



ANNUAL REPORT
ACADEMIC YEAR
2022/23

Vision Statement

Empowering success through holistic and individualised learning




Mission Statement




At ALP school we believe that education can help every learner achieve their full potential no matter what their ability. It's this belief that drives us to be so passionate about the work we do with our learners and it is why our bespoke approach works for so many disengaged and vulnerable young people. ALP Schools aims to create flexible, individualised programmes of learning support for children and young people who, for a variety of reasons, are unable to access mainstream education. From the point of referral, we focus on the special educational needs and disabilities (SEND) of the learner and on family liaison, in order to provide the most effective and appropriate educational intervention.

Working closely with the Local Authorities, we provide outcomes that are in accordance with the individual needs of each learner. We specialise in education placements of young people with SEND including (but not limited to) Autistic Spectrum Disorder, Emotional Behavioural Difficulties, challenging behaviour, and mental health difficulties.

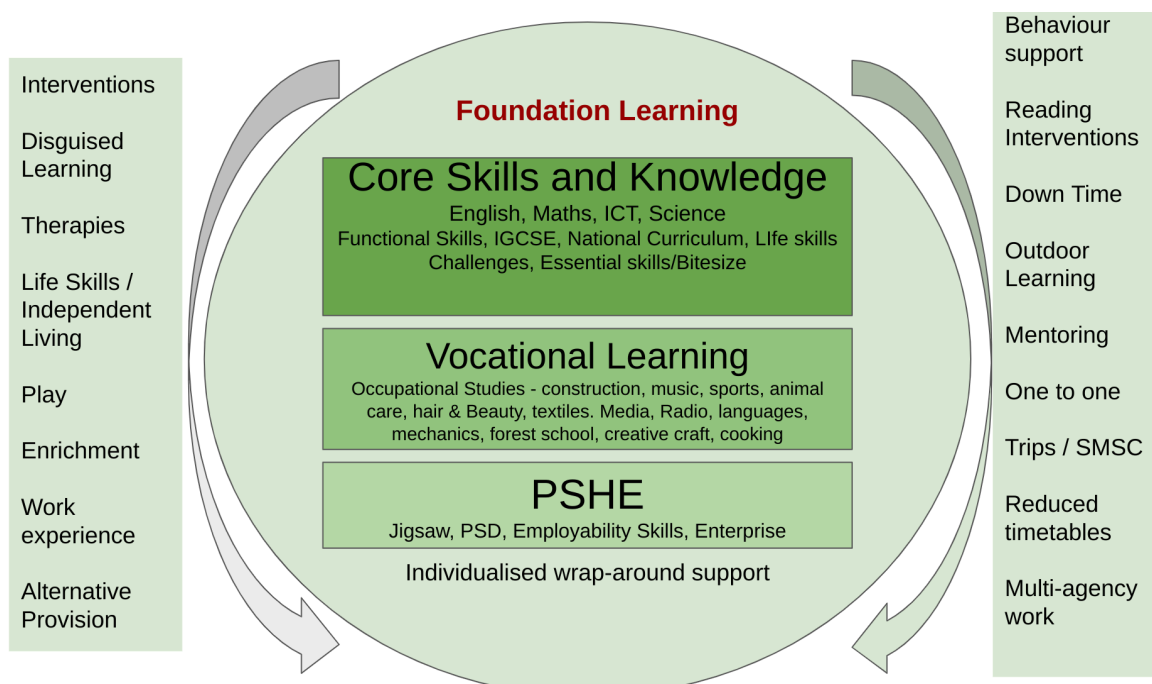
This academic year we operated with five schools due to the opening of ALP Sittingbourne in September 2022. Our other schools are Pierview Academy - Gravesend - Kent, Parkview Academy, Welling - Greater London, ALP Leicester - Birstall - Leicestershire, and ALP Nuneaton, Warwickshire.

Values

	Attendance	Focus on improving each learner's attendance level to ensure they give themselves the basis to achieve
	Routine	Staff help learners to gain a routine that is adapted to pupils' individual needs to ensure they feel comfortable in the educational environment.
	Relationships	Learners are assisted in developing sound relationships with tutors and other service users

	Respect	Working with learners and families in a holistic manner to maximise their life chances and educational potential
	Trust	When a pupil feels more secure and understood. A two-way relationship
	Teaching	A formal, well balanced, academic curriculum takes place with a wide range of opportunities

Curriculum



Learners are offered a bespoke curriculum to suit the individual's needs. The curriculum is based on a model of the National Curriculum and Foundation Learning which ensures that all of the students have an element of Functional Skills/core subjects, vocational learning and PSHE within their timetables. This is all supported with wrap-around care to meet individual needs.

School Sector:

Independent

Schools Address	Pupil Registration	Age Range	Head Teacher
Pierview Academy – East Crescent Road, Gravesend, Kent, DA12 2AH	30	11-25	Thomas Furnell
Parkview Academy – 144-148, Park View Road, Welling, Kent, DA16 1SR	40	7-19	Emma Chatzispiridou
ALP Leicester – Stonehill Avenue, Birstall, Leicestershire, LE4 4JG	35	6-19	Julie Rawle / Daniel Brown
ALP Nuneaton - Holman Way, Nuneaton, Warwickshire, CV11 4NP	50	6-19	Bradley Rowley
ALP Sittingbourne - 60 Bell Road, Sittingbourne, Kent, ME10 4HE	40	7-19	Jennifer Thomason

Parental Involvement

ALP schools believe that education can help every individual achieve their full potential no matter what their ability. It's this belief that drives the school to be so passionate about the work we do with our learners and it is why our dynamic and bespoke approach works for so many disengaged and vulnerable young people.

Since establishing, we have been able to offer our students and their parents and carers a package of support during what can be for many families, a very challenging time. This support begins with understanding the individual needs of the students and their families. We involve parents and carers in decision-making at every stage, this includes initial screening, choice of courses, annual reviews and one-to-one mentoring. Support for parents and carers of learners at ALP Schools is always available and we want to encourage parents and carers to be actively involved in their children's education.

Parents' and carers' views are very important to us as they help shape the way our school develops and grows. We encourage parents and carers to attend parent's evenings, visit the school, and comment on our parent questionnaire which can be submitted through the website.

Prepared by: David Cowell MBE – Managing Director

Pierview Academy

Attendance

Number of Staff	Number of School Days	Total Number of Staff Absences	Average Staff Attendance Rate
35	190	159.5	95.4%

Retention Staff

Number of staff from the end of the previous academic year	Number of those staff retained throughout the following year	% retention
34	9	73%

Training

Description of CPD activity	Number of Participants
Skills Forward	All Staff
Webinar - Students Risk Taking	All Staff
Lumio	All Staff
SMART Technologies	All Staff
Health & Safety Fire Training	All Staff
Reading Doctor Updates	All Staff
Webinar - Empowering Teenagers to make better choices	All Staff
Linking SMART Tech to Lumio	All Staff
Online Tools for Teaching and Learning	All Staff
Well Being Measures	All Staff
Learner Passports	All Staff
Safeguarding / Prevent	All Staff
Jigsaw Outdoors	All Staff
GDPR	All Staff
Drawing & Talking	1
Team Teach	New Starters for Sept 23'
Defibrillator Training	All Staff
Certificate in SEND (National College)	All Staff
First Aid at Work	All Staff
Safeguarding Updates	All Staff
Development Points from Learning Walks and	All Staff

Lesson Observations	
Online Safety (National College)	All Staff
Behaviour Log	All Staff
Level 5 Teaching and Learning	5

Attendance - Students

Year Groups	Average attendance rate
Secondary	82%
Post 16	68%
Total	79%
Total (not inc persistent non-attenders)	86%

Number of Students on role at the start of the academic year	Number of students on role at the end of the academic year	Number of new admissions
26	30	4

Outcomes - Achievements

Qualification	Level	Number of Learners Achieved
FS English EL1	Entry Level 1	5
FS English EL2	Entry Level 2	6
FS English EL3	Entry Level 3	6
FS Maths EL1	Entry Level 1	2
FS Maths EL2	Entry Level 2	5
FS Maths EL3	Entry Level 3	3
FS Maths L1	Level 1	1
FS ICT EL2	Entry Level 2	7
FS ICT EL3	Entry Level 3	5
Creative Craft - Art	Level 1	2
Creative Craft - Textiles	Level 1	1
Occupational Studies - Award - Animal Care	Entry Level 3	2
Occupational Studies - Unit Claim - Energy Production	Entry Level 3	2
Occupational Studies - Exploring - Textiles	Entry Level 3	2
Enterprise	Entry Level 3	7

Employability Skills	Level 1	2
Personal and Social Development	Level 1	4
Exercise Studies	Level 1	1
Beauty Therapy Unit Awards - The Ultimate Academy		4
RSL music performance Keyboard	Entry 3	1
Total Qualifications Achieved		68

Exclusions

Number of fixed-term exclusions	25 (totalling 44 days)
Number of permanent exclusions	0

Behaviour (Physical Intervention Incidents)

Month	Number of Recorded physical interventions	Number of racist incidents	Number of incidents of bullying
September 2022	2	0	0
October 2022	1	0	0
November 2021	0	0	0
December 2021	0	0	0
January 2022	1	0	0
February 2022	0	0	0
March 2022	2	0	0
April 2022	0	0	0
May 2022	1	0	0
June 2022	0	0	0
July 2022	0	0	0
Total	7	0	0

Progress

Secondary learners making expected or above-expected progress In English	67%
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Secondary learners making expected or above-expected progress in Maths	74%
Secondary learners making expected or above-expected progress in ICT	72%
Post-16 learners making expected or above-expected progress In English	67%
Post-16 learners are making expected or above-expected progress in Maths	75%
Post 16 learners making expected or above progress in ICT	75%

Destinations

New admissions: 3	Leavers: 2
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Number of students who left the school during or at the end of the academic year	2
Number going into further employment, education or training	0
Number leaving with no secure destination	2
Destination unknown	0

Safeguarding / Health and Safety

Number of Safeguarding concerns reported to the school	Number of safeguarding concerns reported to Local Authority	Number of Accidents Involving Staff	Number of staff Accidents Involving Students	RIDDOR Reports
116	7	3	26	0

Parent, Staff, Stakeholder and Student Satisfaction with the school

Staff Survey	Inclusivity Index - Results
Student Survey	
Parent Survey	
Stakeholder Survey	

Parkview Academy

Attendance - Staff

Number of Staff	Number of School Days	Total Number of Staff Absences	Average Staff Attendance Rate
24	193	187.96	96.25%

Number of staff from the end of the previous academic year	Number of those staff retained throughout the following year	% retention
24	22	92%

Training

Description of CPD activity	Number of Participants
Certificate in Understanding Mental Health	All new staff
Certificate in Understanding Anxiety and Stress in Children and Young People	All new staff
Understanding and Managing the Behaviour of Pupils with SEND / Secondary	All SK3-KS5 staff
Bridging the Literacy Gap: Effective Strategies to Address Weak Reading Skills in Secondary School Pupils	All KS3-KS5 staff
Certificate in Understanding the Ofsted EIF	All staff
NOS Annual Certificate in Safeguarding for Staff (2022-23)	All staff
Middle Leaders: Developing Effective Practice to Drive School Improvement / Secondary	one
Essentials of lesson planning (incl. Bloom's taxonomy)	All staff
Certificate in Understanding Fundamental British Values	All staff
Certificate in the Prevent Duty (2022-23)	All Staff
Certificate in Understanding FGM (2022-23)	All Staff
What does Outstanding Spiritual, Moral, Social and Cultural (SMSC) Development Look Like?	All staff
Primary Reading: Inspire a Love of Reading and Enhance Literacy Skills	Primary staff
Primary Literacy: Understanding DfE's New Reading Framework	Primary staff
Team teach	New staff and refresher

Smart board training	All staff
Invigilator Training (2 sessions)	All staff
PVA Curriculum	All staff
Behaviour policy and recording processes	All staff
A Webinar for Teaching Assistants: Helping Unlock the Potential of Pupils with SEND	All TAs
Trauma-informed Practice (6 hours)	All staff
Effective Use of TAs	All staff
Functional skills English	KS3-KS5 teachers
Functional skills Maths	KS3-KS5 teachers
Functional skills ICT	KS3-KS5 teachers and tutors
Safeguarding policy/low-level concerns & CPOMS	All staff
School Values & British Values	
GDPR	All staff
Careers benchmarks and links to curriculum	All staff
Safeguarding training (Sexual violence/harmful behaviour, whistleblowing policy)	All staff
Common Misconceptions in Science	All staff
Reading	2
Promoting independent learning	All TAs
Common Misconceptions in Maths	All Staff
Trauma-informed practice	All staff
Trauma-informed practice	All staff
Phonics/reading training	All staff
Precision teaching	All staff

Attendance - Students

Year Groups	Average attendance rate
Primary	77%
Secondary	70%

Post 16	80%
Total	74%
Total (not inc persistent non-attenders)	95%

Number of Students on role at the start of the academic year	Number of students on role at the end of the academic year	Number of new admissions
36	40	6

Outcomes - Achievements

Qualification	Level	Number of Learners Achieved
FS English EL 1	Entry Level 1	1 partial 1 full
FS English EL2	Entry Level 2	3 partial
FS English EL3	Entry Level 3	4 partial
FS English L2	Level 2	1
FS Maths EL1	Entry Level 1	3
FS Maths EL2	Entry Level 2	4
FS Maths EL3	Entry Level 3	2
FS ICT EL1	Entry Level 1	3
FS ICT EL2	Entry Level 2	7
FS ICT EL3	Entry Level 3	3
NCFE in Exploring Occupational Studies (mechanics and cooking)	Entry Level 3	3
NCFE Award on Occupational Studies (Business)	Level 1	8
NCFE alcohol awareness	Level 1	4
NCFE Award in Stress Awareness	Level 1	1
NCFE Award in Substance Misuse Awareness	Level 1	1
NCFE Certificate in Wellbeing	Level 1	6
Employability Skills	Level 1	4
Relationships, Health and Sex Education - Unit Claim	Level 2	2
Preparing to Work in Schools	Level 1	1
NCFE Radio	Level 1	4
NCFE Music Technology	Level 1	4

NCFE Creative Craft	Level 1	1
Motor Vehicle studies	Level 1	7
Hair and Beauty	Level 1	1
iGCSE English		2 (1 grade 3 & 1 grade 2)
iGCSE Science		1 (Grade F)
Asdan	Life Skills Accreditations	60 unit between 6 learners
Total		88

Exclusions

Number of fixed-term exclusions	37.5
Number of permanent exclusions	0

Behaviour (Physical Intervention Incidents)

Month	Number of Recorded physical interventions	Number of racist incidents	Number of incidents of bullying
September	2	2	0
October	5	0	0
November	9	0	0
December	2	0	1
January	3	0	1
February	3	0	0
March	2	1	1
April	1	1	0
May	4	0	1
June	3	6	1
July	3	0	1
Total	37	10	6

Progress

HT report demonstrates that Primary Learners are making Expected or Above Expected Progress In English	30%
HT report demonstrates that Primary Learners are making Expected or Above above-expected progress in Maths	80%
HT report demonstrates that Secondary Learners are making Expected or Above Expected Progress In English	40%
HT report demonstrates that Secondary Learners are making Expected or Above Expected Progress in Maths	30%
HT report demonstrates that Secondary Learners are making	80%

Expected or Above Progress in ICT	
HT report demonstrates that Post 16 Learners are making Expected or above-expected progress In English	100%
HT report demonstrates that Post 16 Learners are making Expected or Above Expected Progress in Maths	60%
HT report demonstrates that Post 16 Learners are making Expected or Above Expected Progress in ICT	0% (one student only)

Destinations

Number of students who left the school during or at the end of the academic year	15
Number going into Further employment, education or training	6
Number leaving with no secure destination	4 (3 moved out of borough)
Destination unknown	5

Safeguarding / Health and Safety

Number of Safeguarding concerns reported to the school	Number of safeguarding concerns reported to Local Authority	Number of Accidents Involving Staff	Number of staff Accidents Involving Students	RIDDOR Reports
32	11	1	18	0

Parent, Staff, Stakeholder and Student Satisfaction with the school

Staff Survey	https://docs.google.com/forms/d/1GJxtMaoieHUznbsjL4cD6PjNRc0YCMLQYVvKzhrhKIQ/edit#responses
Student Survey	https://docs.google.com/forms/d/115t5k14LgkB21-Z3eR8ZsZ23Hb4tIB8OymJ44vDhbsE/edit#responses
Parent Survey	No responses (there were issues with the survey link which we were not aware of until much later) https://docs.google.com/forms/d/1NMPStxvCY_4R4E26Adb6nuHbwDG1Ak7TfIJEy8pDCY/edit#responses
Stakeholder Survey	No responses 1. Park View Academy QA FINAL Report 2022 (1).pdf

ALP Leicester

Attendance - Staff

Number of Staff	Number of School Days	Total Number of Staff Absences	Average Staff Attendance Rate
33	201	290.93	94.83%

Number of staff from the end of the previous academic year	Number of those staff retained in the following year	% retention
34	32	94%

Training

Description of CPD activity	Number of Participants
Judicium Health and Safety Training	All new staff and refresher
Optimus Induction Training	All new staff
Annual Safeguarding Training	All staff completed
OFSTED Readiness Training	All staff completed
Level 3 SEN Training	5 staff members
Masters in Education	1 staff member
NOS Annual Certificate in Safeguarding for Staff (2022-23)	All staff completed
Initial DSL Training	1 staff member
NOS Certificate Food Hygiene for Staff (2022-2023)	All staff completed
First Aid Training	1 staff member
Team Teach	All staff completed
Smart board training	All staff completed
INSET- Adaptive Teaching/SEN Teaching strategies, Precision (Direct Instruction)	All staff completed
Autism Reality Experience	All staff completed
Harmful Sexual Behaviours	All staff completed
Restorative practice	All staff completed
Restorative Conversations CPD (Beacon School)	All staff completed
Phonics refresher	Base Staff
Invigilator Training (The Exams Office)	Secondary Staff
LQBT training	All staff
Curriculum refresher	Base staff
Zones of Regulation	All staff
Managing Capability	2 staff members
Optimising Observations of Free Flow	Base staff
LLEP - Careers CPD	All staff

Quality first teaching	All staff
B Squared Assessment Refresher	Base Staff
VR Training	All staff
Anti-racist approaches to teaching and learning)	All Staff
GDPR	All Staff Completed
Precision teaching	All Staff Completed
Lego Therapy	2 staff members
Trauma-informed (Level 4)	1 staff member
Level 5 Diploma in Education and training	3 staff members

Attendance - Students

Year Groups	Average attendance rate
Primary	97%
Secondary	80%
Post 16	80%
Total	86%
Total (not inc persistent non-attenders)	92.6%

Number of Students on role at the start of the academic year	Number of students on role at the end of the academic year	Number of new admissions
28	32	10

Outcomes - Achievements

Qualification	Level	Number of Learners Achieved
FS English EL2	Entry Level 2	2
FS English EL3	Entry Level 3	1
FS English L1	Level 1	2
FS English L2	Level 2	1
FS Maths EL2	Entry Level 2	2
FS Maths EL3	Entry Level 3	1
FS Maths L1	Level 1	2
TLM ICT EL2	Entry Level 2	3
TLM ICT EL3	Entry Level 3	4
TLM ICT L1	Level 1	2
NCFE in Exploring Occupational Studies - Construction	Entry Level 3	3
NCFE Award in Occupational Studies - construction /hairdressing	Level 1	1
NCFE Award in Creative Craft	Entry Level 3	4
NCFE Award in Creative Craft	Level 1	4
Arts Awards		8
NCFE Award in Personal and Social Development	Level 1	3 (1 Certificate)
NCFE developing Enterprise Capabilities	Entry 3	2
Careers L1	Level 1	1
Swimming Awards		17
Motor Vehicle	Entry 3	1
Food Hygiene	Level 2	1
Asdan Claims	N/A	13
Music Claims	Rock School 1, 5 MT 1,2	4
Science Crest Awards		6
PSHE SHA	Level 1 sexual Health Awareness	5
Total Qualifications Achieved		95

Exclusions

Number of fixed-term exclusions	4
Number of permanent exclusions	0

Behaviour (Physical Intervention Incidents)

Month	Number of Recorded physical intervention	Number of racist incidents	Number of incidents of bullying
Autumn Term	4	8	3
Spring Term	6	3	5
Summer Term	2	1	1
Total	12	12	9

Progress

HT report demonstrates that Primary Learners are making Expected or Above Expected Progress In English	<p>Reading: 40% below target, 40% on target and 20% above target</p> <p>Writing: 40% below target and 60% above target</p> <p>Spoken Language: 40% below target, 20% on target and 40% above target</p> <p>Spelling: 20% below target, 40% on target and 40% above target</p> <p>Vocabulary and Grammar: 40% below target and 60% above target</p>
HT report demonstrates that Primary Learners are making Expected or above-expected progress in Maths	<p>Number: 40% below target, 40% on target and 20% above target</p> <p>Measurement and Geometry: 20% below target and 80% above target</p> <p>Stats and probability: 60% on target and 40% above target</p>
HT report demonstrates that Secondary Learners are making Expected or Above Expected Progress In English	7% below target,, 79% on target, 14% above target

HT report demonstrates that Secondary Learners are making Expected or Above Expected Progress in Maths	8% below and 92% on target
HT report demonstrates that Secondary Learners are making Expected or Above Progress in ICT	Below target - 0% On target - 100% (2 quals claimed in June + 2 awaiting approval) Above target - 0%
HT report demonstrates that Post 16 Learners are making Expected or above-expected progress In English	50% below target and 50% on target
HT report demonstrates that Post 16 Learners are making Expected or Above Expected Progress in Maths	33% below target and 67% above target
HT report demonstrates that Post 16 Learners Making Expected or Above Progress in ICT	0% below target, 75% on target and 25% above target,

Destinations

Number of students who left the school during or at the end of the academic year	3
The number going into Further employment, education or training	3
The number leaving with no secure destination	0
Destination unknown	0

Safeguarding / Health and Safety

Number of Safeguarding concerns reported to the school	Number of safeguarding concerns reported to Local Authority	Number of Accidents Involving Staff	Number of staff Accidents Involving Students	RIDDOR Reports
45	5	12	39	0

[W Annual Safeguarding Report to Governors 2022/2023.docx](#)

Parent, Staff, Stakeholder and Student Satisfaction with the school

☰ ALP Leicester Survey Results: 22/23 T2 with Actions

Staff Survey	Leicester Staff Survey
Student Survey	Leicester student survey
Parent Survey	Leicester Parent Survey
Stakeholder Survey	Leicester - Stakeholder Survey

ALP Nuneaton

Attendance - Staff

Number of Staff	Number of School Days	Total Number of Staff Absences	Average Staff Attendance Rate
31	190	199	96.7%

Number of staff from the end of the previous academic year	Number of those staff retained in the following year	% retention
29	6	79

Training

Description of CPD activity	Number of Participants
New Staff Induction Training	15
Judicium Health and Safety Training	15
SEND Inclusive Training Program	15
Prevent Training	15
Safeguarding	31
Team Teach Training	11
National Online Safety	15
Food Safety	17
Safer Recruitment	0
Judicium - Head Teacher-Specific Training	0
GDPR	15

Attendance - Students

Year Groups	Average attendance rate
Primary	95%
Secondary	95%
Post 16	N/A
Total	95%
Total (not inc persistent non-attenders)	95%

Number of Students on role at the start of the academic year	Number of students on role at the end of the academic year	Number of new admissions
22	25	5

Outcomes - Achievements

Qualification	Level	Number of Learners Achieved
NCFE Functional Skills Maths	Entry Level 1	1
NCFE Functional Skills English	Entry Level 1	1
NCFE Functional Skills English	Entry Level 2	1
Occupational Studies (Sport)	Entry Level 3	4
Enterprise	Entry Level 3	2
Creative Craft	Entry Level 1	15
Total Qualifications Achieved		24

Exclusions

Number of fixed-term exclusions	5
Number of permanent exclusions	0

Behaviour (Physical Intervention Incidents)

Month	Number of recorded physical interventions	Number of racist incidents	Number of bullying incidents
September	7	0	0
October	4	0	0
November	13	0	0
December	2	0	0
January	8	0	3
February	6	0	2
March	17	0	0
April	11	0	0
May	16	0	0
June	4	0	0
July	5	0	0
Total	93	0	5

Progress

HT report demonstrates that Primary Learners are making Expected or Above Expected Progress In English	78%
HT report demonstrates that Primary Learners are making Expected or Above Expected Progress in Maths	78%
HT report demonstrates that Secondary Learners are making Expected or Above Expected Progress In English	75%
HT report demonstrates that Secondary Learners are making Expected or Above Expected Progress in Maths	75%
HT report demonstrates that Secondary Learners are making Expected or Above Progress in ICT	13%
HT report demonstrates that Post 16 Learners are making Expected or Above Expected Progress In English	N/A
HT report demonstrates that Post 16 Learners are making Expected or Above Expected Progress in Maths	N/A
HT report demonstrates that Post 16 Learners Making Expected or Above Progress in ICT	N/A

Destinations

Number of students who left the school during or at the end of the academic year	6
Number going into Further employment, education or training	3
Number leaving with no secure destination	2
Destination unknown	1

Safeguarding / Health and Safety

Number of Safeguarding concerns reported to the school	Number of safeguarding concerns reported to Local Authority	Number of Accidents Involving Staff	Number of Accidents Involving Students	RIDDOR Reports
16	0	86	106	0

Parent, Staff, Stakeholder and Student Satisfaction with the school

Full report: [ALP Nuneaton Survey Results: 22/23 T2 with Actions](#)

Highlights

Staff Survey	<p>“I believe there is good support for staff”</p> <p>“SLT are very approachable and always take time to listen and support”</p> <p>“Managers listen to staff and take onboard suggestions.”</p> <p>“Management knows what is happening around the school and act on issues.”</p> <p>“I think in my time here SLT has been supportive. They take everyone's views into account. They are always available to offer advice and support and encourage everyone to work together to achieve an outcome.”</p>
Student Survey	<p>100% feel safe in school</p> <p>100% say their school takes them on trips</p> <p>100% say their teachers treat them with respect</p> <p>88% say they learn in their lessons all the time</p> <p>88% say they are always happy in school</p> <p>82% say that their lessons start on time</p> <p>Most enjoyable lessons:</p> <p>Maths - 6</p> <p>Art - 6</p> <p>Dance - 3</p>
Parent Survey	<p>“My child is definable in the right school for her and has come on a lot academically and personally with the help of all the great staff at the school and am informed of everything to do with my daughter's struggles or achievements regularly by the staff or the great headteacher they are a Godsend to us as a family”</p> <p>“ALP has allowed my son the education he so rightly deserved and had been missing out. All previous schools hadn't been able to see to his needs like ALP. It's been a godsend for our son and family”</p>
Stakeholder Survey	<p>“We have formed a good working relationship with ALP and they are working hard to support our pupils”</p>

ALP Sittingbourne

Attendance - Staff


Number of Staff	Number of School Days	Total Number of Staff Absences	Average Staff Attendance Rate
11	194	2.5	99.79%

Number of staff from the end of the previous academic year	Number of those staff retained in the following year	% retention
11	11	100%

Training

Description of CPD activity	Number of Participants
New Staff Induction Training	All staff
Judicium Health and Safety Training	All staff
SEND Inclusive Training Program	0
Prevent Training	All staff
Safeguarding	All staff
Team Teach Training	
National Online Safety	All staff
Food Safety	All staff
Safer Recruitment	3
Judicium - Head Teacher-Specific Training	1
GDPR	All staff
First Aid	All staff
Phonics	All staff
NCFE	All staff
L2 SEND or ASD focused online training	All staff
Jigsaw Outdoors	All staff
Administering medicine	3
SaLT	All staff
SEND CoP	All staff
SMSC	All staff
Peer Mentors	All staff
An introduction to performance management	2
Learner passports	All staff
An intro to SMART boards	All staff
Zones of regulation & sensory circuits	All staff
Lego Therapy	2
Wellbeing tool training	All staff
Reading Doctor Intervention training	All staff
Marking policy	All staff

SDP	All staff
SaLT part 2	All staff
PSHE & Jigsaw	All staff
Sensory needs, sensory audit and sensory diets	All staff
Emotional Literacy Support & Zones of Regulation	All staff
Reading Policy & Action Plan	All staff
Safeguarding Audit	All staff
Number Sense	All staff
Trauma	All staff
Reading audit	All staff

 ALP Sittingbourne CPD plan 22/23

Attendance - Students

Year Groups	Average attendance rate
Primary	90%
Secondary	72%
Post 16	N/A
Total	79%
Total (not inc persistent non-attenders)	79%

Number of Students on role at the start of the academic year	Number of students on role at the end of the academic year	Number of new admissions
2	16	6

Outcomes - Achievements

Qualification	Level	Number of Learners Achieved
NCFE Functional Skills Maths	Entry Level 1	1
NCFE Functional Skills Maths	Entry Level 2	1
NCFE Functional Skills Maths	Entry Level 3	2
NCFE Functional Skills Maths	Level 1	1
NCFE Functional Skills English	Entry Level 1	2
NCFE Functional Skills English	Entry Level 3	1
NCFE Functional Skills English	Level 1	2

NCFE Functional Skills ICT	Entry Level 2	2
NCFE Functional Skills ICT	Entry Level 3	1
NCFE Functional Skills ICT	Level 1	1
Enterprise	Entry Level 3	2
Total Qualifications Achieved		16

Exclusions

Number of fixed-term exclusions	1.5
Number of permanent exclusions	0

Behaviour (Physical Intervention Incidents)

Month	Number of recorded physical interventions	Number of racist incidents	Number of bullying incidents
September	0	0	0
October	1	0	0
November	1	0	0
December	1	0	0
January	2	0	0
February	0	0	0
March	0	0	0
April	0	0	0
May	6	0	0
June	13	0	0
July	4	0	0
Total	28	0	0

Progress

HT report demonstrates that Primary Learners are making Expected or Above Expected Progress In English	Average 22/23 - 73%
HT report demonstrates that Primary Learners are making Expected or Above Expected Progress in Maths	Average 22/23 - 100%
HT report demonstrates that Secondary Learners are making Expected or Above Expected Progress In English	Average 22/23 - 72%
HT report demonstrates that Secondary Learners are making Expected or Above Expected Progress in Maths	Average 22/23 - 65%
HT report demonstrates that Secondary Learners are making Expected or Above Progress in ICT	Average 22/23 - 72%
HT report demonstrates that Post 16 Learners are making Expected or Above Expected Progress In English	N/A
HT report demonstrates that Post 16 Learners are making Expected or Above Expected Progress in Maths	N/A
HT report demonstrates that Post 16 Learners Making Expected or Above Progress in ICT	N/A

Destinations




Number of students who left the school during or at the end of the academic year	4
Number going into Further employment, education or training	1
Number leaving with no secure destination	3
Destination unknown	3

Safeguarding / Health and Safety

Number of Safeguarding concerns reported to the school	Number of safeguarding concerns reported to Local Authority	Number of Accidents Involving Staff	Number of Accidents Involving Students	RIDDOR Reports
12	2 (+1 new student)	2	7	0

Parent, Staff, Stakeholder and Student Satisfaction with the school

<p>Staff Survey</p>	<p>Staff Survey Summer 2022/23</p> <p><i>I am proud to be a member of staff at this school.</i> 81.8% strongly agree 18.2% agree</p> <p><i>Leaders do all they can to ensure the school has a motivated, respected and effective teaching staff.</i> 90.9% strongly agree 9.1% agree</p> <p><i>This school has a culture that encourages calm and orderly conduct and is aspirational for all pupils.</i> 90.9% strongly agree 9.1% agree</p> <p><i>This school is well-led and managed.</i> 90.9% strongly agree 9.1% agree</p> <p><i>I enjoy working at this school.</i> 90.9% strongly agree 9.1% agree</p> <p>“I love my job! I love coming to work every day! The team around me are fabulous and so supportive of one another and I consider myself extremely lucky to be here.”</p> <p>“I feel the school and management team are very supportive and encouraging and the children are safe and encouraged to reach their full potential. I really do enjoy working at ALP and feel proud to do so.”</p> <p>“I always feel supported within my role, and always provided with opportunities to extend my knowledge and progress within my career path which I am very thankful for. I am proud to be a member of staff at ALP Sittingbourne.”</p> <p>“This school works on Team players and every member of staff are valued as member of the team. This has been bred into them and fed down from SMT. Everyone is will to help each other out.”</p> <p>“The staff here work wonderfully as a team - I think this is due to SMT including themselves as part of the team rather than managing from above. Everyone is treated as equal, everyone looks out for everyone</p>
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	<p>else, everyone chips in and helps where they can.”</p> <p>“Motivational head, good team leadership, focus on staff health and well-being”</p> <p>“Leaders work collaboratively with staff to create a trusting environment and are always open and approachable. Staff are happy to come to school and feel a part of an amazing school community. Jen role models the high expectations she has for all staff and she regularly recognises both student and staff achievements.”</p> <p>“I believe our school is a warm, welcoming and supportive place to work. All staff work well in a team and strive for excellence every day. We are consistent in our approaches and have reflective attitudes to make changes when needed. Through this approach we have seen huge progress in some of our students and it is clear they feel safe, respected and able to learn. This is embedded throughout our school due to the role modelling and supportive leadership from our headteachers and SLT.”</p>
<p>Student Survey</p>	<p>Student Survey Summer 2022/23</p> <p>90% feel safe in school (the one who said he did not was mid a mental health crisis and did not feel safe anywhere - he is being supported by CYPMHS)</p> <p>80% feel that school take them on trips (the two who did not are the student mentioned above who has very low attendance and one who only attends the lodge provision)</p> <p>The most enjoyed lesson is art</p> <ul style="list-style-type: none">  Student voice 22/23 ALP Sittingbourne  young voices by Jamie Slade  my experiences at Alp.
<p>Parent Survey</p>	<p>Parent Survey Summer 2022/23</p> <p>100% strongly agree or agree “I am happy with the level of support the school provides for my child/young person.”</p> <p>100% strongly agree or agree “The staff inspire a love for learning.”</p> <p>All but one parent strongly agrees or agrees “My child/young person enjoys coming to school.” (the one parent who disagreed added the comment “E doesn’t enjoy going to school that’s just the way he is”</p>

	<p>100% strongly agree or agree “My child/young person is safe at ALP Sittingbourne.”</p> <p>100% strongly agree or agree “My child/young person makes good progress at ALP Sittingbourne.”</p> <p>100% strongly agree “School trips and other outings are well planned.”</p> <p>100% strongly agree or agree “There is a rich variety of school trips and external visitors.”</p> <p>100% strongly agree or agree “Pupils are encouraged to show imagination and creativity in their learning.”</p> <p>83.4% strongly agree or agree “I am given guidance about how to support my child's learning.”</p> <p>100% strongly agree or agree “The school and classrooms are well presented.”</p>
Stakeholder Survey	<p>100% Very satisfied “How satisfied are you with ALP Sittingbourne's level of service?”</p> <p>100% Most of the time “Does ALP Sittingbourne meet the deadline in responding to consultations?”</p> <p>100% very satisfied “Are you happy with the level of communication you receive from ALP Sittingbourne?”</p> <p>100% Yes “Will you continue to use ALP Sittingbourne for future consultations?”</p> <p>How have you found the paperwork from ALP Sittingbourne that has been completed e.g. Annual Reviews?</p> <ul style="list-style-type: none"> ● Excellent and very thorough ● Very high standard of paperwork being submitted <p>100% Yes “Have you been involved in Annual Review meetings with ALP Sittingbourne?”</p> <p>Please add any further feedback below:</p>

- All my dealings with ALP have been extremely positive experiences and they always endeavour to assist.
- Very organised Annual Review meetings, clear and thorough paperwork completed to a high standard and submitted on time.

[Dec 2022 LA Survey](#)

100% very satisfied/satisfied "How satisfied are you with ALP Sittingbourne's level of service?"

100% All of the time "Does ALP Sittingbourne meet the deadline in responding to consultations?"

100% very satisfied/satisfied "Are you happy with the level of communication you receive from ALP Sittingbourne?"

100% yes "Will you continue to use ALP Sittingbourne for future consultations?"

[Dec 2022 Parent Survey](#)

"Very impressed with the progress so far"

"Really happy with X's progress and he's development so far. He has only been on one trip out so far, so marked disagree for now."

"My son has only been at ALP for a short time and I can already see the positive changes in him after being out of school for so long. Some of the questions didn't apply yet but I have every confidence in ALP for the future."

"This new school in Sittingbourne is wonderful just what we needed. The staff go over and beyond what they need to do to help children access school."

"They really understand the children their small classes get them to really know the kids and for me a Mum with 3 kids that could not access mainstream school it has and still is a God send."

"There are days I walk away from the ALP Sittingbourne school with tears in my eyes."

"X has really settled well at The Lodge, he thrives on being outdoors, especially with animals. The staff, Richard and Kelly have been amazing support not only to X, but myself too. I really feel we are getting the right help now for X. I know it's early days, but if

things carry on the same way, I am very hopeful for a positive outcome.”

Governor visit:

[W](#) Janis Warren - ALP Sittingbourne record of visit 24.4.23.docx

Local Authority Visit:

[W](#) ALP Sittingbourne RoV 7th October 2022.docx - Amy Root SEND Senior Advisor Independent & Non-Maintained Special Schools (INMSS)

[W](#) ALP Sittingbourne RoV 30.1.23.docx - Amy Root SEND Senior Advisor Independent & Non-Maintained Special Schools (INMSS)