All Heads	INSET 21.10.16 Ongoing – see PEGS Calendar	Cost of resources?
1.3 Rationalise online subscription costs for providers used by a number of schools, e.g. My Maths, Espresso, The Key, School Bus, Testbase, Twinkl, RE Integris etc.	All Heads	PEGS Meeting 18.1.17	TBC
1.4 Hire a clerk to manage and coordinate PEGS	DM	By end of Summer	TBC

admin and finances.		2016	
1.5 Open a PEGS bank account. NM Bursar will take responsibility for this. Each school to contribute	DM	By end of Summer 2016	None
1.6 All schools to publish a PEGS page on their website, outlining aims, purpose and practices of PEGS, with a link to all schools in the group. Also add a link to HPKC's website.	All Heads	By end of Summer 2016	None
1.7 Schools to share old bid applications to support the writing of new bids for future PEGS/individual projects. Once clerk employed, he/she can take on this role.	All heads	'Bring a bid' 20.4.16	None
1.8 PEGS to look at an alternative model for the LA's Early Help Offer. Discuss pooling all schools' funding for EHO and make decisions about buying service from elsewhere.	All heads	PEGS Meeting 18.1.17	Funding is already in budgets
1.9 PEGS to make decision about schools' individual use of the two minibuses from Sustainable Hayfield.	All heads	PEGS Meeting 20.4.16	TBC

Key Priority 2	To promote staff wellbeing
Success Criteria	<ul style="list-style-type: none"> • There will be a greater awareness amongst headteachers and leaders in PEGS of the health and wellbeing concerns and issues of all staff, and a greater capacity to deal with them. • Staff will feel empowered and valued through working collaboratively with colleagues in other schools and having a voice in decisions that lead to school improvement for every school. • Staff morale will be improved and all staff will feel part of a cohesive and supportive

	<p>team.</p> <ul style="list-style-type: none"> • Systems and procedures will be streamlined across PEGS, thus reducing workload.
Evaluation (Evidence & Impact)	

Action	Persons/Group responsible	Target dates/ milestones	Resources/cost/INSET etc
2.1 Hold an INSET on staff wellbeing (at New Mills). The afternoon would involve a number of workshops – ‘Learn something new’ - staff could choose to attend, e.g. Yoga, Mindfulness, Art & Craft.	CF All heads	21.10.16	New Mills School Hall and other rooms Payment for providers?
2.2 Enable working groups to meet on a termly basis to share good practice, discuss strategies for reducing workload and find shared solutions. Each group will be led by a member of the group. There will be an advisory headteacher linked to each group.	All heads	w/c 26.9.16 w/c 23.1.17 w/c 12.6.17	After school 4-5pm
2.3 Set up PEGSnet – a blog on which teachers from all schools can ask questions, share ideas/resources.	MB	By end of Summer 2016	

Key Priority 3	Promote staff professional development
Success Criteria	<ul style="list-style-type: none"> • The professional development of staff will be enhanced through collaborative working with PEGS.

	<ul style="list-style-type: none"> • Teachers will feel more confident in their ability to more accurately assess, and moderate assessment of, children’s work. • Staff understanding of the importance of effective cross-phase transition will be improved, which will lead to better outcomes for all pupils. • Sharing school priorities and working on common areas for improvement will lead to greater professional development of staff and better outcomes for all pupils.
Evaluation (Evidence & Impact)	

Action	Persons/Group responsible	Target dates/ milestones	Resources/cost/INSET etc
3.1 Moderate writing across PEGS in all year groups. Record outcomes for evidence. This will be used to produce a standards portfolio.	All heads	w/c 6.6.16	Meetings at different schools 4-5pm
<p>3.2 Enable leaders of core subjects and other areas of responsibility (English, Maths, Science, SEN, EYFS, Safeguarding) to meet on a termly basis.</p> <p>Each group will be led by a member of the group. There will be an advisory headteacher linked to each group.</p> <p>Groups need to feedback minutes to Heads’ Group and produce an annual report for headteachers and governors.</p> <p>Assessment and moderation will be a priority.</p>	All heads	<p>w/c 26.9.16</p> <p>w/c 23.1.17</p> <p>w/c 12.6.17</p>	After school 4-5pm

Dates to be pre-planned by Heads' group (see PEGS calendar).			
3.3 Enable admin staff from across PEGS to meet on a termly basis	Admin Lead	4.10.16 7.2.17	
3.4 Headteachers to pair up and carry out learning walks in each other's schools. Focus will be linked to areas for improvement on school's SIP.	All heads	W/c 21.11.16 w/c 20.3.17 w/c 19.6.17	Cover for heads?
3.5 Share training across schools for all stakeholders, e.g. joint INSET, teachers leading staff meetings in other schools, using expertise and sharing good practice. INSET at NM re English/Maths transition already arranged.	All heads	Dates tba following 19.9.16 (See PEGS Calendar) INSET at NM 20.2.17	TBC
3.6 Plan half/whole day meetings six times a year (to alternate) so that PIP actions can be carried out, e.g. sharing and analysing pupil performance data; school improvement plans (commonality of key improvement priorities); SEF etc.	All heads	19.9.16 (half day) 8.11.16 (full day) 18.1.17 (half day) 2.3.17 (full day) 2.5.17 (half day) 6/7.7.17 (two days)	No cost – meetings at Golf Club free
3.7 Further improve transition practice and procedures, e.g. cross-phase meetings, moderation of	CI (EYFS transition)	See NM Transition Calendar Sept	No cost for using NM facilities

<p>assessments and profiles, joint observations, CPD.</p> <p>New Mills facilities available for primary schools to book for activity sessions, e.g. pottery, cooking, art work, sports.</p> <p>Y6 induction programme extended.</p> <p>See transition plans.</p>	DM (Secondary transition)	2016	
<p>3.8 Use sports funding for CPD to develop and sustain good practice in PE teaching and learning, e.g. UK Sports, Artis, 5/60 Programme, Bikeability, Change 4 Life, Inspire Physical Activity etc.</p>	HPSSP SK	Ongoing	Individual schools use Sports Premium Funding

Key Priority 4	Improve pupil outcomes
Success Criteria	<ul style="list-style-type: none"> • Sharing school priorities and data, and working on common areas for improvement, will lead to better outcomes for all pupils in PEGS. • Sharing impact of pupil premium spending will lead to the most effective strategies being adopted by PEGS and better outcomes for disadvantaged pupils. • Keeping abreast of the current national picture in education will enable PEGS to focus work on improving outcomes for all pupils.
Evaluation (Evidence & Impact)	

Action	Persons/Group	Target dates/	Resources/cost/INSET
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	responsible	milestones	etc
4.1 Share good practice and resources across PEGS to meet the distinctive needs and priorities of each school, improving pupil outcomes and aspirations. Start by looking at School Improvement Plans and pupil performance data.	All heads	19.9.16 8.11.16	Meetings at NM Golf Club – no cost
4.2 Use data benchmarking to identify and close gaps for vulnerable groups across PEGS by delivering highly effective interventions through shared practice.	All heads	19.9.16 8.11.16	Meetings at NM Golf Club – no cost
4.3 Carry out peer review of impact of pupil premium spending on improving outcomes of disadvantaged pupils.	All heads	8.11.16	Meetings at NM Golf Club – no cost
4.4 Support all schools to remain good or better through discussing recent Ofsted Section 8 Reports, identifying key priorities and keeping abreast of current national agenda for school improvement.	All heads	Standing agenda item	

Key Priority 5	Enhance and enrich pupils' learning opportunities
Success Criteria	<ul style="list-style-type: none"> • The health, wellbeing and enjoyment of learning of all pupils will be improved through a PEGS programme of curriculum enrichment and community activities. • Cross-phase transition will be improved, which will lead to greater wellbeing and better outcomes for all pupils. • Children will be given a greater voice in decision making and their learning through the work of the High Peak Kids' Council (HPKC).

Evaluation (Evidence & Impact)	
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Action	Persons/Group responsible	Target dates/ milestones	Resources/cost/INSET etc
5.1 Hold two 'Bonding Days', where Y6 children from all schools meet to share planned activities. One BD is arranged by Heads and held at New Mills School in September as part of transition to secondary school; the other is arranged by HPKC in the summer term.	CF, CW, AP HPKC	23.9.16 12.5.17	
5.2 All schools invited to take part in the National Gallery 'Take One Picture', which is an art project that promotes cross-curricular learning and enrichment.	CW	Week commencing 15 th May 2016	
5.3 Hold transition days, from Nursery to Reception and Year 6 to Year 7, to promote pupil wellbeing and smooth transition between phases.	CI & DM		
5.4 Continue to develop the High Peak Kids' Council to promote community cohesion, British values and pupil voice.	All heads	Half termly meetings – 13.9.16 1.11.16 10.1.17 21.2.17	

		25.4.17 6.6.17	
5.5 Continue to promote healthy lifestyles through provision of a wide range of sporting opportunities for all pupils through School Sports Partnership activities, Tri-Golf, after school clubs etc.	HPSSP in liaison with JW SK	PE Coordinator meetings each term Ongoing	
5.6 Promote music across all schools through involvement with Wider Opportunities, Young Voices, Kinder Choir, St Mary's Singers, Musical Roots, PEGS Concert etc. PEGS Concert to be held at New Mills	AP to liaise with TF	Ongoing PEGS Concert June 2017	
5.7 Develop SMSC through taking part in community activities, such as New Mills Art Festival, May Queen, Hayfield & New Mills Fell racing, various Church events, NM Heritage Centre activities, CVS	All heads	Standing agenda item	