



THE
BRIDGE


THE BRIDGE
FAMILY OF SCHOOLS

SCHOOL IMPROVEMENT OFFER

2024 - 2025

The Bridge Family of Schools are proud to outline their School Improvement offer which each of the schools within The Bridge are accessing and following. We would like to offer this more widely to schools within South Gloucestershire, Bristol and Gloucestershire.

VALUES

				
The Bridge Family of Schools				
Making a difference; together				
BELIEFS				
Success through community		Excellence through collaboration		Aspiration and achievement for all
Through a community based on respect and trust; every member of our family matters and are valued and nurtured.		Through collaboration we can provide a better education offer to all than we can ever do individually.		We believe in a culture in which everyone can excel and be their best self through the range of opportunities to achieve.
BEHAVIOURS				
Collaboration		Inclusion		Excellence
Every voice is listened to and collective decisions made in the best interests of all within the family of schools. We celebrate differences and respectfully embrace all viewpoints.		Inclusion is at the heart of our family. We stand together to achieve our ambitions recognising and utilising collective expertise and wisdom. We can bridge the disadvantaged gap through a curriculum offer which enables all children to experience every opportunity and see success.		We strive to be the best in all we say and do; celebrating achievement at every level to which there is no ceiling.
VALUES				
Trust	Respect	Courage	Compassion	Hope
VISION				
To provide the highest quality of education so that every child can flourish and realise their aspirations.				

Our values have been created through collaboration with all staff and governors and amended through a consultation process which has strengthened these further. The values are rooted in the Christian values to reflect the constitution of our schools as faith schools.

The values promote the inclusion of all pupils, staff and stakeholders to encompass the best quality of education and support that we are able to provide in order for strong and positive outcomes for pupils. Enabling staff to have the best training and support will aid in this so that the quality of teaching is no less than good or outstanding in each and every school.

CURRICULUM

As the Bridge Family of Schools, the focus on top quality curriculum has a main focus, not only for staff training but for development of enrichments for the curriculum for pupils. Within the past academic year, the training for Art, DT, Computing, Science and Music leaders has aided the strengthening of these curriculums within each school. The training has been celebrated by the leaders as being extremely supportive but also highly effective in developing their own understanding and implementation of the curriculum.

One leader stated *'the Science leaders training has been the most effective and best training that I have undertaken.'*

As a Bridge Family of Schools, we do not have the same curriculum as each school is unique, however we do have the same overriding principles of curriculum design and teaching of this to ensure the sequencing of curriculum enables pupils to commit the substantive and disciplinary knowledge of the subject into their long term schema.

We have seen success of this through our recent Ofsted inspections especially within Almondsbury which was judged to be maintaining an outstanding quality of education. This

has been seen through the successful collaboration of the Bridge FoS and was noted in discussions with the HMI. Two of the schools have also been successful in their SIAMs inspections this academic year.

GOVERNANCE

Bridge Family of Schools are lead strategically by a school leader and a representative group of governors from each school who discuss and make decisions on the direction and next steps for the Bridge FoS. The steering group meet termly to review progress and challenge but support school leaders to ensure the best quality of education for pupils, quality of training and financial acuity for the Bridge FoS.

FINANCIAL SERVICES

Over the past year, the Bridge Family of Schools have worked together (led by our Bridge SBM lead) to ensure value for money and best procurement of services. These include catering contract, HR and staff absence insurance. We are looking to the next services which may be ceasing from the LA including Payroll (could be linked to the new HR provider), leasing contracts for photocopiers, laptops, etc and other educational services and supplies.

SCHOOL IMPROVEMENT OFFER

INDEPENDENT ADVISOR

We have the privilege of working with Vicky Gordon from thinkaboutlearning as our Independent Advisor this academic year. Vicky has a wealth of knowledge and supports/advises many schools within Wiltshire and within South Gloucestershire through her English consultant work. Please find her CV attached.

For those schools who lie within the Priority listing as set by the LA there would be additional commissioned days for reviews and improvement support. This could be up to 6 days per academic year depending on the needs of the school and how long they remain in priority.

The LA would be invited to join these review days for part or whole of these but mainly for a review of the support and improvement developments at the review meetings with the Independent Advisor.

All reviews and outcomes alongside meeting records will be shared with the LA.

For all other schools there will be a termly visit by the Strategic lead to focus on the school's development and improvement points contained within the SDP as well as those identified on the Bridge Strategic Plan for further development. These could be greater depth writing, declarative knowledge in mathematics, SEND provision and support, spaced retrieval by pupils, etc.

AREAS OF SUPPORT AND TRAINING

There are five main aspects to the support and training package within the core offer from the Bridge as outlined below:

Education Improvement

<ul style="list-style-type: none">• Access and advice from an Independent Advisor annually• Support for Headteacher Professional Performance Growth for governors• Peer reviews within the Bridge FoS led by the Strategic lead and headteachers during the Spring Term• Strategic planning feeding into individual school-based priorities and developments• Support from the Bridge Strategic Leaders for next steps planning• Bespoke support for schools within phase 1 and 2 of the Education Policy linked to key priorities (see policy)• Work with other leaders across networks• Specific SEND strategy working in collaboration with Severn Federation Academy Trust (Lydney, Gloucestershire)	<p>This would be focused on the annual Autumn Term visit to identify school improvement priorities.</p> <p>Independent Advisor working alongside your governor panel to support the Professional Growth review and goal setting.</p> <p>Be part of the peer reviews of the schools accessing the school improvement offer alongside peer Headteachers. The focus comes from the school leaders who will be supported through the process by the Bridge Strategic lead and colleagues. This will celebrate successes and identify next steps of priorities in a collaborative and critical friend.</p> <p>Support with identifying key priorities working alongside Bridge colleagues with continuous support for training and school improvement.</p> <p>Support from Strategic lead, colleague headteachers, curriculum consultant and subject expert leads to build quality of education, professional development and training to see rapid improvement and confidence.</p> <p>Working alongside SFAT, we have developed a bespoke SEND strategy which is enabling the schools within the Bridge links to another successful trust but also working on improving the provision and services to support those pupils with SEND.</p>
---	---

School Improvement training, support and leadership

<ul style="list-style-type: none">• Subject leadership training and development linked to key strategic priorities.	<p>Join our subject leader network groups with key priority training and professional development to build and improve the quality of education. Within 2024/25, we will be providing training for PE and RE leads as well as PSHE and support for these subject leaders. For RE we will be working with the diocese to further develop RE as well as the Hive leader.</p>
---	--

<ul style="list-style-type: none"> • Curriculum pedagogy and development work to strengthen the core and wider curriculum • Bridge Induction and refresher surgeries on pedagogy based on Rosenshine's principles • Maintaining core individual school values, distinctiveness, curriculum and assessment procedures • Bespoke support for curriculum development and quality of education • Access to expert leaders within the Bridge FoS to support curriculum development both Bridge-wide and bespoke to school-based need. • Best practice research and development groups • Subject leader networks and groups • EYFS network and collaboration • Moderation of core subjects termly and work with outside independent consultants • Writing project based on structure, composition, vocabulary developments, improvements and extending the main areas of writing including greater depth led by independent English consultant. • Coaching for leaders 	<p>There will be continued training for Music leaders and consolidation of Science leaders' training for implementation of learning and programmes.</p> <p>Work alongside our curriculum consultant leader to develop key principles of pedagogy linked to Rosenshine. Work with colleagues to extend this pedagogy throughout the curriculum with consistent key features.</p> <p>Retain your school's identity and share your strengths and areas of expertise with the rest of the Bridge colleagues whilst sharing and encompassing others ideas, key knowledge and expertise.</p> <p>Access to our curriculum consultant lead, subject expert leads and Strategic lead to further develop knowledge of the curriculum to enhance quality of education and teaching. Join and have input into the leaders' networks and research groups on improving the quality of education and pedagogy – improving both substantive and disciplinary knowledge of staff and pupils. Meetings are termly.</p> <p>Join other year group colleagues with expert leaders supporting the moderation process and our external English consultant for Years 2 and 6.</p> <p>Work alongside other English leaders and external English consultant to further develop the writing curriculum with a key focus on greater depth writing. This is a six-meeting programme with two moderation meetings.</p> <p>Be part of our coaching support for senior and middle leaders with specific links to develop professional development.</p>
---	--

Wider school led opportunities	
<ul style="list-style-type: none"> • Character Education opportunities and support embedded in the curriculum 	<p>Be part of our Character Education programme integrated into curriculum learning linking all pupils within the Bridge</p>

<ul style="list-style-type: none"> Engagement with pupils within the Bridge at events and showcase of talents and work 	<p>family of schools. Gain lists of experiences that pupils can experience throughout the year linked to curriculum and wider personal development.</p> <p>Join other pupils in specific year groups for activities and events such as STEM workshops, sporting events, music festivals, debates, artistic development with virtual galleries and more. This is led by the Heads of Schools/Deputy headteachers over the year.</p>
---	--

Financial Support	
<ul style="list-style-type: none"> Access, should this be required, to SBM capacity drawn from across the Bridge FoS Access to developing network of Bridge SBM's and admin officers 	<p>Support for office, financial development and support with networks for SBM and senior office administrators. There is capacity for schools to draw on from within the Bridge (costs are outside of the core offer depending on the needs of the school). During 2023/24, we worked in collaboration to provide procurement services engagement for catering, HR and staff insurance. This will continue with investigations into Payroll with the agreed HR provider and other service contracts for best value.</p>

Governor support	
<ul style="list-style-type: none"> Access to suite of monitoring materials to support governance of the curriculum, leadership liaison and stakeholders. 	<p>Support for governing bodies to enable them to effectively monitor the quality of education within their schools including materials for lesson visits, book looks, leaders' meetings, use of assessment, stakeholder engagement across the school community.</p>
<ul style="list-style-type: none"> Access to governor training and conferences linked to Bridge FoS priorities. 	<p>Access to training for governors and annual conference (including in costs of core offer).</p>
<ul style="list-style-type: none"> Support for new governors 	<p>Mentoring and coaching support for current and new governors from within the Bridge governors.</p>

Other aspects	
<ul style="list-style-type: none"> Involvement with the Bridge strategic development plan 	<p>Be part of the wider engagement with other trusts and learning communities to shape</p>

<ul style="list-style-type: none"> • A voice in shaping the future of the Bridge FoS 	the future of education within the local area and beyond.
---	---

CALENDAR OF TRAINING AND MEETINGS

SEPTEMBER	OCTOBER	NOVEMBER/DECEMBER
Annual review with Independent Advisor HTPM Meeting Music leader training (11/09) Computing network meeting (24/09) Mathematics network meeting EYFS network (24/09) Pedagogy refresher training	Annual review with Independent Advisor HTPM Meeting RE leader training SEND training English leader training (10/10) SENCo network meeting Science network meeting ECT network DHT/HoS meeting Bridge FoS INSET DAY (25/10)	PSHE leader training (20 or 21/11) English leader training (26/11) Bridge FoS writing moderation (26/11) DT network meeting Mathematics network meeting Music network meeting ECT network EYFS network DHT/HoS meeting
JANUARY	FEBRUARY	MARCH
RE leader training English leader training (16/1) History/Geography network meeting EYFS training SEND training SENCo network meeting	PSHE leader training (03/02) PE leader training English leader training (25/02) Art network meeting ECT network DHT/HoS meeting	RE leader training Mathematics network meeting Science network meeting ECT network EYFS network DHT/HoS meeting
APRIL	MAY	JUNE
PSHE leader training (31/03) SEND training SENCo network meeting Mathematics network meeting EYFS network	English leader training (01/05) Bridge FoS writing moderation RE network meeting PE leader training ECT network Peer reviews DHT/HoS meeting	Peer reviews English leader training (11/06) Mathematics network meeting PSHE network meeting ECT network DHT/HoS meeting
JULY		
Science network meeting PE leader training Peer reviews EYFS network DHT/HoS meeting		

There are also Headteacher meetings held on a three week rotation.

The final overview and scheduled School Improvement offer will be confirmed at the start of Term 1. The outline of the offer is detailed above. There will be an INSET day for all Bridge Family of Schools on Friday 25 October 2024 with a curriculum and professional growth focus. All school improvement training is based on the latest research from the EEF or other notable educational organisations or individuals. This is especially evident during training from our

Independent Advisor who cites research in each and every training session for subject leaders and for overview training for senior school leaders.

The Bridge Family of Schools have been working in collaboration with Severn Federation Academy Trust to extend professional development and growth of school leaders and our SEND strategy. We have also invited and worked with other South Gloucestershire LA schools on our school improvement offer. We are constantly seeking new partners and schools to join the school improvement offer and ultimately join the Bridge Family of Schools.

If you would like to discuss any aspect of the School Improvement Offer with the Bridge Family of Schools, please contact the Strategic Lead – Paul Smith at Almondsbury CE Primary School on Paul.Smith@almondsburyprimary.co.uk or 01454 612517.