

**TARGET 3 - To improve processes for self-evaluation and improvement planning.**

- All Extended leadership Team involved in regular self-evaluation activities as per MER calendar.
- All staff are clear on leader's roles and responsibilities.
- All staff have access to necessary training to equip them to be successful in their work.
- Governors have all information necessary to ask relevant questions that provide challenge.

**United Nations Convention on  
Rights of the Child**

As a school we value the rights of our learners. Our SDP maintains a pupil focus.

**Article 28:** Every pupil has the right to an education.

**Article 29:** Education must develop every pupils personality, talents and abilities to the full.

**Article 42:** Every pupil has the right to know their rights.

**Purpose:**

Pen-y-Cwm School aims to provide the best possible education for all learners to prepare them for everything they can achieve in life.

**Vision:**

To empower and support individuals to be independent and resilient and to develop skills to reach their potential.

**PEN-Y-CWM SCHOOL**



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**School Development  
Plan**

**2025—2026**

## *School Development Plan Summary*

### **TARGET 1 - To refine and develop the curriculum offer to ensure it meets individual need.**

- To ensure all learners in Phase 3 gain a Literacy and Numeracy qualification.
- To ensure all learners in Phase 3 gain an alternative qualification e.g. Duke of Edinburgh.
- To ensure all learners make at least “good” progress from their individual starting point.
- To further develop Communication continuum, ensuring all learners have access to a Total Communication Approach.
- To ensure all learners develop skills needed to write effectively (includes pre-writing skills).
- To ensure a variety of exciting, engaging, authentic learning events are planned for each term (including for PMLD learners).
- To further develop enrichment opportunities.

- To embed school Senedd sub-committees.
- To integrate the use of DCF (as per LNF) as an assessment tool.
- To further develop in house work experience opportunities for Phase 3 learners.
- To develop staff skillset to identify functions of behaviours and teach functionally equivalent skills.
- To ensure learners sensory needs are met through creation of a sensory profile.
- To ensure learners make good progress with their independent living skills e.g. toileting.

### **TARGET 2 - To improve staff emotional health and wellbeing (EHWB).**

- Development of fully inclusive EMWB policies in place for staff and learners.
- Develop clear strategies for how we respond to events that impact negatively on staff.
- Highlight how we take part in National

and local priorities to promote EHWB.

- Develop mechanisms to support staff consultation.
- Utilise professional support for staff who undertake safeguarding roles.
- Share information to ensure staff understand how the school works with the whole community.
- Ensure all staff are aware of the network of support available for EHWB.
- Ensure all enrichment activities promote positive relationships, self esteem and wellbeing for learners and staff.
- Develop whole school approach to relationships.
- Develop staff skillset to hold restorative conversations.
- Staff are aware that their well-being is our priority.