



Anstey First School- Recovery Plan 2020-2021

This plan will be in place for the 2020-2021 Year to ensure Anstey First School has a path to recovery due to the Covid19 pandemic. The School Development Plan will be rewritten in Spring 2021 once we have a better idea of how Covid19 will affect our provision and the recovery of education.

There are five focus areas for our recovery plan;

Area 1	Mitigating Risk
Area 2	School Operations
Area 3	Curriculum, behaviour and pastoral support
Area 4	Assessment and Accountability
Area 5	Contingency for outbreaks

Area 1	Mitigating Risk			
Target	Action	Responsibility	Timeframe Resources (Costs/CPD)	RAG of Action taken or Impact
To ensure safe working practices for all staff and pupils in accordance with DfE guidance	<ul style="list-style-type: none"> Risk Assessment developed and held as Appendix to recovery plan. Use adapted Risk Assessment from HfL – see detailed risk assessment Joint Union Checklist to be answered in reference to Anstey practice and circulated to staff and put on website 	AM, LV	<p>To be developed prior to week of 1st September and reviewed fortnightly or as needed</p> <p>Joint Union checklist to be reviewed alongside risk assessment</p> <p>Cost of PPE, purchase and installation of automatic taps and soap dispensers</p>	

	<ul style="list-style-type: none"> Risk Assessment to be reviewed and updated as and where necessary on a regular basis (at least fortnightly) 	AM, LV	ongoing	
	<ul style="list-style-type: none"> Control measures in place as identified in DfE guidance: https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools Local outbreak plan to be shared with all staff: https://www.hertfordshire.gov.uk/media-library/documents/coronavirus/hertfordshire-covid19-outbreak-plan.pdf Copy in staff room and on website 	All Staff	ongoing	
To minimise contact between individuals	<ul style="list-style-type: none"> To develop and maintain whole school bubble- As much as we can keep KS1/KS2 group separate from Nur/Rec class of children Staggered entry and dismissal times Handwashing and sanitising routines Social distancing where possible and especially with adults Lunch in classes or outside (weather permitting) Year group toilets Staff room limit number of people in the staff room Ensure new routines of handwashing are in place. Visual illustrations to be put around the school. 	All Staff		
Evaluation				
Autumn				
Spring				
Summer				

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Area 2	School Operations			
Target	Action	Responsibility	Timeframes/resources	RAG of Action taken or Impact
To ensure that pupils are transported safely on taxi school transport	<ul style="list-style-type: none"> To liaise with Herts school transportation to ensure safety measures can be adhered to where required or alternative provision is in place. (Rule of 6 does not apply for school taxi) Adhering to DFE advice https://www.gov.uk/government/publications/transport-to-school-and-other-places-of-education-autumn-term-2020/transport-to-school-and-other-places-of-education-autumn-term-2020 	LV/AM	Beginning of September 2020	
Ensure all pupils are in attendance where they are not shielding	<ul style="list-style-type: none"> Review and refine school attendance policy and procedures in response to Covid-19 	AM/LV	September 2020	
	<ul style="list-style-type: none"> Liaise with families directly where there are concerns about attendance due to anxieties and agree actions to improve attendance 	AM/LV	Ongoing	
	<ul style="list-style-type: none"> Develop programme of pastoral support/gradual return for reluctant attendees to address key issues Plans to be reviewed every two weeks and weekly contact regarding home learning to be in place as part of plan. 	AM/SENCo Assistant/Teaching Staff	Ongoing	
Ensure that staff return to work in accordance with contract of employment	<ul style="list-style-type: none"> Contact to be made with all staff to ensure that they will return in September Email to staff regarding travelling out of area or abroad in regards to risk and safety measures when returning and isolation responsibilities (and how pay will be affected unless school asks staff to isolate due to school outbreak) 	AM	August/September	

	<ul style="list-style-type: none"> To contact HR immediately where any issues arise with any staff having documented clinical vulnerabilities 	AM/LV	Ongoing	
Staff well-being	<ul style="list-style-type: none"> To identify a path of mental health support for all staff and to implement this to in practice- named mental health champion in school (Melanie Tilbury)- Staff wellbeing survey, CPD, List of available support for staff, Sign post staff to support groups 	MT/AM	Ongoing	
Ensure effective deployment of staff	<ul style="list-style-type: none"> Identify key areas of need and ensure that staff is deployed as and where needs arise considering: SEND requirements Catch-up programmes and targeted children 	AM SENCo MT VWW	September 2020	
	<ul style="list-style-type: none"> Designated safeguarding lead/Deputy Safeguarding lead to add in addendum to safeguarding policy and procedure to cover Covid19 crisis (to be added to website, copy in staff room) https://c7bc0713-be08-45e1-85a2-26e120b4873a.filesusr.com/ugd/fdcb5c_e9fec121b1df4033974d35a01080964d.pdf 	DSL-AM DDSL-LV	Autumn term	
	<ul style="list-style-type: none"> Risk assessment, practices and protocols to be shared with visiting teachers (e.g. peripatetic music, Speech and Language, OT, volunteers and supply teachers) prior to visit and placed on website. LV as first contact 	LV-SBM	September 2020	
	<ul style="list-style-type: none"> Resume breakfast and afterschool offer, referring to guidance produced by DfE: https://www.gov.uk/government/publications/protective-measures-for-holiday-or-after-school-clubs-and-other-out-of-school-settings-for-children-during-the-coronavirus-covid-19-outbreak 	AM/LV	September 2020	
Connect with school community Ensure Parents/Carers are up to date with school operations- new/changes. Connect with school community	<ul style="list-style-type: none"> AM to write to parents monthly with general updates and any changes to school operations in light of any new government guidance (to be archived on school website on Covid19 response page) Weekly parent/carers reminders from LV as needed Share with parent's plans being made in school to address children's wellbeing and readiness to learn. Publish our 'Recovery Curriculum' on the school website. Engage parents in the transition back to school –Parent presentation and "Welcome Back" sessions first two days of term. Parents info meeting and pupils back to play under current gov regulations (August/1st and 2nd Sept) 	AM/LV All Staff	Ongoing	

	<ul style="list-style-type: none"> Invite response from parents on what may be needed to support their child – survey of experiences before the next academic year. Shared with class teachers 			
Evaluation				
Autumn				
Spring				
Summer				
Area 3	Curriculum, behaviour and pastoral support			
Target	Action	Responsibility	Timeframe Resources (Costs/CPD)	RAG of Action taken or Impact
Re-establishing values and group collaboration	<ul style="list-style-type: none"> Focus on wellbeing and mental health for the first 2.5 weeks. Create a 'Well-being Team' led by Melanie Tilbury Focus on keeping safe, talking to adults if needed ("hand of support" network-PSHE), social distancing, hygiene routines Importance of children staying active for wellbeing- pupils to continue daily mile and extra play time to increase physical activity and wellbeing time (30 minute play for first half of autumn term) Inject fun with "theme days" of first two weeks to help pupils with transition back in to full time school (Roald Dahl Day and Pirate Day) 	All Staff AM/MT		
Identify educational needs of pupils and respond accordingly	<ul style="list-style-type: none"> HT/SENCO/SEN Assistant to lead responsibility for Covid catch-up fund. (approx £3,440) (£860 for Autumn) 	AM/MT	September 2020	

	<ul style="list-style-type: none"> Baseline pupils using Rising Stars materials and most effective programmes to close gaps: 1-1 sessions, boosters etc. MT/AM to devise timetable for intervention 	AM/MT All teaching staff	September 2020 and ongoing	
	<ul style="list-style-type: none"> Develop Catch up plan identifying targeted pupils, actions taken and the cost of programmes implemented funding is being used and the impact of this. MT/AM/Teaching staff to update pupil ILPS to reflect needs (most recent reviews were in March 2020) 	AM/MT	September 2020	
	<ul style="list-style-type: none"> In EYFS, develop a curriculum to focus on prime areas in and addressing gaps in language, early reading and mathematics with focus on developing phonic knowledge and extending vocabulary 	HF	Prior to September 2020	
	<ul style="list-style-type: none"> YEAR 1 Ensure that the Early Learning Goals are addressed and mastered before moving on to a Primary curriculum. 	HF/RM	Autumn Term 2020	
	<ul style="list-style-type: none"> In KS1, teachers to identify gaps and to ensure opportunities to read widely, develop vocabulary and knowledge are identified 	KS1-RM	Autumn term	
	<ul style="list-style-type: none"> HFL Back on Track Programme to be reviewed to ensure opportunities to address gaps in English and Maths. KS2 English and Maths curriculums to be consulted and used as and where appropriate Maths and English Subject Leader to devise action plans (October half term) 		Autumn Term	
Ensure the continuing delivery of a broad and balanced curriculum	<ul style="list-style-type: none"> Review PSHE curriculum to ensure opportunities for the development and discussion of mental health and well-being are included Ensure PSHE is taught to focus on mental health and well-being, team work, building relationships. Review RHE (primary Curriculum and develop plan for implementation prior to summer term 	AM-PSHE Lead DSL	Autumn term 1	
	<ul style="list-style-type: none"> For all subjects, identify curriculum priorities – what do we need to teach now? Where necessary and appropriate, subject leads to identify key concepts to address gaps in knowledge and to share these with all staff. 	Curriculum Leads	Prior to Autumn term	
	<ul style="list-style-type: none"> Review curriculum development to date. Where are we currently? Where do we want to be? 	AM, VM, RM, HF	Autumn term	

	<ul style="list-style-type: none"> Develop clear action plan for curriculum development 			
	<ul style="list-style-type: none"> Develop Action plan for phonics catch up identifying actions for all pupils and any additional vulnerable pupils 	RM/VWW/MT/HF	September 2020	
	<ul style="list-style-type: none"> Where music lessons are held, clear protocols and practices are in place in line with government guidance as identified in section 3: https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools 	RM	Ongoing from September 2020	
	<ul style="list-style-type: none"> PE lead to develop guidance for all staff on the teaching of P.E to mitigate risk of spread and to ensure systems of control. Reference to be made to sport England guidance:https://www.gov.uk/government/publications/coronavirus-covid-19-guidance-on-phased-return-of-sport-and-recreation/guidance-for-the-public-on-the-phased-return-of-outdoor-sport-and-recreation. 	VM	Ongoing from September 2020	
	<ul style="list-style-type: none"> To continue to develop the remote learning offer to pupils unable to attend schools. Case studies detailing where successful remote learning has been seen, as compiled by LA, can be referred to and used to amend current practice 	All Class teachers	Ongoing beginning Autumn 2020	
To have an agreed behaviour policy	<ul style="list-style-type: none"> To review behaviour policy in line with Herts Steps and amend to address behaviours seen on re-entry to school, sharing with all staff to ensure consistency of approach- Addendum added to behaviour policy 	AM	September 2020	
	<ul style="list-style-type: none"> Identify those children who are vulnerable and likely to struggle to reintegrate to school easily and plan additional pastoral support for these. Staff to complete a wellbeing checklist on all pupils-AM/MT to track children with lower wellbeing scores and devise check ins 	AM/MT	September	
To ensure provision is maintained for all pupils where home online learning is	<ul style="list-style-type: none"> Develop Isolation plan for home learners who must isolate or in the case of a whole school lockdown. Create a log of interaction in regards to home learners (one book for all staff to use) 	AM, MT, Class Teachers	September	

in place for isolation purposes.	<ul style="list-style-type: none"> Provide staff with planning and home contact time for families in isolation Continue to use Seesaw as learning platform- assigning work/tasks, responding All teaching staff to become familiar with Oak Academy lessons to support home learning 			
To ensure pupils have access to wellbeing and mindfulness programme	<p>All staff to become familiar with The 'Whole of Me' (Phil Davies) a toolkit for home & school to improve wellbeing. Story, song, creative expression, movement & mindfulness aligned to 12 themes throughout the year.</p> <p>Share with parents home access part of the programme to compliment school sessions</p>	RM, AM	Ongoing	

Evaluation

Autumn

Spring

Summer

Area 4

Assessment and Accountability

Target	Action	Responsibility	Timeframe Resources (Costs/CPD)	RAG of Action taken or Impact
Ensure that staff and pupils are prepared for Statutory Assessments	<ul style="list-style-type: none"> Staff to re-familiarise themselves with assessment expectations, timetabling and material including: KS1 phonic screening checks Year 4 multiplication tables check 	All teaching staff	Ongoing from September 2020	

To be aware of accountability measures for academic year 2020/21	<ul style="list-style-type: none"> Data analysis from 2019 to be readily available and referred to, as a starting point, in conversation with outside agencies 	AM, Subject Leads Governing Body	ongoing	
Quantified cohort expectations to be set after baseline and autumn assessment to ensure progress and catch-up	<ul style="list-style-type: none"> Staff to use baseline and autumn assessment information to ensure pupil catch up plans are accurate and in line with need (to be adjusted through ILPS as needed) Staff to set cohort and individual expectations for attainment for end of summer term Staff to consider how local lockdowns and home learning due to isolation will effect progress 	Teaching staff/AM/MT	Autumn assessment (Nov 2020) ILPS updated for January 2021 Attainment targets set for Summer Term Dec 2020	
Evaluation				
Autumn				
Spring				
Summer				

5. Contingency					
Area 5	Contingency for Outbreaks				
Target	Action	Responsibility	Timeframe Resources (Costs/CPD)	Impact	
Ensure continued Educational provision in the event of an outbreak	<ul style="list-style-type: none">All staff to familiarise themselves with the Hertfordshire Control Plan https://www.hertfordshire.gov.uk/about-the-council/freedom-of-information-and-council-data/open-data-statistics-about-hertfordshire/what-our-priorities-are-and-how-were-doing/local-outbreak-plan.aspx (copy in staff room)	AM/TS	Ongoing		
To ensure there is a detailed action plan for remote learning in place	<ul style="list-style-type: none">To develop an action plan detailing how high quality remote learning can be delivered immediately should pupils be required to self-isolate or if there is a local lockdown. Details of considerations and what should be contained within the contingency action plan are contained within DfE guidance: https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools	AM/RM/LV	September/October		
Ensure vulnerable or at risk pupils have access to computers for learning	Staff laptops to be ready to go home (GDPR safe) for staff to use during remote teaching (all Staff/ support from Intern IT) Apply for laptops from UK gov programme for pupils who are deemed vulnerable (LV has made an application)	LV/Teaching staff	September/October		
Evaluation					
Autumn					

Spring
Summer