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School Improvement Planning Template (Year 1: 2026 - 2027)

Progress

Wellbeing

Inclusion

School	LOCHEND COMMUNITY HIGH SCHOOL	
Learning Community	LOCHEND AND WHITEHILL LEARNING COMMUNITY	
Link Officer	JAMES KERR	
Head of Service	BRIAN MCDERMOTT	
School Roll	453	
Attendance Rate		
Pupils affected by the poverty related attainment gap (employment, income, housing, health, access to services, education, crime), covid & other forms of poverty not listed OTHER – Pupils not in SIMD 1 & 2, not in receipt of school meals but affected by factors detailed above.		
PEF allocation 26-27: £138,000	SIMD Quintile 1 (% and Number) 382 (92%0	
PEF Carry Forward:	SIMD Quintile 5 (% and Number) 0%	
Total PEF Allocation 26-27:	Other 33%	
FME (number and %) 63%	Total No Pupils 262 pupils	
Grand Challenges over 3 year cycle (Aug 2026 – Jun 2029) <i>(Throughout the current 3 year cycle of improvement all establishments should focus on the Grand Challenges of Progress, Wellbeing and Inclusion)</i>		

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Challenge: (copy/paste aligned challenge) Wellbeing						
Mission 1: To further embed the Promoting Positive Relationship Strategy					Costs	
Commitments(sprints)	Expected Outcomes	Measures of Impact	Lead Responsibility	Target Date	Core	PEF
We will further embed the Promoting Positive Relationships Policy	a) All staff will embed the School Charter and vision within daily classroom practice. b) All staff will follow revised PPR Policy guidelines which will support an action plan for reducing exclusions. c) A few staff and young people will review the PPR Policy to ensure that it is in line with National and Local Guidelines. d) All Senior and Middle Leaders will engage in termly audits of PPR data in relation to their subject area. e) All S4 pupils will be MVP trained.	Charter Champion log Number of behaviour referrals Monthly PPR data Increased referrals Reduced number of behaviour Duty Support Calls MVP Training Evaluations Pupil consultation data	E Large PPR Strategy Group All Staff Pupil Leadership Teams PTPC	Termly Review Ongoing PPR Strategy Group Meetings August Inset Day October Inset Day February Inset Day May Inset Day September 2026		x

We will continue to collaboratively work towards achieving the Silver Rights Respecting School Award	a) The majority of young people will undertake Pupil Empowerment responsibilities b) All young will be given the opportunity to contribute their views to school improvement. c) All staff and young people will work together to increase the visibility and understanding of Children's Rights and the UNCRC.	Pupil Leadership Engagement Tracker Captains Corner data Captaincy Meeting Minutes Pupil Leadership Minutes Pupil Survey Data Pupil Focus Group Data Learner Conversation Data	L Neil R McFarlane N Totty R Woods Rights Respecting Schools Strategy Group	Ongoing RRS Strategy Group Meetings August Inset Day October Inset Day February Inset Day May Inset Day	x	
We will increase parental engagement	a) A few staff and Parents continue to embed and develop the role of the Parent Council. b) All staff and a few young people to increase parental engagement through celebrating success and annual engagement activities. c) All Pupil Support staff to continue to develop relationship with parents/carers to increase pupil engagement.	Minutes of Parent Council Meetings Minutes of Parental Engagement Meetings Parental engagement data from events Parental engagement in consultation activities Pastoral Notes	C McCauley H Kerr K Anderson SLT PT Pastoral Care PT SFL Pupil Leadership Team	Ongoing Parental Engagement Strategy Group Meetings Dates of Parent Council Meetings to be added Dates of Celebrating Success/Parental Engagement events to be added Ongoing communications with key support staff and parents	x	

We will develop our Learn, Grow, Wider Achievement offer.	a) All staff delivering LGWA will plan opportunities for active activities to take place in relation to agreed meta skills through their chosen medium. b) All staff will support young people to regularly reflect on their meta skills development and completion of accreditation. c) A few staff to develop and embed LGWA tracking system. d) All LGWA Teaching staff will deliver the Steps to Work Qualification through LGWA at appropriate levels. (Levels 3 and 4)	LGWA tracking system LGWA meta skills reflection log LGWA attainment/progress LGWA surveys/focus groups Minutes of LGWA Leadership Meetings Lesson observation data LGWA Improvement Plan LGWA Attainment	H Kerr L Neil I Love A Loen All teaching staff	August observations November observations October/December/March/May Progress checks	x	
Dec/May Evaluative Comments on impact of SIP work: <i>(Used to support completion of SER)</i>						

Grand Challenge: (copy/paste aligned Grand Challenge from above) Wellbeing						
Mission: <i>To embed whole school approaches to support the wellbeing and engagement of young people and staff.</i>				QI (HGIOS 4)		Costs
Commitments(sprint)	Expected Outcomes	Measures of Impact	Lead Responsibility	Target Date	Core	PEF
We will develop a whole school Wellbeing Strategy.	a) A few staff and young people will audit current practice under the 3 pillars: Physical, Social and Mental Wellbeing. b) All staff and young people will be consulted on the branding of the Wellbeing Strategy. c) A few staff and young people will develop a Wellbeing Action Plan for Improvement.		L Neil S Igoe HWB Strategy Group PTPC/AIB Key Adult Staff All staff All young people	October 2026 October 2026 June 2027	x	

We will embed opportunities for all which support positive wellbeing.	a) All pupils and staff will experience House Group activities and develop a House Identity. b) All young people will have the opportunity to engage in a range of extra curricular activities which support wellbeing and attainment. c) A few staff will develop a strategic approach to supporting mental health and wellbeing. d) A few staff to plan Senior Phase PSE Conferences to support and develop an understanding of wellbeing.	Minutes of HWB Strategy Group Meetings Calendar of Wellbeing activities/House activities Extra curricular and attainment support timetables/engagement data Mental HWB Strategic Plan PSE Course Plans Attainment data for Mental Health and Wellbeing Award	L Neil S Igoe J Wright PTPC HWB Strategy Group	Calendar of House /Wellbeing Activities to be added Ongoing extra curricular and attainment support activities Ongoing Strategy Group meetings	x	
We will introduce consistent processes for assessing the wellbeing needs of young people.	a) All young people will complete twice yearly GMWP assessments. b) A few staff will develop a consistent process for analysing GMWP data and agreeing on appropriate actions.	GMWP data Minutes of PTPC Departmental Meetings Minutes of SLT meetings Caseload Spreadsheets JEM minutes	J Wright D Mullen E Large PTPC	September 2026 January 2027		

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We will further embed consistent approaches monitoring and improving pupil attendance.	a) A few staff will embed agreed structures and processes for monitoring and supporting positive attendance.	Attendance mentoring data Weekly attendance data Caseload Meeting Minutes JEM Minutes Attendance rewards data	PTPC SLT J Wright R McFarlane AIB Staff	August 2026		x
	b) All support staff to further embed attendance mentoring and develop consistent approaches for collating and responding to data.	Strategic plan for promoting positive attendance Showbie data Faculty Attainment Packs	Senior Captains All Staff	September 2026 onwards		
	c) A few staff to develop a promoting positive attendance strategy which embeds rewards.			December 2026		
	d) All Faculties to plan and create attainment packs/resources to support non and low attenders to access education when returning to class/school.			Ongoing from August		
Dec/May Evaluative Comments on impact of SIP work: <i>(Used to support completion of SER)</i>						

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Grand Challenge: (copy/paste aligned Grand Challenge from above) Progress						
Mission 1: To improve the approaches to learning, teaching and assessment.				QI (HGIOS 4)		Costs
Commitments(sprint)	Expected Outcomes	Measures of Impact	Lead Responsibility	Target Date	Core	PEF
We will develop our approaches to delivering high quality learning experiences for all young people	a) All staff will embed a consistent Lochend Lesson structure b) All staff will plan lessons ensuring pace and challenge for Top 20% and Middle 60% of learners creating an aspirational ethos in all classrooms. c) All staff will plan a range of activities, including universal supports and digital experiences, to meet the needs of learners. d) All staff will engage in professional learning in relation to the Learning and Engagement Strategy and Universal Supports.	Learning and Engagement Policy Learning and Engagement Strategy Group Minutes Curricular/lesson plans Lesson observation data Focus Group data Programme of Learning Walks Agenda for staff professional learning activities Learning Walk Data Feedback from staff development activities VSE data Departmental quality assurance processes	E Large A Sargent L and E Strategy Group All Staff	Moderation on Dept Calendars September October November January February March May	x	x

We will engage in professional learning and implement changes to practice in identified pedagogy: Assessment	a) All staff will engage in professional learning. b) All staff will embed trusted techniques to gather assessment data to inform next steps for individual pupils.	Learning and Engagement Policy Learning and Engagement Strategy Group Minutes Curricular/lesson plans Lesson observation data Focus Group data Programme of Learning Walks Agenda for staff professional learning activities Learning Walk Data Feedback from staff development activities VSE data Departmental quality assurance processes	E Large L and E Strategy Group All Staff		x	
We will embed consistent approaches to moderation across subjects.	a) All staff will engage in a calendar of S1 moderation activities following the Moderation Cycle.	Moderation session evidence/minutes Lesson plans Staff reflection following moderation	E Large A Sargent All staff		X	
We will embed a planned calendar of verification across all Faculties.	a) All Faculties will create a calendar of verification activities in in relation not their assessment calendar. b) All staff will engage in verification as noted on calendar.	Verification calendar Assessment calendar Verification evidence	All staff			

Dec/May Evaluative Comments on impact of SIP work: *(Used to support completion of SER)*

Grand Challenge: (copy/paste aligned Grand Challenge from above) *Progress*

Mission: *(medium term strategic change achievable within an academic year)*

To raise the attainment and aspirations of all young people across the school and ensure that all young people make appropriate progress through S1-3 and S4-6, attaining the greatest range and highest level of qualifications.

QI (HGIOS 4)

Costs

Commitments(sprint)	Expected Outcomes	Measures of Impact	Lead Responsibility	Target Date	Core	PEF
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All staff will embed consistent approaches to tracking, monitoring and intervention processes.	a) All staff will embed GCC Monitoring and Tracking system. b) All Faculties will continue to collaborate, with subject specialist colleagues, in order to agree judgements on BGE Achievement of a Level. c) All Faculties will continue to engage in verification, with subject specialist colleagues, in order to agree judgements on National Qualification working levels. d) The majority of staff will engage in agreed Leadership Attainment Meetings (LAM) e) All Middle and Senior Leaders will take the agreed consistent approach to post tracking interventions.	M and T Tracking data LAM Minutes Departmental trackers Minutes of verification discussions Minutes of BGE AofL discussions PTPC/DHT Caseload Minutes	H Kerr All Senior and Middle Leaders All Staff	BGE October February April SENIOR PHASE September November January		
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All staff will engage in reviewing Curricular Plans whilst decolonising the curriculum	a) A few staff will review and agree a consistent planning template for Plans which incorporates skills and Childrens Rights.	Minutes of Curriculum Strategy Group S1 Curricular Plans Minutes of Faculty Meetings Minutes of Pastoral Care Departmental Meetings PSE Course Outlines PSE attainment data Minutes of Social Subjects Meetings RME Course Outlines RME attainment data	H Kerr J Wright L Neil Curriculum Strategy Group All Staff Pastoral Care Staff Social Subjects staff	September	x	
	b) All staff will be allocated an aspect of S1 development on their Departmental Improvement Plans.			Ongoing		
	c) All Pastoral Care staff will devise Senior Phase Pupil Conference Days, which incorporates skills and Childrens Rights, as a medium for delivering PSE outcomes.			Conference Days to be confirmed		
	d) All Social Subjects staff will devise Senior Phase Pupil Conference Days, which incorporates skills and Childrens Rights, as a medium for delivering RME outcomes.					

All Maths staff will work to develop and embed a clear Numeracy Improvement Strategy	a) All Faculty Head and lead staff will share practice with GCC colleagues b) All Maths staff will engage in an agreed strategic improvement plan discussions with GCC Numeracy Lead and SLT.	Minutes of strategic planning meetings Faculty of Maths Improvement Plan Revised curricular plans	E Large A Lawrence Maths teaching staff	Timeframes noted on Strategic Plan		
All English staff will work to develop and embed a clear Literacy Improvement Strategy	a) A few staff will share practice with GCC colleagues b) All English staff will engage in an agreed strategic improvement plan discussions with GCC Literacy Lead and SLT.	Minutes of strategic planning meetings Faculty of Languages Improvement Plan Revised curricular plans	E Large K Johnston All English Staff	Timeframes noted on Strategic Plan		

Senior Leaders and PTPC will further embed the Pathways Initiative to support the attainment of disengaged and low level attenders.	a) A few staff to further embed systems for identifying young people for Pathways Initiative. b) A few staff will further develop a tracking system to monitor the progress of young people. c) A few staff to develop Core Group course plans and accompanying resources to support the course overview. d) A few Staff to develop structures and appropriate resources to support the progress and attainment of disengaged/low level attenders.	Minutes of Pathways Planning Meetings Pathways Tracker Core Group course outline	E Large PT PEF Lead Pathways Staff Partners	Ongoing	X	X
All staff young people and parents/carers will develop an understanding of the meta skills	a) A few staff will develop approaches to introducing a consistent understanding of meta skills. b) A few staff will develop a Skills Framework linked to Children's Rights. c) All staff and young people will engage in understanding meta skills development sessions.	DYW Strategy Group Minutes Skills Framework Evidence of skills in S1 Course Plans, PSE and RME Conference Day Plans, LGWA Course Plans MWOW data	H Kerr D Mullen L Neil DYW Strategy Group (staff and young people) All staff PTPC	Ongoing	x	



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All young people will share an overview of their Wider Achievement experiences	a) All young people will regularly update their MWOW Profile in PSE					

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All staff to embed approaches to data analysis to monitor and plan for progress over time	a) All Faculties to embed a calendar of assessment and Departmental Tracking. b) All Senior Leaders to develop a process for using BGE tracking data to monitor attainment over time and inform next steps. c) All Faculties to introduce BGE tracking analysis processes to monitor attainment over time and inform next steps. d) All staff to continue to engage in exam analysis: - o CEM data analysis (20/60/20) - o Post exam results data analysis - o Insight analysis - o Prelim analysis - o Transition data/SNSA	CEM data analysis (20/60/20) data Post exam results data analysis Insight analysis data Prelim analysis data Class Profiles Departmental Trackers Assessment Calendars Transition data	K Anderson H Kerr L Neil All Staff	September 2026 October 2026 August August September December	x	
Dec/May Evaluative Comments on impact of SIP work: <i>(Used to support completion of SER)</i>						

Grand Challenge: (copy/paste aligned Grand Challenge from above) Inclusion						
Mission: (medium term strategic change achievable within an academic year) To improve how inclusion and diversity is embedded across the school. Young people will influence and lead aspects of this work.				QI (HGIOS 4)		Costs
Commitments(sprint)	Expected Outcomes	Measures of Impact	Lead Responsibility	Target Date	Core	PEF
We will develop a whole school Equalities Strategy which results in all young people feeling included and respected across the school community.	a) A few staff will respond to relevant data to make a strategic plan for improvement with an agreed timeline for awareness raising activities. b) All staff will use clear processes and structures for reporting, managing and monitoring Bullying and Equalities incidents.	Equalities Strategy Group Minutes Equalities Strategic Plan Bullying and Equalities Data PTPC/SLT Minutes Inset Day Activities	L Neil Lead PTPC N McArthur Equalities Strategy Group (Staff and young people working together) All Staff	October 2026 Ongoing October 2026 Ongoing		x

We will ensure consistent Staged Intervention processes and supports for young people.	a) All PTPC will ensure consistent approaches are taken in relation to Child Protection and Safeguarding files. b) All Support staff will develop a consistent understanding and approach to Staged Intervention Processes. This will include monitoring the impact of the supports provided. c) All Support Staff will develop a consistent approach to the development of Wellbeing Assessment and Planning. d) A few staff will develop a consistent approaches to developing Behaviour Profiles for identified young people	PTPC/AIB Minutes of Meetings and CLPL PTPC/AIB Handbook WAPs CP/VYP Files Case conference data Behaviour Profiles Quality Calendar	J Wright All PTPC staff SLT M Bernier AIB Key Adult Staff	Ongoing		
We will consistently use Pupil Information to inform lesson planning.	a) All Staff will complete Class Profiles twice annually using Support Spreadsheet data.	Class Profiles Support Spreadsheet Learning Profiles Lesson plans Minutes of Faculty Meetings	J Wright T Reilly PTPC M Bernier Key Adult Staff AIB All Staff	August 2026 December 2026	x	

We will commit to self evaluation in relation to meeting the needs of learners.	a) All staff will be involved in the completion of the ASL Self Evaluation Toolkit. b) A few staff will collaborate to create a ASL Action Plan.	ASL Self Evaluation Toolkit Information Inset Day Agenda ASL Action Plan	Dr T Reilly J Wright All staff	October 2026	x	
We will develop consistent approaches to implementing Universal Supports to support learners.	a) A few staff will collaborate to create Universal Supports Toolkit for staff. b) A few staff and young people will work together to create a LCHS Universal Support visual for working areas. c) All staff will engage in professional learning in relation to Universal Supports.	Universal Support Toolkit Agenda for staff meetings Lesson observation schedules Learning Walk data Staff consultation LCHS Universal Supports Visual	Dr T Reilly J Wright Young people All Staff	September 2026 October 2026 October 2026		



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Dec/May Evaluative Comments on impact of SIP work: *(Used to support completion of SER)*

Grand Challenge: *(copy/paste aligned Grand Challenge from above)* **Inclusion**

Mission: *(medium term strategic change achievable within an academic year)*

QI (HGIOS 4)

Costs

Commitments(sprint)	Expected Outcomes	Measures of Impact	Lead Responsibility	Target Date	Core	PEF

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Dec/May Evaluative Comments on impact of SIP work: *(Used to support completion of SER)*

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Maintenance Agenda:

Please use the space below to note any other improvement actions initiated in previous years which are continuing to be a focus in the coming year but not on your identified priority for 26-27

Grand Challenge	Area of Focus	QI HGIOS 4
Dec/May Evaluative Comments on impact of maintenance agenda work: <i>(Used to support completion of SER)</i>		

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