

Bromley Virtual School Development Plan, Academic Years 2015 -2017
'Supporting Trauma-informed Education'

Priority and Activities	Outcomes	Measures of success	Progress status	Timescales	Lead
Priority					
1. Ensure that all looked after children and young people make progress that is at least as good as all other Bromley children					
<ul style="list-style-type: none"> Ensure all LAC in appropriate education provision 	<ul style="list-style-type: none"> LAC in mainstream or special schools wherever possible 	<ul style="list-style-type: none"> Frequent monitoring and reviewing of children out of school to reduce 1:1 tuition and/or use of alternative provision 	GREEN	Ongoing	VS
		<ul style="list-style-type: none"> 100% of LAC have education provision 	GREEN	Ongoing	
		<ul style="list-style-type: none"> Monitor and record Ofsted status of all provision and consider removing LAC if necessary 	GREEN	Ongoing	
<ul style="list-style-type: none"> Drive up timeliness of PEPs 	<ul style="list-style-type: none"> PEP timescales to be maintained. Improve compliance on PEPs for YR12 and YR13 LAC; all students to have PEP in autumn term 2015 All new LAC to have PEPs within 20 days 	<ul style="list-style-type: none"> All LAC have 3 PEPs during the academic year. 	AMBER	Ongoing	VS
		<ul style="list-style-type: none"> Increase number of PEPs completed within 20 day timescale for new LAC to over 80% 	AMBER	By December 2015 and ongoing	VS/Social workers
		<ul style="list-style-type: none"> All YR12 and YR13 LAC have PEPs in the autumn term of 2015/16 	RED	By December 2015 and ongoing	VS/16+LCT
<ul style="list-style-type: none"> Improve quality of PEPs 	<ul style="list-style-type: none"> PEP training for new social workers planned for September 2015. Target setting and pupil premium training for all social workers planned for September 2015 	<ul style="list-style-type: none"> PEP training for new social workers planned for May 2016. 	AMBER	May 2016	VS
		<ul style="list-style-type: none"> Target setting and pupil premium training for all social workers planned for May 2016 	AMBER	May 2016	VS
<ul style="list-style-type: none"> Develop prototype 3rd (Virtual) PEP model 	<ul style="list-style-type: none"> Embed 3rd PEP into Virtual school processes. 	<ul style="list-style-type: none"> Pilot extended for 2nd year with revised format 	AMBER	Awayday April 2016	VS
<ul style="list-style-type: none"> Early identification of failure to make progress 	<ul style="list-style-type: none"> All LAC make expected or better progress 	<ul style="list-style-type: none"> Increase in number of statutory assessment for EHC Plans 	GREEN	Ongoing	VS
		<ul style="list-style-type: none"> Pupils identified for allocation of nimbl and TextNow 	GREEN	Ongoing	VS
<ul style="list-style-type: none"> Build on Text Now pilot project, introducing it across the Virtual School 	<ul style="list-style-type: none"> Delivery of Text now programme to young people 9-15 years in academic year 2015/16 	<ul style="list-style-type: none"> Identify target group of young people known to be poor readers or otherwise making less than expected progress. 	Target group identified. Initial meeting with supervising social workers achieved October 2015 GREEN	Achieved	VS
		<ul style="list-style-type: none"> Undertake baseline word recognition and reading comprehension tests and assess improvement at the end of the project by December 2015 	Baseline assessments completed by specialist SEN teacher GREEN	Achieved	VS
<ul style="list-style-type: none"> Ensure appropriate allocation and use of Pupil Premium Plus 	<ul style="list-style-type: none"> Pupil Premium funding spent to achieve best possible outcomes 	<ul style="list-style-type: none"> Funds to be allocated to schools as far as possible. 	GREEN	Achieved	VS
		<ul style="list-style-type: none"> Top-sliced funding to be spent appropriately 	GREEN	Achieved	VS
		<ul style="list-style-type: none"> Appropriate recording of areas of spend and outcomes 	AMBER	July/August 2016	VS

Priority					
2. Increase accountability and performance management of Virtual School					
• Explore the creation of a Governing Body for the Virtual School	• Governing body in place and terms of reference agreed. New target date June 2016		AMBER	By June 2016	VS
• Complete Head Teacher's Annual Report	• Annual Report written published.	• April 2015	Completed April 2015 and presented to Corporate Parents and Education /Social care PDS GREEN	Achieved	VSH
		• April 2016	AMBER		
		• April 2017			
• Develop LAC Data Set	• Develop and maintain Virtual School Data Set for regular reporting to SMT	• Agree data set for regular reporting to SMT	Data set agreed Summer 2015 GREEN	Achieved	VSH/KW
		• Create and maintain Virtual School 'dashboard'	Dashboard created and under review GREEN	Achieved	VSH/TB VS
		• Work towards 100% compliance with data collection through WelfareCall 'Track'	WelfareCall Track collected 100% KS1 and 2 and GCSE September 2015 GREEN	Achieved	VS
		• Collate and report on Key Stage and GCSE results by end of September	Completed. GREEN	Achieved	
Priority					
3. Raise the aspirations of children and young people in care and the professionals that work with them					
• Increase exposure of young people and their carers to experiences of higher education institutions	• Increase number of LAC and foster carer visits to Higher Education Institutions year on year	• Increase to 25 visits per year by summer 2016	AMBER	Ongoing	VS
		• Increase number of post-16 LAC and care leavers taking level 3 qualifications	Increased numbers of LAC staying on in V1th form rather than transitioning to FE colleges. GREEN	Ongoing	VS/16+LCT
		• Achieve/exceed target of 14 LAC engaged in YES project in academic year 2015/16	GREEN	July 2016	VS/BEBP
• Ensure that Success is celebrated	• Annual celebration of Achievement	• Work with Active Involvement officer to ensure successful event celebrates the success of an increasingly wide range of children and young people.	GREEN	Achieved	VS/MB-A
Priority					
4. To further embed personal education planning within care and pathway planning					
• Embed best practice and	• Regular visits to IRO team meetings	• Increased compliance with post 16 PEPs, including for LAC NEET and subsequent reduction in YR12 drop-out rate	AMBER	Ongoing	VS/16+LCT

reviewing of PEP compliance with IRO team		<ul style="list-style-type: none"> Improved dialogue between IROs and Virtual School 	Termly meetings with IRO team GREEN	Ongoing	VSH/WK
<ul style="list-style-type: none"> Development of PEPs on CareFirst 	<ul style="list-style-type: none"> All PEPs on CareFirst as assessments 	<ul style="list-style-type: none"> 16 PEP built By December 2015 	Achieved GREEN	Achieved	VS
		<ul style="list-style-type: none"> Build capacity on CareFirst PEP for recording post 16 destination 	Achieved GREEN	Achieved	VS
		<ul style="list-style-type: none"> EYFS PEP built By December 2015 	RED		VS
		<ul style="list-style-type: none"> Update PEP in line with EYFS developments 	GREEN	Achieved	VS
		<ul style="list-style-type: none"> Roll out Early Years PEPs for 3 year olds from April 2015 in line with Pupil Premium changes 	Achieved GREEN	Achieved	VS
Priority 5. Improve post 16 engagement in EET					
<ul style="list-style-type: none"> Ensure multiagency support is in place 	<ul style="list-style-type: none"> All LAC have support from TYSS, Mentoring service, 	<ul style="list-style-type: none"> Improved tracking of YR11 students and Youth Contract 	GREEN	Achieved	VS/TYSS
		<ul style="list-style-type: none"> Increased referrals to TYSS for all LAC year 9 and above and all new entries 	GREEN	Achieved	VS/Social workers
		<ul style="list-style-type: none"> Joint working with TYSS to improve access to information, advice and guidance through sign posting services and providing published careers advice 	GREEN	Achieved	VS/TYSS
		<ul style="list-style-type: none"> Ensure 'Your Shout' website contains up to date IAG information and weblinks to advice agencies 	AMBER	Ongoing	VS/MB-A
Priority 6 Reduction of persistent absence and fixed term exclusions					
<ul style="list-style-type: none"> Early intervention by ensuring review of PEP at first return from exclusion (reintegration) meeting 	<ul style="list-style-type: none"> Reduction of repeated FX for individual LAC 	<ul style="list-style-type: none"> Reduction of fixed term exclusions for all Bromley LAC to under 80 days per year by summer 2015 	End of year reporting, July 2015 shows 88 days (down from 120 in 2014) GREEN	Achieved	VS
		<ul style="list-style-type: none"> VS to be represented at all reintegration meetings 	GREEN	Achieved	VS
		<ul style="list-style-type: none"> Review of PEP on return from first FX 	AMBER	Ongoing	VS/Social workers
<ul style="list-style-type: none"> Ensure that All LAC are in the correct provision 	<ul style="list-style-type: none"> All LAC have SEN identified appropriately and resources identified to meet need Ensuring that Statements of SEN are a true reflection of pupils' needs and that pupils are receiving their entitlement 	<ul style="list-style-type: none"> VS attendance at annual reviews where change to support package is suggested 	GREEN	Ongoing	VS
		<ul style="list-style-type: none"> Initiate exceptional Annual Reviews where concerns around appropriateness of support or provision have arisen during PEP process 	GREEN	Ongoing	VS/Partner schools
		<ul style="list-style-type: none"> Monitor conversion to EHC plans, particularly at transition times 	GREEN	Ongoing	VS/SEN/Transition Team
<ul style="list-style-type: none"> Roll out' 	<ul style="list-style-type: none"> School staff have 	<ul style="list-style-type: none"> All schools in pilot group take up training 	GREEN	April 2016	VS/Schools

Attachment Aware Schools' Training	greater awareness of the effects of trauma and neglect, resulting in fewer confrontations	• 10 new schools request training	GREEN	April 2016	VS/Schools
		• Schools report improvement against agreed criteria, including fewer FX	AMBER	April 2016	VS/Schools
Priority 7 Develop strategy for intensive education support for LAC who offend					
• Reduce repeat offending by improving engagement in education	<ul style="list-style-type: none"> Intensive education strategy developed and implemented Improved communication between YOS and Virtual School Reduction in rate of re-offending Reading assessments undertaken for all young people remanded into the care of the LA. 	• YOS/Virtual school information sharing protocol developed	AMBER	Ongoing	VSH/EB
		• YOS workers attend PEP meeting	AMBER	Ongoing	VSH/EB
		• Increased range of interventions available for LAC who offend and the education professionals who work with them	AMBER	Ongoing	
Priority 8 Increase awareness and competencies of foster carers and social workers to ensure high quality support for children					
• Ensure foster carers can confidently and competently support the education of children in care	• All foster carers provided with training pre and post approval	• Develop Virtual School's contribution to foster carer induction and ongoing training calendar	Training delivered 19/10/2015 and 23/02/2016 GREEN	Achieved	VSH/ME VSH/BAFC
		• Provide one topical information/training event per term	06/07/2016 planned AMBER	Ongoing	VS
		• Increase education opportunities available to children and carers	AMBER	Ongoing	
Priority 9 Increase awareness of statutory duty to educate and role of Virtual School among elected members of the council					
• Provide training for elected members	<ul style="list-style-type: none"> Wider range of councillors have understanding of their corporate parenting responsibilities Role and responsibilities of the Virtual School is better understood 	• Wider involvement of councillors in the lives of children in care, including the Celebration of Achievement.	GREEN	Ongoing	VS/MB-A/Social workers
		• Briefing sessions for elected members planned and delivered	Care Services PDS 10/03/2016 GREEN	Achieved	VSH
		• Elected members invited to Virtual School events and activities, eg, Designated Teacher Forum, Conference etc	GREEN	Achieved	VS

VS=Virtual School; VSH=Helen Priest; MB-A=Melissa Bob-Amara; IL=Ian Leadbetter; WK=Wendy Kimberley. EB= Eamon Brennan; TB=Tracey Beeson; ME=Mark Edmunds; 16+LCT= Leaving Care Team; SEN=Special Educational Needs Team; TYSS= Targeted Youth Support Service; BEBP=Bromley Education Business Support; BAFC= Bromley Foster Carers' Association