

You said...

CREATING AND SUPPORTING CONTINUOUS
LEARNING:

New staff receive induction support.



We did...

New staff handbook shared with all members on staff during the INSET Day in September 2025.

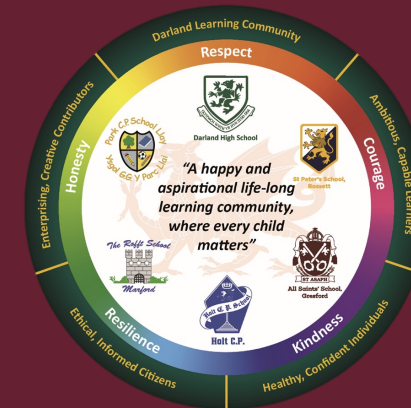
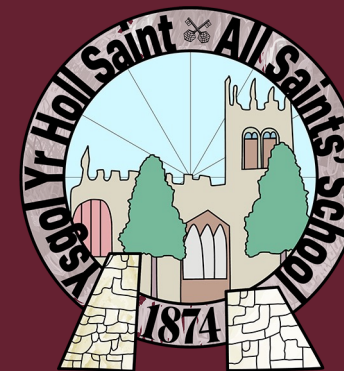
All new staff received induction support from Sarah Jones and/or Matt Holmes.

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You said...

CREATING AND SUPPORTING CONTINUOUS
LEARNING:

All staff have access to coaching and mentoring
support.

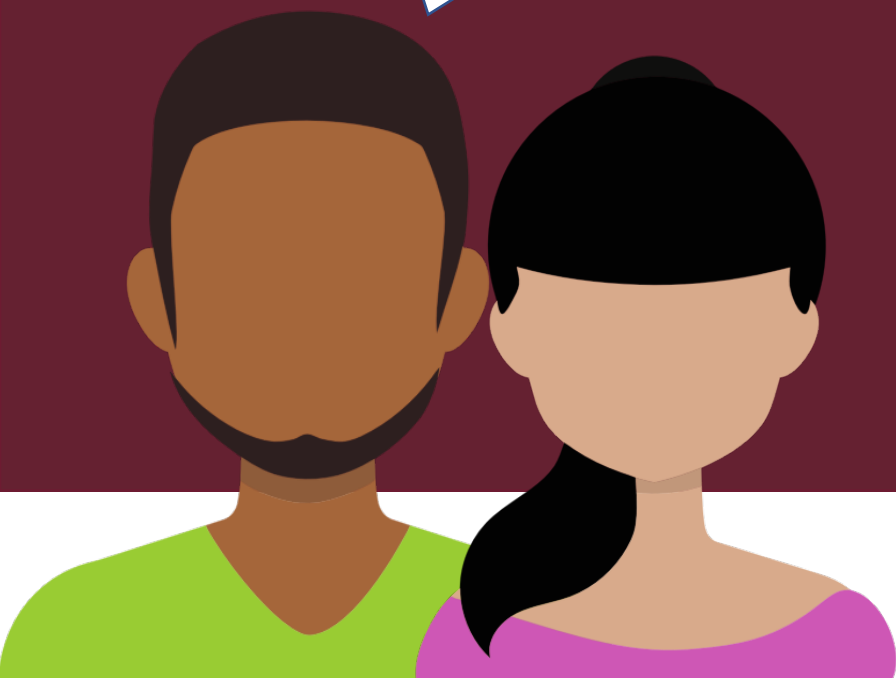


We did...

*PDR's introduced as the new Performance
Management arrangements.*

*Coaching Triads using IRIS Connect will be
introduced during 2025-2026.*

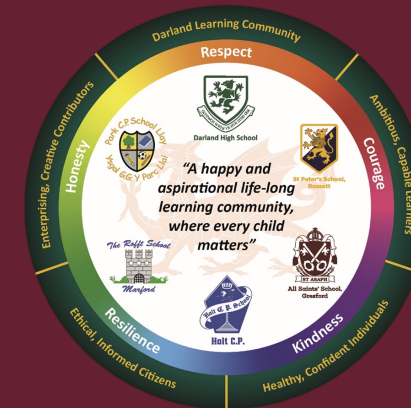
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You said...

CREATING AND SUPPORTING CONTINUOUS
LEARNING:

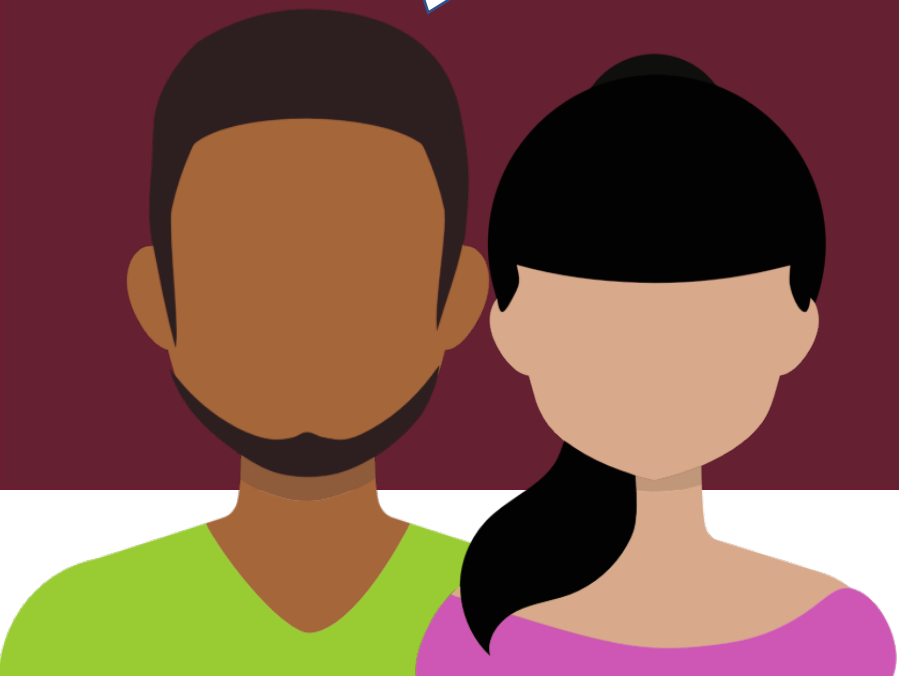
Time and other resources are provided to support
professional learning.



We did...

Coaching Triads will be used to support reflective
practice and shared learning in a non-judgemental way.
Teachers and Teaching Assistants surveyed to find out
what learning they would like to take place.

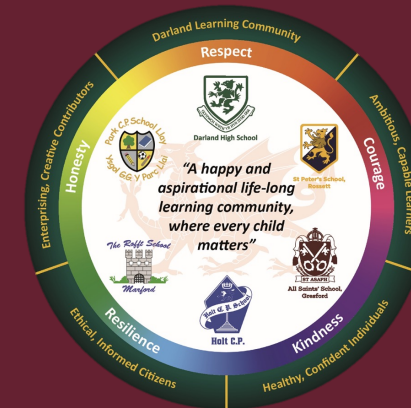
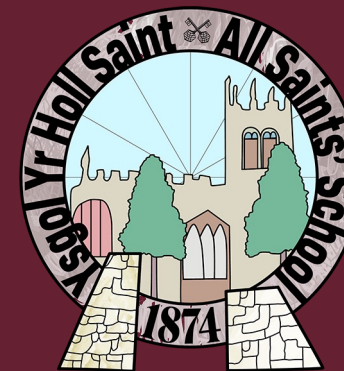
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You said...

PROMOTING TEAM LEARNING AND
COLLABORATION:

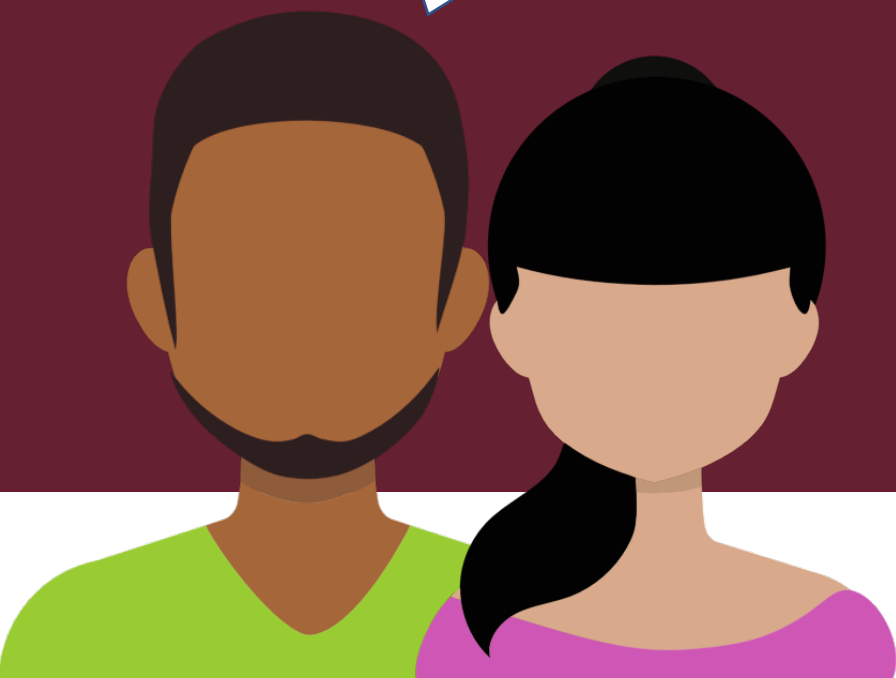
The school allocates time and other resources for
collaborative working and collective working.



We did...

PPA is now organised so that all members of the
planning team have their PPA together to ensure
collaborative working. Flexibility in timetables to cover
time for AoLE leads to complete learning walks.

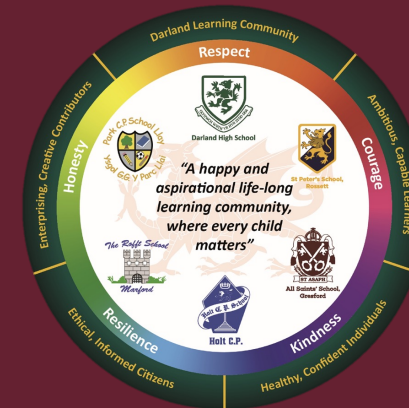
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You said...

ESTABLISHING A CULTURE OF ENQUIRY:

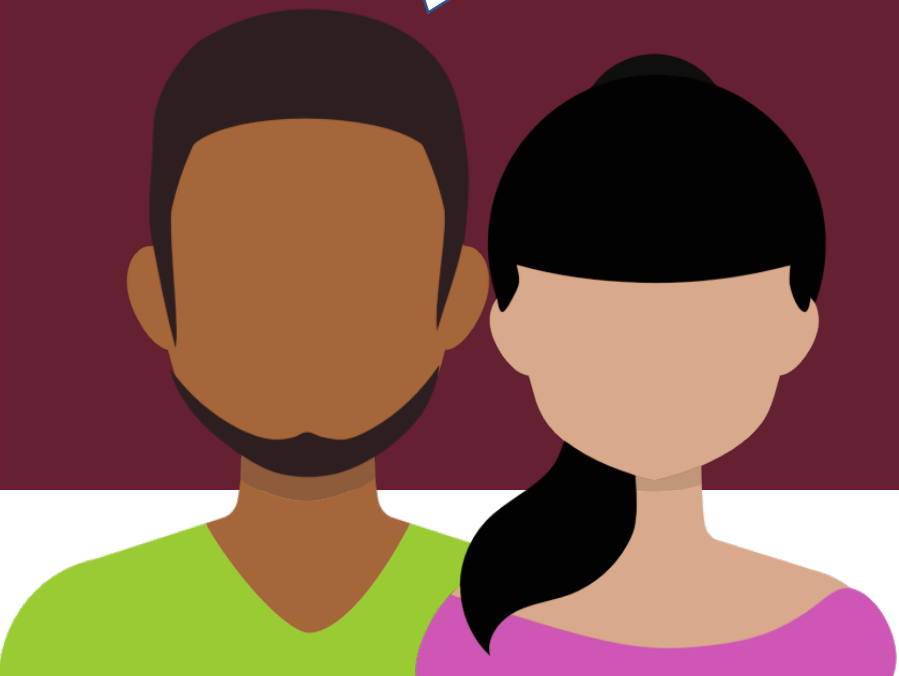
Staff engage in forms of enquiry to investigate and extend their practice.



We did...

Coaching Triads have been introduced using IRIS Connect. Following the initial feedback from IRIS Connect, staff carry out their own research to help develop and extend their practice.

Schools as Learning Organisations 2025–2026



You said...

ESTABLISHING A CULTURE OF ENQUIRY:

Enquiry is used to establish and maintain a rhythm of learning, change and innovation.



We did...

School Improvement Groups have been tasked with carrying out an enquiry to identify research and data linked to their Agile Action Plan targets.

Schools as Learning Organisations 2025–2026

You said...

ESTABLISHING A CULTURE OF ENQUIRY:

Staff are open to thinking and doing things differently.

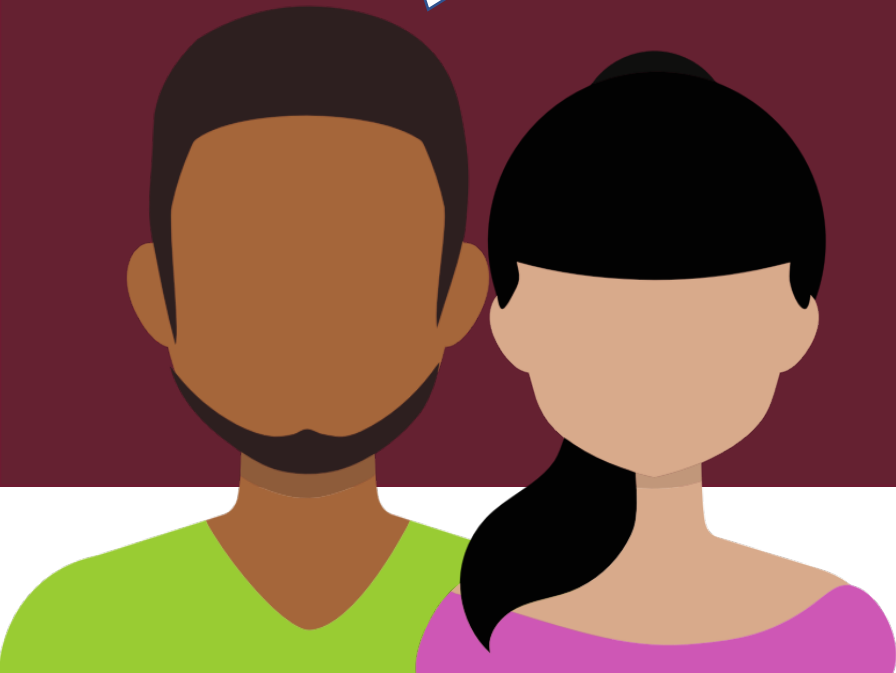


We did...

Promote a culture where trying new things is encouraged – even if they don't work perfectly!

Opportunities to feedback positively and negatively are available prior to making change.

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You said...

ESTABLISHING A CULTURE OF ENQUIRY:

Staff are open to thinking and doing things differently.



We did...

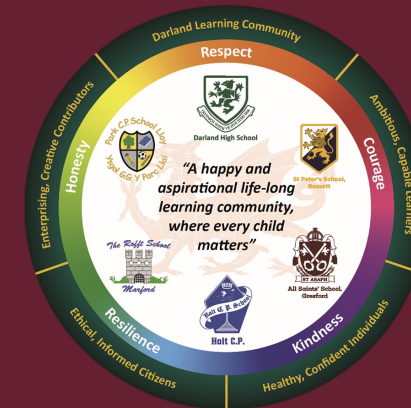
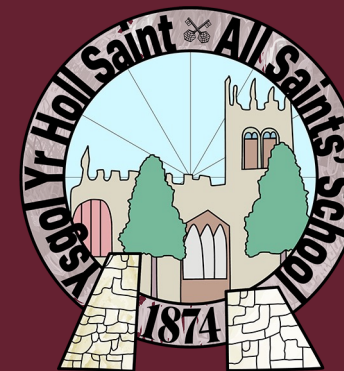
A questionnaire about staff's opinions on the culture of the school from a staff well-being perspective. The results will help instigate work to target areas requiring improvement.

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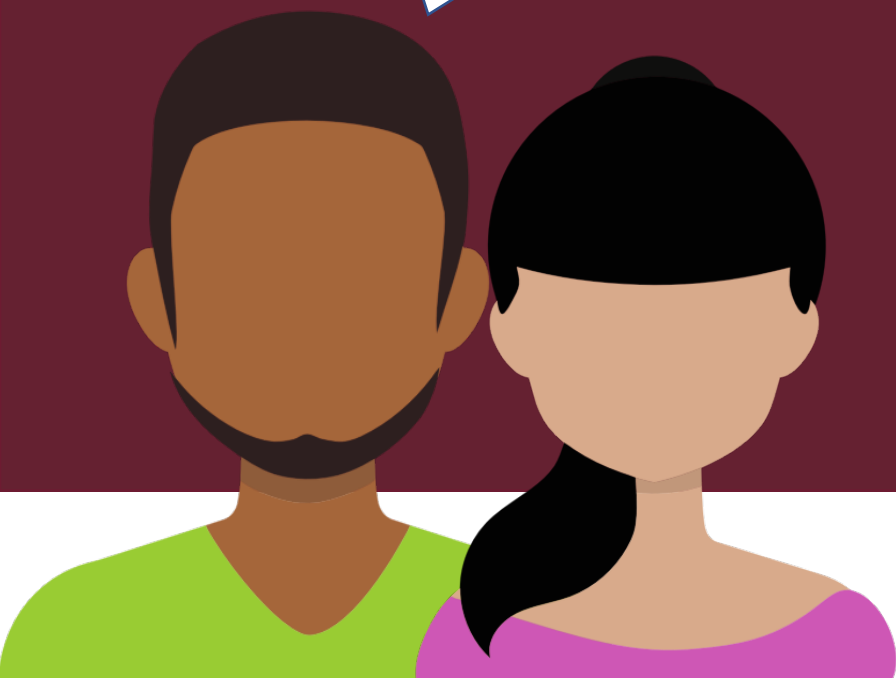
ESTABLISHING A CULTURE OF ENQUIRY:

Learners are actively engaged in enquiry.



We did...

Enquiry-based learning staff training to be shared once again. All planning teams to plan enquiry-based learning opportunities linked to their topic and / or local area.

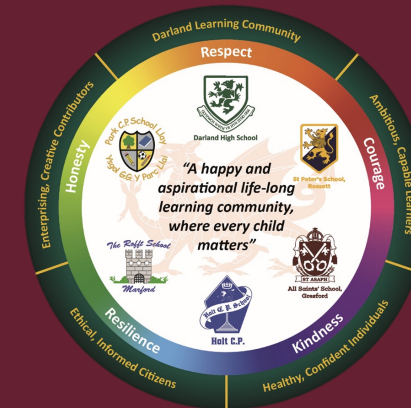
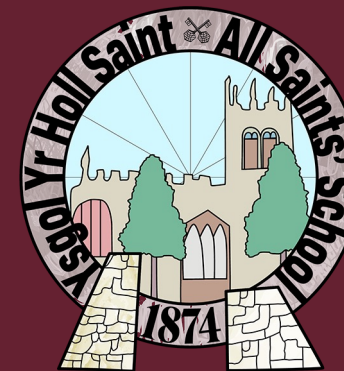


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You said...

EMBEDDING SYSTEMS FOR COLLECTING AND EXCHANGING KNOWLEDGE:

Structures for regular dialogue and knowledge exchange are in place.



We did...

Provide many opportunities for regular dialogue and knowledge exchange: staff meetings, huddles, TA meetings, PDR meetings, Planning & Reflection reviews, coaching triads, PPA.

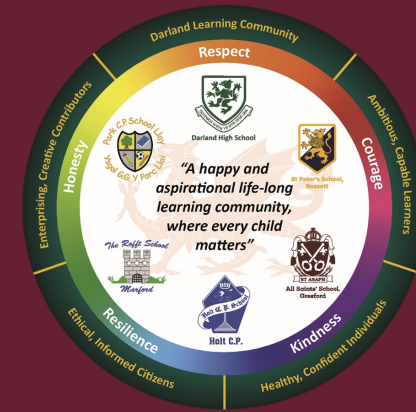


Schools as Learning Organisations 2025–2026

You said...

EMBEDDING SYSTEMS FOR COLLECTING AND EXCHANGING KNOWLEDGE:

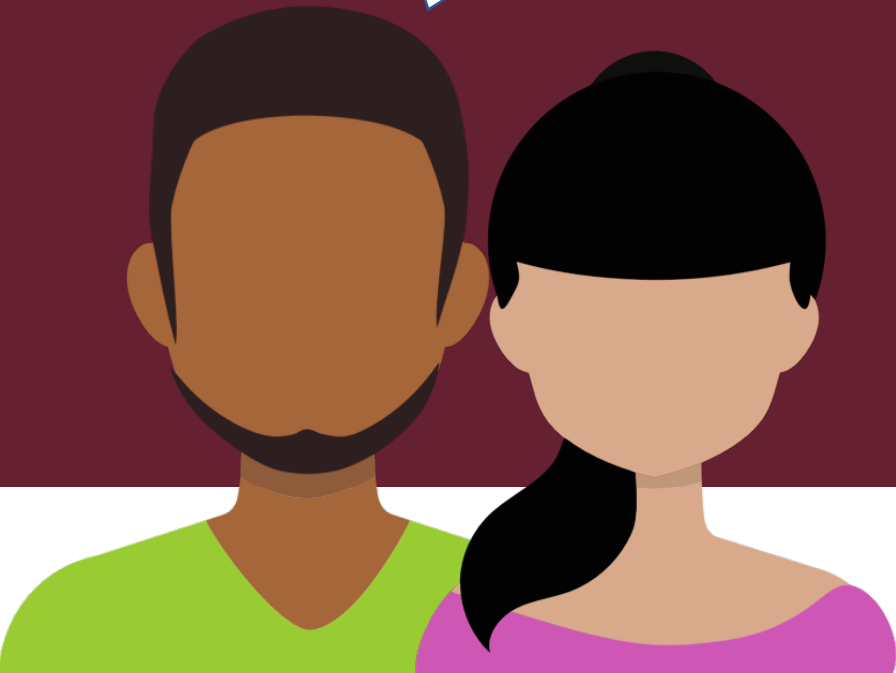
Sources of research evidence are readily available and easily accessed and are used by staff to improve their practice.



We did...

A well-stocked Professional Learning Library has resources available to members of staff to access. Staff have been encouraged to register with the Education Endowment Foundation for research updates.

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You said...

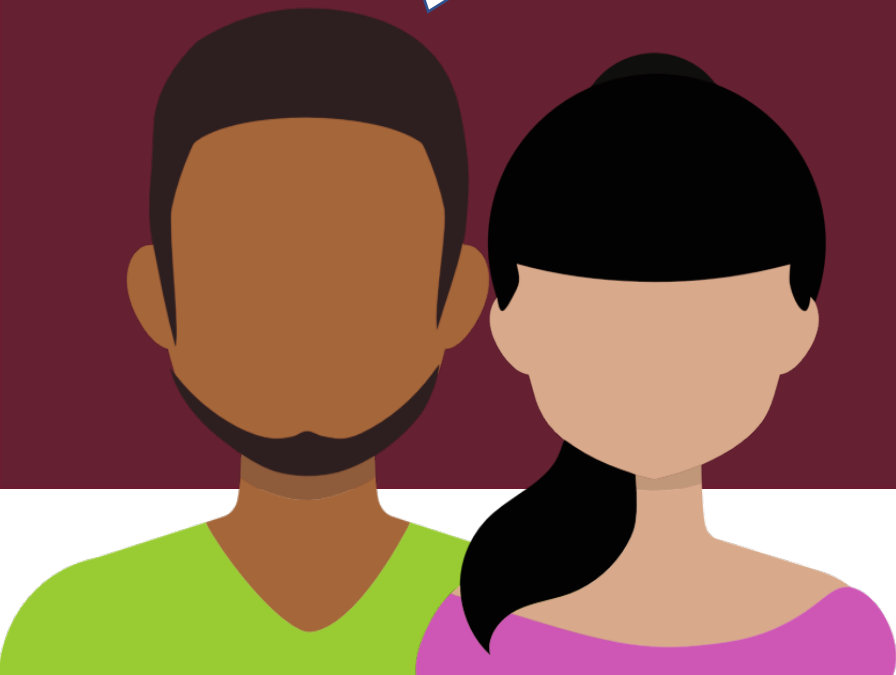
EMBEDDING SYSTEMS FOR COLLECTING AND EXCHANGING KNOWLEDGE:

Staff regularly discuss and evaluate whether actions had the desired impact and change course if necessary.



We did...

Coaching Triads set up to provide peer support and to evaluate teaching practice in a non-judgemental way. SWOT analysis to be completed at the end of each topic.



Schools as Learning Organisations 2025–2026

You said...

LEARNING WITH AND FROM THE EXTERNAL ENVIRONMENT:

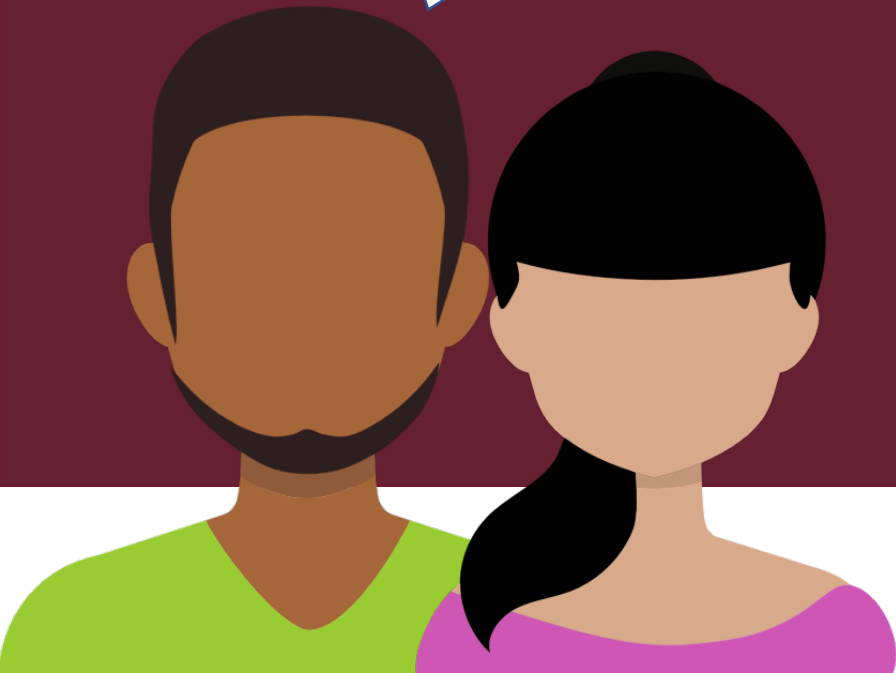
The school scans its external environment to respond quickly to challenge and opportunities.



We did...

Local and National challenges, as well as recent Estyn reports, are always at the forefront of our planning and direction as a school. We are responding to changes in the School Improvement Service. – moving from a regional model to a Local Authority model.

Schools as Learning Organisations 2025–2026



You said...

LEARNING WITH AND FROM THE EXTERNAL ENVIRONMENT:

The school scans its external environment to respond quickly to challenge and opportunities.



We did...

Parent / carer questionnaires are used to identify opportunities to change and improve. For example, holding more workshops for parents / carers to experience first-hand the learning that takes place.

Schools as Learning Organisations 2025–2026