



**ENDEAVOUR**  
Federation

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# FEDERATION DEVELOPMENT PLAN

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**2024 - 2025**

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# Vision

A centre of excellence built on a relational approach, where pupils feel safe to explore and enjoy learning, achieving positive outcomes and successful futures for all.

# Purpose

To provide a nurturing learning environment that ensures children thrive and achieve academically, emotionally and culturally.



# Priorities - 2024 – 2025

- **Personal development.**

1. Pupil wellbeing

- Improved pupil Voice
- Explore options to extend Therapy / Counselling for pupils.
- More therapeutic interventions – links with universities
- Work with Universities with psychology placement
- Occupational Therapist
- Develop the support for Mental Health across the schools
- Mental health lead in each school
- Staff trained in Children's MHFA
- Rainbow Flag Award / Refresher
- Just like us club.

- **Leadership and management.**

2. Staff wellbeing

- To work towards achieving gold standard for We invest in People.
- Enrichment activities
- Extend the formal question on the BlueSky appraisal template to have more space to record detail on wellbeing
- Ensure the wellbeing policy and updates are communicated to staff annually
- Send out an online annual wellbeing survey in relation to impact and satisfaction levels.
- Establish a staff well-being budget for external agencies to deliver sessions.
- Staff well-being calendar.
- Increase staff trained in Adult MHFA

3. Parental engagement

- Termly celebration event (end of term)
- Invite parents on some trips
- AIS project coffee mornings across the Fed
- Develop academic feedback to parents (not just end of year reports)
- Improved communication and recording of information.
- Outreach offer to help parents engage better
- Class dojo
- Community engagement
- Volunteering in the local community
- Whole Fed approach to external agencies delivering talks to parents
- After school offer for parents-workshops with high quality training
- Community project to help the family's community

4. Meeting the specific needs of pupils
  - Improved offer for identifying and supporting pupils with specific learning difficulties
  - Improved offer for Emotional School Based Dysregulation
  - Improved offer for pupils with Emotional School Based Avoidance.
5. Outward facing
  - Brochures for each school & department.
  - Training offer to Manchester and beyond.
  - Links with other schools
  - Improve profile-invite visitors,

- **Site specific actions**

6. Castlefield Campus
  - Develop PSE curriculum and link with careers and emotional wellbeing
  - Quicker testing of pupils needs.
  - Trialling of Edukey literacy assessment
  - KS4 History
7. Meade Hill
  - Develop Outdoor Education Offer
  - Develop PSHCE Curriculum
  - Sports Enrichment
  - Yr7 residential trip
  - KS4 Geography / History option
8. Southern Cross
  - Careers and life skills
  - Numeracy
  - Develop KS2 offer
  - Reading
  - Mindfulness Curriculum