



The Purcell School  
for young musicians

# EDUCATION DEVELOPMENT PLAN 2013-16

## AUDIT AND ACTION PLAN 2014-15

Revised following an inspection from ISI in November 2014.

*This document should be read in conjunction with the full Education Development Plan 2013-16*

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contribution to arts education.

**1. AUDIT OF ACTION PLAN 2013-14**

LT = Leadership Team

Key: ✓ Completed

⇒ Ongoing/carried over to next year

✗ Rejected

\* added during the year

<b>Aspect</b>	<b>Action</b>	<b>Status</b>
<b>Teaching &amp; Learning (Music)</b>	<ol style="list-style-type: none"> <li>1. Investigate available training for performance skills and preparation, and trial pilot scheme.</li> <li>2. Review annual music programme, including all concerts and performance opportunities.</li> <li>3. Establish annual programme of masterclasses and workshops.</li> <li>4. Review performance/ensemble opportunities for younger pupils.</li> <li>5. Develop Theory training further</li> <li>6. Review Academic Music schemes of work, and consider earlier introduction of traditional harmony.</li> <li>7. Review Saturday morning programme.</li> <li>8. Consider an additional practice supervisor.</li> </ol>	<p>⇒</p> <p>✓</p> <p>⇒</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>⇒</p> <p>✗</p>
<b>Teaching &amp; Learning (Academic)</b>	<ol style="list-style-type: none"> <li>1. Move to SIMS-based registration, including in all academic lessons.</li> <li>2. Introduce new assessment pattern with more frequent 'light-touch' assessment via SIMS.</li> <li>3. Revise tutorial system to enhance role of Tutor and Houseparents, clarify communication lines, and provide better support network for pupils.</li> <li>4. Introduce systematic work scrutiny.</li> <li>5. Explore better use of target grades.</li> <li>6. Introduce pupil Commendation scheme.</li> <li>7. Introduce supervised private study for Y10-13.</li> <li>8. Establish school detentions.</li> <li>9. Introduce Drama at GCSE and Geography at A-level.</li> <li>10. Increase curriculum time for PE.</li> <li>11. Begin comprehensive curriculum review for 2014-15, including possible introduction of Extended Project Qualification and other options for post-16 study, and introduction of IT into the curriculum.</li> <li>12. Explore possibilities for Virtual Learning Environment.</li> <li>13. Re-establish a Fiction library.</li> </ol>	<p>✓ (but technical issues remain)</p> <p>✓</p> <p>✓</p> <p>⇒</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓ (drama) ✗ (geography)</p> <p>✗</p> <p>⇒</p> <p>⇒</p> <p>✓</p>
<b>Staffing &amp; Staff Development</b>	<ol style="list-style-type: none"> <li>1. Re-establish staff appraisal/review.</li> <li>2. Provide structured opportunities for in-service training.</li> <li>3. Consider employing more graduate assistants or interns.</li> </ol>	<p>✓</p> <p>✓</p> <p>✓</p>
<b>Pastoral care &amp; boarding</b>	<ol style="list-style-type: none"> <li>1. Revise tutorial system (see above).</li> <li>2. Establish a more structured programme of weekend activities for boarders.</li> <li>3. Review staffing of boarding houses.</li> <li>4. Review Behaviour Policy, including clearer policy of sanctions and their implementation.</li> <li>5. Prepare combined Boarding handbook.</li> <li>6. Investigate establishing a Peer Mentoring Service.</li> <li>7. Consider greater use of external speakers for PSHE.</li> <li>8. Organise a weekend away for Avison.</li> <li>9. Incorporate day pupils into boarding houses*</li> </ol>	<p>✓</p> <p>✓</p> <p>⇒</p> <p>✓</p> <p>✓</p> <p>⇒</p> <p>✓</p> <p>✓</p> <p>✓</p>

<b>Aspect</b>	<b>Action</b>	<b>Notes</b>
<b>Pupils' welfare, including Health &amp; Safety</b>	<ol style="list-style-type: none"> <li>1. Improve Day House facilities (see below).</li> <li>2. Consider strategies to encourage healthy eating.</li> <li>3. Increase curriculum time for PE (see above).</li> <li>4. Increase other opportunities for exercise.</li> <li>5. Investigate Alexander Technique/posture classes for all students.</li> <li>6. Investigate available training for performance skills and preparation, and trial pilot scheme (see above).</li> </ol>	<p>✗ (day pupils incorporated in boarding houses)</p> <p>⇒</p> <p>✗</p> <p>⇒</p> <p>✗</p> <p>⇒</p>
<b>Links with parents &amp; the community</b>	<ol style="list-style-type: none"> <li>1. Continue to investigate ways to improve communication with parents.</li> <li>2. Launch a Parents' and Friends' Association.</li> <li>3. Review focus and management of Outreach, including better integration into annual music programme.</li> <li>4. Establish stronger relationships with local community, especially Herts Music Service.</li> </ol>	<p>✓ (Parents' portal introduced)</p> <p>✓</p> <p>⇒</p> <p>⇒</p>
<b>Organisation</b>	<ol style="list-style-type: none"> <li>1. Make use of SIMS for internal communication, including calendar and daily messages.</li> <li>2. Devise system to encourage pupil use of school email.</li> </ol>	<p>⇒</p> <p>⇒</p>
<b>Premises</b>	<ol style="list-style-type: none"> <li>1. Extend Medical Centre (when funds permit).</li> <li>2. Consider ways to improve facilities for PE teaching, or to gain access to external facilities.</li> <li>3. Plan for redevelopment of West Wing (old Gardner), to include relocation of Day House and provision of office space and practice rooms.</li> <li>4. Devise 2/3-year programme to decorate main school corridors and teaching rooms.</li> <li>5. Draw up plans to improve CP Hall lighting, stage, seating and acoustics, and explore funding.</li> <li>6. Provide outdoor play/exercise area for Avison.</li> </ol>	<p>✓</p> <p>✓</p> <p>✓/⇒</p> <p>✓</p> <p>✓ (lighting)</p> <p>⇒</p>
<b>Resources &amp; Facilities</b>	<ol style="list-style-type: none"> <li>1. Consider ways to provide additional fitness equipment.</li> <li>2. Consider installing more interactive whiteboards.</li> <li>3. Investigate provision of tablets/laptops for staff/pupils, including leasing/HP schemes.</li> <li>4. Assess feasibility of on-site instrument repairer.</li> <li>5. Upgrade IT infrastructure, to include remote access*</li> </ol>	<p>⇒</p> <p>✓</p> <p>⇒</p> <p>✗</p> <p>✓</p>
<b>Management &amp; leadership</b>	<ol style="list-style-type: none"> <li>1. Establish new Development Teams.</li> <li>2. Review effectiveness of leadership and management across the school.</li> </ol>	<p>✓</p> <p>⇒</p>

## 2. ACTION PLAN 2014-15

LT = Leadership Team

‡ added following ISI Inspection, Nov. 2014

<b>Aspect</b>	<b>Action</b>	<b>By</b>
<b>Teaching &amp; Learning (Music)</b>	<ol style="list-style-type: none"> <li>1. Investigate available training for performance skills and preparation, and trial pilot scheme.</li> <li>2. Develop annual programme of masterclasses and workshops.</li> <li>3. Review Saturday morning programme – consider Sunday evening instead.</li> <li>4. Review A-level teaching plans and distribution of teaching, in the light of A-level reforms.</li> <li>5. Explore introduction of Music Technology into Year 11.</li> <li>6. Consider recruiting specialist Aural teacher.</li> <li>7. Develop system to improve pupils' practice skills.</li> </ol>	<p>Music Dept</p> <p>Music Dept/Concerts Manager</p> <p>Music Dept</p> <p>MKG</p> <p>MKG/AJG</p> <p>HoDs/MKG</p> <p>HoDs</p>
<b>Teaching &amp; Learning (Academic)</b>	<ol style="list-style-type: none"> <li>1. Introduce systematic work scrutiny.</li> <li>2. Establish and develop use of target grades.</li> <li>3. Begin comprehensive curriculum review for 2015-16, including possible introduction of Extended Project Qualification and other options for post-16 study, and introduction of IT into the curriculum.</li> <li>4. Explore possibilities for Virtual Learning Environment.</li> <li>5. Review structure of academic music teaching. (see above)</li> <li>6. Institute departmental reviews.</li> <li>7. Review Learning Support/EAL in the light of new SEND code of practice.</li> <li>8. Consider revision of teaching time and weekly timetable.</li> <li>9. Departments to include clear plans to achieve differentiation in SoW or policies, including stretching the more able. ‡</li> </ol>	<p>LT</p> <p>LT/Academic HoDs</p> <p>LT</p> <p>LT/IT Manager</p> <p>MKG</p> <p>LT</p> <p>LT</p> <p>LT</p> <p>Academic HoDs</p>
<b>Staffing &amp; Staff Development</b>	<ol style="list-style-type: none"> <li>1. Develop new Performance Management scheme.</li> <li>2. Extend opportunities for in-service training and develop system for evaluation.</li> <li>3. INSET on Differentiation ‡</li> </ol>	<p>LT</p> <p>LT</p> <p>LT</p>
<b>Pastoral care &amp; boarding</b>	<ol style="list-style-type: none"> <li>1. Investigate establishing a Peer Mentoring Service.</li> <li>2. Review integration of day pupils into boarding houses.</li> <li>3. Review new evening routines in Houses.</li> <li>4. Review staffing of boarding houses.</li> <li>5. INSET on counselling skills.</li> <li>6. Develop further communication between Tutors and Houseparents.</li> <li>7. Provide structured guidance/shared resources to Tutors for use in tutorials</li> <li>8. Joint Social/outings programme to be devised and published. ‡</li> <li>9. School Council to provide input on additional extra-curricular activities. ‡</li> </ol>	<p>LT</p> <p>LT</p> <p>Houseparents</p> <p>LT</p> <p>MEP</p> <p>LT/Houseparents</p> <p>CJR/JCH</p> <p>Houseparents</p> <p>LT/School Council</p>

<b>Aspect</b>	<b>Action</b>	<b>Notes</b>
<b>Pupils' welfare, including Health &amp; Safety</b>	<ol style="list-style-type: none"> <li>1. Consider strategies to encourage healthy eating.</li> <li>2. Increase opportunities for exercise.</li> <li>3. Investigate available training for performance skills and preparation, and trial pilot scheme (see above)</li> </ol>	LT/School Council LT Music Dept
<b>Links with parents &amp; the community</b>	<ol style="list-style-type: none"> <li>1. Extend use of Parents' Portal</li> <li>2. Review focus and management of Outreach, including better integration into annual music programme.</li> <li>3. Establish stronger relationships with local community, especially Herts Music Service.</li> <li>4. Review of communications and PR.</li> </ol>	LT LT/Music Dept  LT/Music Dept  PR Manager
<b>Organisation</b>	<ol style="list-style-type: none"> <li>1. Extend use of SIMS for internal communication, including calendar and daily messages.</li> <li>2. Expand pupil use of school email.</li> </ol>	LT/IT Manager/School Office  LT/IT Manager/School Council
<b>Premises</b>	<ol style="list-style-type: none"> <li>1. Plan for further redevelopment of West Wing.</li> <li>2. Devise 2/3-year programme to decorate main school corridors and teaching rooms.</li> <li>3. Provide outdoor play/exercise area for Avison.</li> </ol>	Bursar Bursar  Bursar/Parents
<b>Resources &amp; Facilities</b>	<ol style="list-style-type: none"> <li>1. Consider ways to provide additional fitness equipment.</li> <li>2. Complete provision of projectors/whiteboards.</li> <li>3. Investigate provision of tablets/laptops for staff/pupils, including leasing/HP schemes.</li> </ol>	SPU  LT LT/IT Manager
<b>Management &amp; leadership</b>	<ol style="list-style-type: none"> <li>1. Review effectiveness of leadership and management across the school.</li> <li>2. Review of internal communications.</li> <li>3. Termly review of Child Protection training and records with CP Governor. ‡</li> </ol>	LT