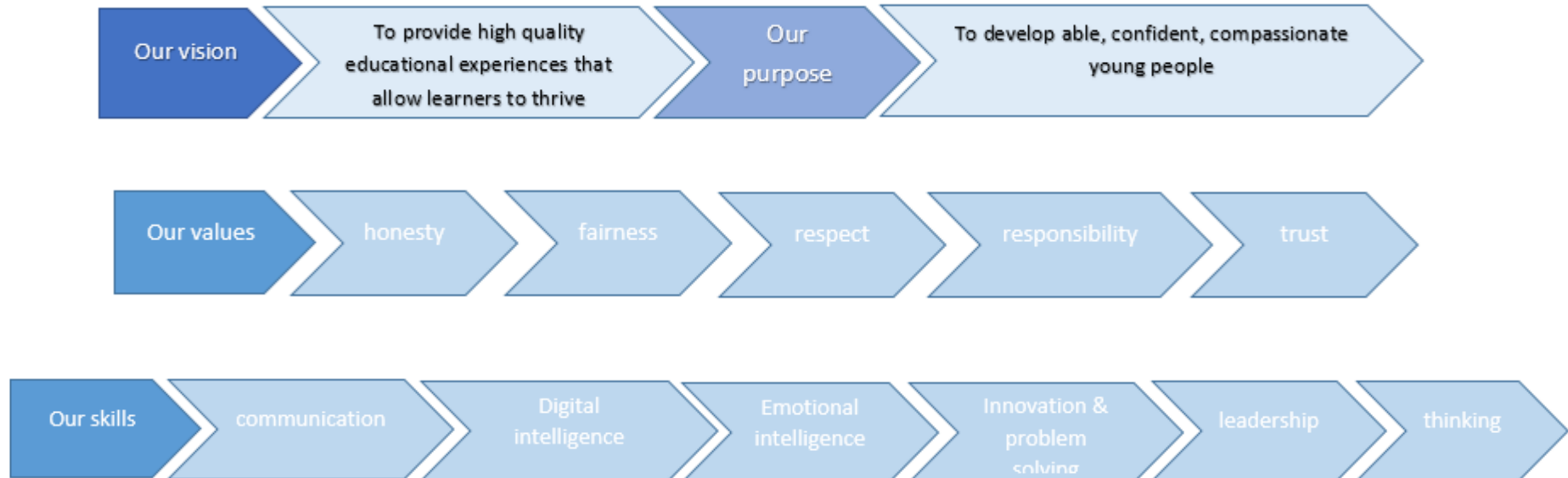# Balfron High School

School Improvement Plan 2022-23

In the most challenging of times, it is particularly important that we provide a **caring, inclusive** and **high achieving** school environment where young people have a **safe, positive and meaningful experience**. We have **high expectations** and are ambitious for all of our young people. We understand that young people and staff will do best when equipped with the **resilience** and **mind-set** to **contribute confidently** and **compassionately** in this modern, ever changing world. We recognise that the right blend of **knowledge, skills, attributes and qualifications** will provide the foundations for our young people to succeed in life beyond school.
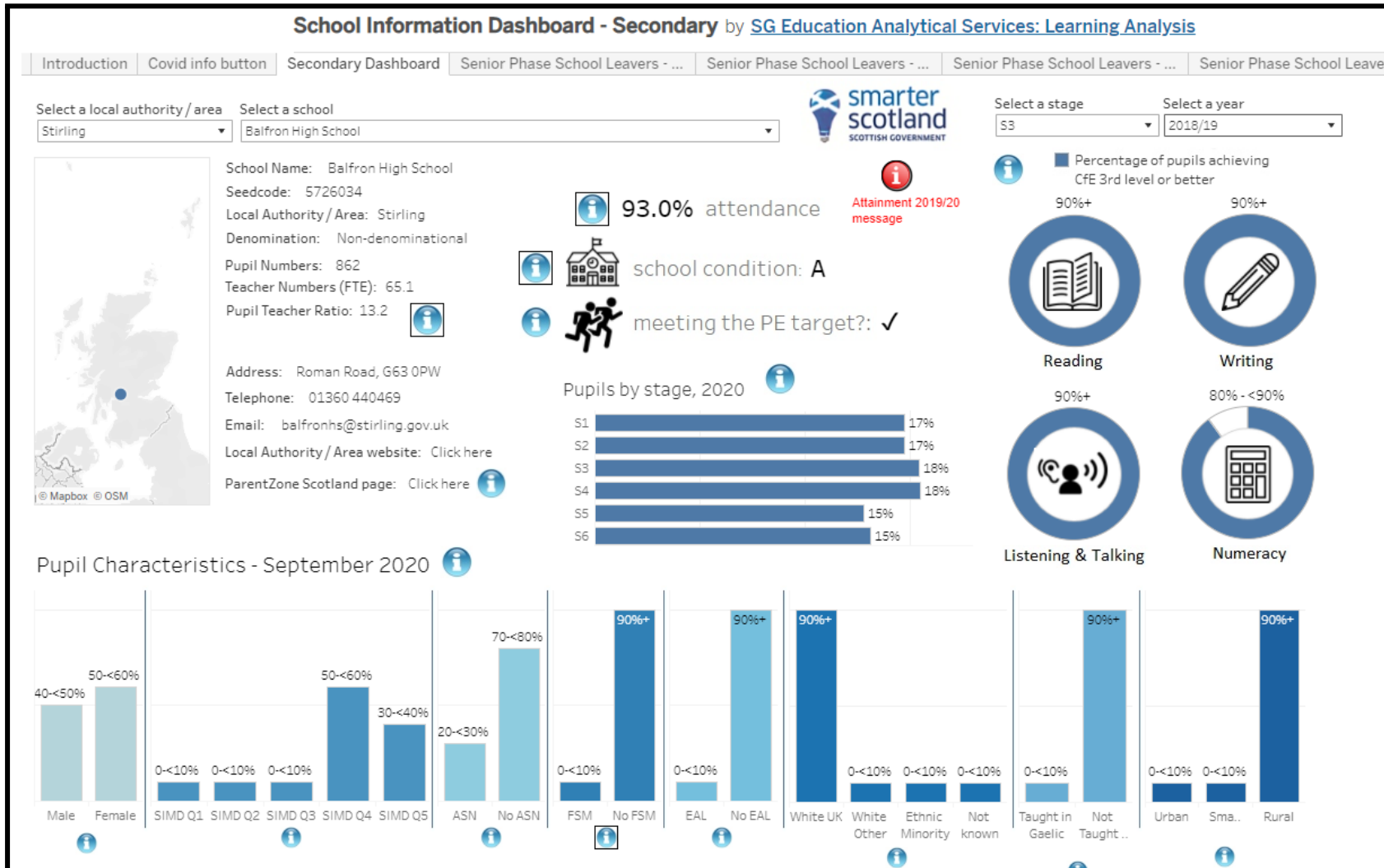
Vision and Values
Optimism & professionalism at all times

Our vision	To provide high quality educational experiences that allow learners to thrive	Our purpose	To develop able, confident, compassionate young people

Our values	honesty	fairness	respect	responsibility	trust

Our skills	communication	Digital intelligence	Emotional intelligence	Innovation & problem solving	leadership	thinking

Balfron High School is a high achieving school with a school roll of 892, is located in rural West Stirlingshire, and has seven associated primary schools in satellite villages - Balfron, Buchlyvie, Drymen, Fintry, Killearn, Kippen and Strathblane. We have recorded an increase in placing requests from West Dunbartonshire in the last year. Most of our young people live in SIMD areas 7-9. We have approximately 4% pupils in receipt of FME. 30% of our young people have a recorded additional Support need.

Educational Context: live link - **Parent Zone**

School Information Dashboard - Secondary by SG Education Analytical Services: Learning Analysis

| Introduction | Covid info button | Secondary Dashboard | Senior Phase School Leavers - ... | Senior Phase School Leavers - ... | Senior Phase School Leavers - ... | Senior Phase School Leave... |

Select a local authority / area — Stirling

Select a school — Balfron High School

Select a stage — S3

Select a year — 2018/19

School Name: Balfron High School
Seedcode: 5726034
Local Authority / Area: Stirling
Denomination: Non-denominational

Pupil Numbers: 862
Teacher Numbers (FTE): 65.1
Pupil Teacher Ratio: 13.2

Address: Roman Road, G63 0PW
Telephone: 01360 440469
Email: balfronhs@stirling.gov.uk
Local Authority / Area website: Click here
ParentZone Scotland page: Click here

© Mapbox © OSM

93.0% attendance

Attainment 2019/20 message

school condition: **A**

meeting the PE target?: ✓

Pupils by stage, 2020

Stage	%
S1	17%
S2	17%
S3	18%
S4	18%
S5	15%
S6	15%

Percentage of pupils achieving CfE 3rd level or better

Reading — 90%+
Writing — 90%+
Listening & Talking — 90%+
Numeracy — 80% - <90%

Pupil Characteristics - September 2020

Characteristic	Value
Male	40-<50%
Female	50-<60%
SIMD Q1	0-<10%
SIMD Q2	0-<10%
SIMD Q3	0-<10%
SIMD Q4	50-<60%
SIMD Q5	30-<40%
ASN	20-<30%
No ASN	70-<80%
FSM	0-<10%
No FSM	90%+
EAL	0-<10%
No EAL	90%+
White UK	90%+
White Other	0-<10%
Ethnic Minority	0-<10%
Not known	0-<10%
Taught in Gaelic	0-<10%
Not Taught ..	90%+
Urban	0-<10%
Sma..	0-<10%
Rural	90%+

National and Local Priorities

National Improvement Framework Priorities	Stirling Schools, Learning and Education Priority Themes
1. Placing the human rights and needs of every child and young person at the centre of education 2. Improvement in attainment, particularly literacy and numeracy. 3. Closing the attainment gap between the most and least disadvantaged children. 4. Improvement in children and young people's health and wellbeing. 5. Improvement in employability skills and sustained positive destinations.	1. Community 2. Wellbeing 3. Achievement

Senior Phase and Youth Participation Delivery Plan Priorities

1. To raise **attainment and achievement** by supporting school improvement.

2. **Deliver equity** for all, whilst ensuring that those most disadvantaged have maximum opportunity to achieve and prosper in school and beyond.

3. Support Stirling Council in its commitment to the Climate Emergency, through **learning for sustainability** in line with the Vision 2030 Report.

4. Improve **positive destinations**, through continuing to lead on DYW, No-one Left Behind and Young Person's Guarantee.

5. Support **participation and co-create community-based learning and development** opportunities ensuring young people are at the centre of local and national democracy and decision making.

Self Evaluation for Improvement

To triangulate the information analysed and identify key areas for improvement we have used data, views and observations as follows:

Data	Views	Observations
- Tracking data - SQA Insight data - Attendance data - Exclusion data - Behaviour data Form 6 data - FME & SIMD - From surveys	- Surveys (staff, pupils, parents) - Focus groups - Working groups - Team Meetings - SLT & Leadership Team Meetings - Professional Learning discussion - Tri-learning discussions - Pupil Council Meeting - Parent Council Meetings	- Formal classroom - Tri-learning - Open Doors days

What is our capacity for improvement?

Leadership and management	Learning provision	Successes and achievements
How good is our leadership and approach to improvement?	How good is the quality of the care and education we offer?	How good are we at ensuring the best possible outcomes for all our learners?
1.1 Self-evaluation for self-improvement	2.1 Safeguarding and child protection	3.1 Improving wellbeing, equality and inclusion
1.2 Leadership of learning	2.2 Curriculum	3.2 Raising attainment and achievement
1.3 Leadership of change	2.3 Learning, teaching and assessment	3.3 Increasing creativity and employability
1.4 Leadership and management of staff	2.4 Personalised support	
1.5 Management of resources to promote equity	2.5 Family learning	
	2.6 Transitions	
	2.7 Partnerships	

LOOKING INWARDS: knowing ourselves inside out through effective self-evaluation

LOOKING OUTWARDS: learning from what happens elsewhere to challenge our own thinking

LOOKING FORWARDS: exploring what the future might hold for today's learners and planning how to get there

School Priorities Overview

Priority 1: Improve Wellbeing of Young People & Staff		
NIF Priority: **4**	**HGIOS4:** 1.1, 2.1, 2.2, **3.1**	**SPYP Delivery Priority: 2** 1

Priority 2: Recovery - Continue to rebuild school culture & positive, values based behaviours		
NIF Priority: All (1-5)	**HGIOS4:** **1.1, 2.1, 3.1, 3.2**	**SPYP Delivery Priority:** **1, 2**

Priority 3: Increase focus on Learning, Teaching & Assessment		
NIF Priority: All (1,2 3, 5)	**HGIOS4:** **2.3**	**SPYP Delivery Priority:** 1, 2

Priority 4: Support PEF & Promote Equity		
NIF Priority: 3	**HGIOS4:** **2.5, 3.1, 3.2**	**SPYP Delivery Priority:** 2

Priority 1	Improve wellbeing of young people & staff					
	Key Actions	By When?	Person/People Responsible	Resources Required	Expected Impact	Progress (Updated during session)
1	Review and update of Form Class Activities	October 2022	N Macquarrie & SLWG	Working group input	- Increased understanding of Form class expectations - Increased connectedness with learning - Strong relationships between FCL & FC and among FC - Stronger House identity and contribution	
2	Increase partnership with external experts for input with young people & staff	May 2023	C Appelquist, A Lauder, E Johnstone, J MacKay, G Shaw, M McFarlane,		- Increased understanding of key themes that contribute to wellbeing - Relevant and up to date information	
3	Increase opportunities for staff wellbeing activities: - Mindful art - Journaling/meditation drop-in - Wellbeing crafts - Physical activities (volleyball) - Access to swimming pool - Access to school gym		N Macquarrie,C Appelquist, P Randam		- Staff wellbeing given higher profile - Increase in staff wellbeing levels - Increased levels of staff feel valued - Increased levels of staff feel more connected	
4	Reinstate Hot Chocolate with the Heads nominations and delivery (Thursdays at FC time in Strathendrick)	October 2023	Head Prefects supported by EB	Hot Chocolate Flavoured Teas	- Increased number of pupils feeling recognised and celebrated - Increased number of staff able to contribute	

5	Increase collaboration with Youth Participation Team to support the wellbeing of young people ● Mental Health & Wellbeing (S1 group work - S Sabbir) ● Targeted Group work with senior pupils	May 2023	C Appelquist S Sebbir E Harvey			
6	Nurture Groups	Many 2023	C Appelquist L Smith		● Improved levels of resilience reported	
7	Endura		E Johnstone			

Priority 2	Recovery - Continue to rebuild school culture & positive, values based behaviours					
1	**Key Actions**	**By When?**	**Person/People Responsible**	**Resources Required**	**Expected Impact**	**Progress (Updated during session)**
2	Improved communication with parents/carers	September 2022	E Bannatyne	Padlet - what's happening at Balfron	● Increased and easier accessibility to information, and celebration of achievements at Balfron HS	In place
3	**Recovery Post** - Family Engagement provide universal and targeted support to parents and carers	May 2023	David Whiteford	Time and Salary uplift COVID funding to support delivery of twilight workshops	● Increased levels of connectedness with parents and carers ● Increased levels of knowledge of what is happening for young people ● Increased levels of understanding on how to support learners	Update on post to staff at Aug inset day

				• Increased positive relationships with parents/carers and staff	
4	Planned programme of assemblies to raise profile of respect and communicate expectations	Termly	E Bannatyne	Calendar & Link with colleagues	• Increased clarity of school vision and values • Raised profile of issues relating to excellence and equity	
5	Raise profile and expectations of school uniform • Reshare policy with parents/carers • Balfron Clothing Company • School uniform drop-in	September 2022	Parent Council EB & all N McNeilliage G Shaw	Texts home FCL orange slps and demerit access	• Increased rates of full school uniform worn	**Policy** updated and shared Balfron Clothing Co
6	Review and update 'Respect' agenda	December 2022	E Bannatyne, Head prefects, K Reid	Time protected for updated surveys and analysis of results	• Increased levels of respect recorded through Pupil council and surveys	
7	Support S1 pupils through new buddying scheme	October 2022	Head prefects	Form time protected	• Increased levels in confidence noted by S1 pupils	
8	Reinstate dances & discos for young people: • Halloween Discos • Christmas Ceilidhs Link to rewards for merits	November 2022	A Short, G Shaw, C Appelquist & probationers	Behaviour data free for tickets Staff supervision Admin support Parent council supervision help Celidh band	• Positive relationships between staff and pupils and among pupils • Increased sense of belonging to school community	

9	**Improve ethos of S4** Identify sixteen S4 pupils to participate in Columba 1400 Young Peoples Leadership Academy	May 2023	E Bannatyne, A Lauder, D Whiteford	Secured funding for programme. Time for selection	• Increased positive relationships with targeted pupils • Improved behaviour/ exclusion stats • Increased levels in confidence of C1400 pupils • Implementation of project to support school ethos	• REFILL Project identified
10	**Improve ethos of S5 & S1** Train and implement pupils in MVP	May 2023	C Appelquist, L Smith, C Miller	Time for training & Implementation	• As above • Input to PSE lessons for S1 • Improved relationships between S5 and S1	
11	**Improve ethos of S2** HumanUtopia	May 2023	E Bannatyne, Appelquist	Day protected for S2 pupils	• As above with… • Identified 'Heros' to support S2 pupils	
12	**Improve ethos of S6** • Increase volunteering participating • Saltire Awards • Rebrand prefectship	May 2023	N Macquarrie	Time protected for training and input Conference & Training for pupils	• Positive contribution in every faculty/team • Improved relationships between S6 and younger pupils • Increased confidence of S6 and those supported • Increase in skill required to be effective support	
13	Increase uptake for inter-house & extra-curricular participation post pandemic	May 2023	S Perman & House Captains	Support at lunchtimes for programme of sporting, creative & academic	• Positive relationships between staff and pupils and among pupils • Increased sense of belonging to House	

					• Increased range of opportunities for pupils skills, abilities and interests	
24	Rebrand swimming pool to inspire and motivate pupils - The Ross Murdoch Swimming pool	October 2022	EB/NM/ Ken Campbell (Bellrock)	Link with Stirling Council Photos from RM Agreed comms	• Increased profile of Balfron High in community • Increase in numbers using the pool • Improved environment • Pupils have opportunity to meet with R Murdoch	
15	Increase awareness/understanding of impact of social media - parents/carers & young people • I am Gen Z	November 2023	E Bannatyne D Whiteford C Appelquist PTs PS	Licence for film Theatre booking Follow up resources Input for young people through PSE	• Increased levels of connectedness with parents and carers • Increased levels of knowledge of what is happening for young people • Increased positive relationships with parents/carers and staff • Young people better equipped to understand and deal with pressures associated with social media	
16	Learning for Sustainability • The Eco-Group will take a lead on paper recycling bins in classrooms. • The PEF group will work with the Period Poverty Group to sustain and improve this initiative. • Climate Ambassadors will continue to	May 2023	E Bannatyne B Youens The Eco Committee	Staff & pupil time Identified budgetary resources to support key initiatives and establishing new projects	• Reduced waste & increased sustainable practices. • Improved paper recycling – consistent practice. • Reports of further improved period provision and peer-led education on this. Increased number of pupils	

	receive training and				engage with council promoted work on Climate Change and Sustainability projects	
17	Secure Sports Scotland School Award (Gold)	May 2023	N Macquarrie N Thomson (Active Schools)	Meeting and evaluation time	- Increased participation of young people in sport and physical activities - Increased celebration of success and achievement - Sports council and ambassadors drive improvement	
	Re-establish in-person Celebrating Success and Awards Ceremonies	May 2023	C Appelquist			

Priority 3	Increase focus on Learning, Teaching & Assessment					
Key Actions		**By When?**	**Person/People Responsible**	**Resources Required**	**Expected Impact**	**Progress (Updated during session)**
New Post - Project Lead Pedagogy		August 2022	M Skinner	Time and salary uplift	Increased skill & confidence levels in staff to implement science of learning	
Learning & Teaching Working Group - Create BHS pedagogy toolkit - L&T department inserts		May 2023	**M Skinner/** E Bannatyne	Pedagogy Leadership Day with PTs/curriculum leads; Collegiate calendar	- Increased profile of L, T & A - Culture of pedagogy observed and reported - Reported increased skill	

Key Actions	By When?	Person/People Responsible	Resources Required	Expected Impact	Progress (Updated during session)
● Professional reading library ● Professional discussion group ● CLPL corner in Balfron Matters ● L,T A padlet ● Professional Learning Padlet ● Develop Youtube Channel to support CLPL			time Access to BM Professional Learning Padlet L,T,A padlet	levels of staff ● Increased confidence of staff ● Link to attainment improvements ● Increase in inhouse CLPL opportunities ● Increase in number of staff studying at Masters level	
Science of Learning Workshops ● L&T department/team inserts ● Displays ● Link with PLs SoL (pupils)	May 2023	M Skinner (link with P Gregory, H Ellis)	Collegiate time meetings Display resource Discussion at TMs		
Tri-Learning ● Clear link with science of learning and peer observation visits	May 2023	M Skinner/ **S Boyle**	Time protected for Tri-learning observations and follow-up meetings		

Priority 4	Support PEF & Promote Equity				
Key Actions	**By When?**	**Person/People Responsible**	**Resources Required**	**Expected Impact**	**Progress (Updated during session)**
PEF Plan	May 2023	F Fisher	PEF Budget, Staffing	Targeted pupils: ● Participate beyond the classroom ● Access opportunities from 1-1 coaching	

				- Increase confidence - Developed relationships with families	
The Promise Improve outcomes for care experienced learners through improvements in monitoring and tracking	May 2023 2023	E Bannatyne / C Appelquist		A wider understanding of the challenges faced by pupils who are care experienced	
Inclusion Enquiry	May 2023	C Appelquist/ G Hobbs			
Conic House (ASN Base) - Communication strategy for pupils, parents, staff and partners - Input into the design Conic House - Input into the re-organisation of affected departments/ classrooms - CLPL for current staff	May 2023	E Bannatyne / C Appelquist	ASN Outreach	- Integrate young people with ASN in the Balfron Community - Smooth transition for pupils in Conic House - Positive links between mainstream and Conic House	
New temp PL Posts: PEF Lead learner - Literacy support - Paired reading with associated primary schools - Paired reading with S1 (targeted group) Targeted learner support	May 2023	N Douglas, H Ellis, P Gregory	time for each post	- Increased ability levels of reading in targeted groups/ reading ages improved - Increased confidence of young readers - Improved comprehension skills - Increased engagement with struggling readers	

Complete Level 1 Recognising We Care Award	October 2023	A Burns	Handover from JG	• Increased staff awareness of those in caring roles • Increased confidence among staff of how to support young people	
Ensure all vulnerable groups have support in securing Young Scot Card	December 2023	F Fisher D			
Active Girls (women in sport) week	28 October	F Fisher		• Increased awareness • Increased participation	
Increase awareness of cost of school day • Challenge poverty week (3-7 October)	October 2023	F Fisher, D Whiteford, K Reid Higher Modern Studies pupils	Assembly time	• Pupils have increased awareness of the factors affecting poverty • Increased awareness of the costs of the school day • Increased awareness of how to access support in school • Contributions made to The Balfron Larder & Start-up Stirling	Assembly delivered by Higher Modern Studies pupils Contributions made to Start-Up Stirling & Balfron Larder
Complete actions that lead to LGBT Charter (bronze)		A Blair, S Levine		• Higher levels of pupil report feeling included and respected	
Further develop Magic Dashboard to include information to promote equalities (incl pronouns)	From Oct 2022	P Slavin		• Improved and efficient access to information that supports teachers	

					to plan and support individuals	
	Complete actions that lead to Reading School status: - Staff 'I'm a reader' lanyards - Pupil Reading lists - Questionnaires - Assemblies - Book ghosts/ cupids - Bookflix (atrium) - Inter House reading - Reading school Team - Themed displays in library/ English - Book Week Scotland events 10-14 Nov/ Form Class door book covers - Drop everything and read	May 2023	N Douglas	time , support of teachers, financial support (£1k - parent council)	- Reading culture across the school established - Improved awareness of appropriate level/ age related texts - Increase range of texts available in school - create 'read your subject' area of library - Develop culture of family engagement re awareness of text and benefits of reading - Increase in numbers joining local libraries	