Whitburn Academy

School Improvement Plan

2024-2025

Head Teacher's Introduction

Our vision for the school, our curriculum, and our young people is informed by the context of the school, and the wider economic context. Factors included in the context of the school are as follows: the local communities of Whitburn, East Whitburn, Longridge, Fauldhouse, Stoneyburn and Greenrigg, and the wider community of West Lothian; the school roll, SIMD distribution and FME; the learning needs of each cohort; linked experiences in associate primaries; and, views of the young people.

Vision

Empowering our young people to learn and achieve, allowing them to thrive now & in the future.

Values

Compassion, Integrity, Respect

Aims

- Embedding a culture & ethos in which our actions and interactions are based on our shared values of Compassion, Integrity & Respect.
- Providing outstanding learning experiences which engage, motivate & challenge our young people and inspire a lifelong love of learning.
- Inspiring our young people to achieve their potential by providing a curriculum that facilitates their own unique learning journey.
- Ensuring we are a fully inclusive learning community where the wellbeing of all is our priority.
- Supporting & encouraging our young people to achieve through participation in all aspects of their school life.

West Lothian Council

Whitburn Academy

Raising Educational Attainment Strategy 2023-2028

Outcome 1 – Learning & Curriculum Ensuring every child and young person experiences varied, vibrant and challenging learning experiences which are built on the provision of high quality and inclusive learning, teaching and assessment. Fundamental to this is the design and implementation of a curriculum that creates the conditions, culture and ethos for all four capacities (successful learners, confident individuals, responsible citizens and effective contributors) to thrive and be equally valued.

Outcome 2 – Wellbeing, Inclusion & Attendance Improving wellbeing, inclusion and attendance for all children and young people, promoting confidence, independent thinking and resilience. Fundamental to this is working with families and partners to support the highest possible levels of engagement and equity for all. Improving health and wellbeing for all children and young people will lead to raised educational attainment and achievement, ensuring that learning promotes confidence, resilience, engagement, independent thinking and positive mindsets which in turn increases personal, social, cultural and economic opportunities.

West Lothian Raising Educational Attainment Strategy 2023-2028

National Improvement Framework Priorities 2024

1 Placing the human rights and needs of every child and young person at the centre of education
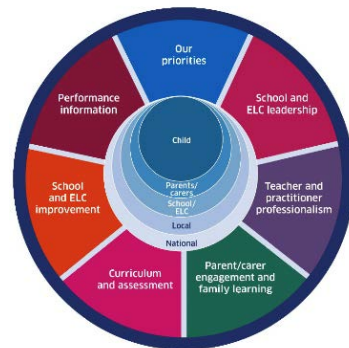
2 Improvement in children and young people's health and wellbeing

3 Closing the attainment gap between the most and least disadvantaged children and young people
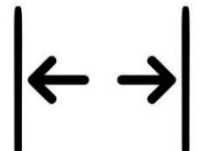
4 Improvement in skills and sustained, positive school-leaver destinations for all young people

5 Improvement in achievement, particularly in literacy and numeracy

THE SCOTTISH ATTAINMENT CHALLENGE
SCOTLAND: THE BEST PLACE IN THE WORLD TO LEARN

West Lothian Council

To enable ALL young people to become
Successful Learners
Confident Individuals
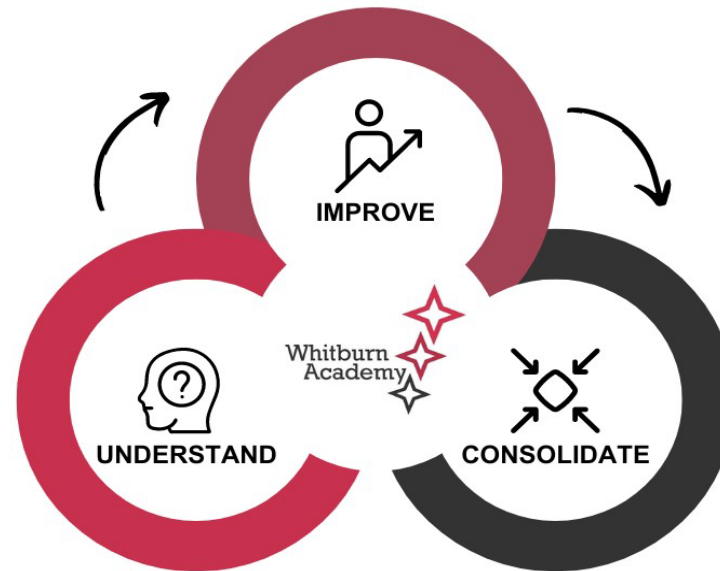Responsible Citizens
Effective Contributors

Whitburn Academy

2

Summary of Whitburn Academy Priorities 2024-2025

Learning, Teaching & Assessment

Tracking & Monitoring in BGE including Wider Achievement

Subject Specific Attainment

Curriculum

Attendance

Positive Destinations

IMPROVE

UNDERSTAND

CONSOLIDATE

Whitburn Academy

Gender-based barriers to learning

Attainment Data (including Literacy & Numeracy)

Culture & Ethos

West Lothian Council

Whitburn Academy

Priorities for Improvement

Learning, Teaching & Assessment

Desired Outcome	QIs	Action	Timeline	Who	Measurement / Evidence	Progress Update
In line with WLC's RAISE Plan LT&A priority, ensure all staff are confident they are delivering high-quality learning experiences for ALL learners within a fully inclusive classroom environment.	1.3, 2.3, 3.1	Time designated to allow staff to further engage with Circle Framework & Equity resources introduced at WLC Network afternoons.	INSET Days & CT sessions	DHT Support PT ASN All Staff	Staff feedback indicates improved understanding of Inclusion and report increased confidence in ensuring all learners needs being met in their classroom.	
		Deliver CLPL session on Inclusion with a focus on the CIRCLE framework and the importance of considering the four areas of: ▪ The environment ▪ Routines & Structures ▪ Motivation ▪ Skills	October INSET Day	PT ASN	Learners with identified ASN report that they can participate fully in their learning and feel that their ASN is not a barrier.	
		Collaboration time allocated to develop staff confidence in how they ensure equity for all learners within their subject specific environments.	INSET Days & CT sessions		Attainment of learners with ASN improves.	
New Learning & Teaching Framework embedded.	1.3 2.3	School Improvement Group created to continue to develop interactive toolkit within L & T Framework.	August 2024 – June 2025	DHT LT&A SIG	Staff regularly access LTA Framework to improve/enhance their pedagogy.	
		All staff undertake Practitioner Enquiry related to one of the 6 Aspects of Learning.	August 2024 – June 2025	All staff	Staff pedagogical approach to delivering specific Aspect of Learning improved.	
		New approach to classroom observation introduced.	August 2024 – December 2025	All Staff Faculty Heads DHT LT&A	Staff report improved learning experience from the new observation process.	
		Focused In-House CLPL programme identified from PRD process.	September 2024 – April 2025	DHT LT&A	Focused, specific & targeted CLPL enhances pedagogical approaches adopted by staff.	
		Staff utilise Practitioner Enquiry support materials on Whitburn	August 2024 – May 2025	DHT LT&A All staff	All staff undertake meaningful Practitioner Enquiry.	

West Lothian Council

Whitburn Academy

Desired Outcome	QIs	Action	Timeline	Who	Measurement / Evidence	Progress Update
All staff complete a Practitioner Enquiry this session.	1.3 2.3	Academy LTA Framework website & GTCS website to undertake their Enquiry.				
		Staff choose focus of Enquiry based on one of the 6 Aspects of Learning	August 2024	All staff	Staff feedback indicates increased confidence and improved pedagogical approach to an element of their practice.	

Tracking & Monitoring in the BGE including Wider Achievement

Desired Outcome	QIs	Action	Timeline	Who	Measurement / Evidence	Progress Update
In line with WLC's RAISE Plan priority, our whole School BGE tracking system provides a robust overview of progress across all curricular areas.	1.3 2.3 3.1 3.2	Review and update existing WS BGE tracking system.	Sept 2024	HT	Tracking system provides consistent and robust information on learner progress across all curricular areas. All staff with responsibility for tracking & monitoring learner progress access the tracking data regularly to identify learners who will benefit from targeted interventions and support.	
		Faculties/Departments to agree assessment and moderation process within the BGE to ensure confident and consistent judgement of levels achieved.	Oct 2024	Faculty Head All Staff	Based on agreed assessment approaches all staff confirm they are confident inputting robust 'achievement of a level' data into the tracking system. Staff judgement on achieved levels align with Standardised Testing (CAT & SNSA).	
		Faculty BGE tracking systems created to align with WS system.			Robust Faculty BGE tracking allows relevant staff to provide appropriate support for Learner Pathways into the Senior Phase.	
In line with WLC's RAISE Plan priority, our whole School Rewards tracking system provides a robust overview of Participation and Wider Achievement.		Annual Events Calendar introduced to encourage participation in events out with the classroom providing opportunities to achieve in the wider sense.	Ongoing.	H Forbes	House Team and HWB teachers actively encourage participation in events beyond the classroom.	
		Faculty Head with whole school responsibility for Participation and Wider Achievement to update Rewards Tracker monthly.	Ongoing monthly.	H Forbes House Team	Monthly analysis of tracking data ensures early intervention for those who are not participating in the wider life of the school.	

Subject Specific Attainment

Desired Outcome	QIs	Action	Timeline	Who	Measurement / Evidence	Progress Update
Pass rate (%A – C) above 85% for all subjects at National 5 & Higher.

Quality of passes (%A, %A -B%) increased to ensure attainment success at next level across all subjects. | 1.1 2.3 3.2 | Staff complete Results Analysis & Reflection (RAR) to identify personal action plan for improvement in 2024-2025. | August 2024 | All staff teaching senior phase classes. | Staff Action Plans devised. | |
| | | Individual staff attainment meetings with Faculty Head following completion of RAR. | August 2024 | All staff & Faculty Heads | Staff Action Plans agreed and implemented. | |
| | | Faculty Attainment Analysis completed. | August 2024 | Faculty Heads | Faculty Head analysis completed for all subjects/levels. | |
| | | Attainment Meeting with HT to agree focused Faculty Action Plan | August 2024 | Faculty Head, DHT link & HT | Faculty Attainment targets for 2024 – 2025 agreed.

Attainment targets achieved in Aug 2025 | |
| In line with WLC's RAISE2 Plan, attainment targets for Higher English and Higher History achieved. | 2.3 3.2 | Languages & Humanities Faculty Heads fully engage with RAISE2 Action Plan.

School Action Plans created based on WLC collective priorities plan. (link English / History Plans) | Sept 2024 Ongoing | Faculty Heads | Faculty Improvement Plans to include Action Plan with Driver Diagrams for English and History.

Attainment targets achieved in Aug 2025 | |
| School attainment targets for identified subjects achieved. | | Faculty Heads mirror RAISE2 Improvement Methodology approach to create subject specific Action Plans for:
• Physical Education
• Music
• Human Biology
(link action plans here) | Sept 2024 Ongoing | Health, Expressive Arts & STEM Faculty Heads | Faculty Improvement Plans to include Action Plan with Driver Diagrams for each targeted subject/level.

Attainment targets achieved in Aug 2025. | |

West Lothian Council

Whitburn Academy

Curriculum

Desired Outcome	QIs	Action	Timeline	Who	Measurement / Evidence	Progress Update
Improved Senior Phase Curriculum offer results in increase in stay on rate in S5	2.2	Undertake pupil evaluation to determine if the current curriculum offer in the senior phase influences decision to leave school at end of S4.	Sept 2024	N Bulloch	Response from pupil evaluation determines when/ how to widen current curriculum offer.	
		Improve current Senior Phase Curriculum offer by introducing more accessible courses including NPAs.	Sept 2024 – Dec 2024	SIG Faculty Heads N Bulloch	Wider range of courses offered as part of the Pathways 2025 offer.	
Successful introduction of PBL in BGE	2.2	School Improvement Group established with representation across Faculties.	August 2024	P Mackay N Bulloch SIG	Increased staff understanding of rationale for inclusion of PBL in BGE curriculum.	
		Faculties to develop a 6 – 8 week project to be introduced into S2 curriculum	November 2024	Faculty Heads	Up to 6 projects included in S2 curriculum from November to be delivered on a rotational basis.	

Attendance

Desired Outcome	QIs	Action	Timeline	Who	Measurement / Evidence	Progress Update
In line with WLC's RAISE Plan, annual attendance rate improves from 85% to 87% by June 2025	3.1 3.2	DHT Support to work closely with House Team to ensure consistency of use of SEEMiS attendance codes.	December 2024	DHT Support.	House PSWs report good understanding of use of SEEMiS codes and accuracy of codes consistently applied.	
		Power BI utilised weekly to rigorously monitor and analyse attendance data to facilitate early and targeted intervention.	August 2024 - Jun 2025	Heads of House. DHT Support.	Strategic targeted approach to increase attendance of pupils in Bands 70 – 80 & 80 – 90 moves pupils into next band. Overall attendance target of 86.5% achieved or exceeded.	
In line with WLC's RAISE Plan, annual attendance rate of Q1 pupils improves from 80% to 83% by June 2025	2.4 3.1 3.2	Power BI utilised weekly to identify emerging attendance concerns for identified vulnerable groups, to ensure early targeted interventions.	August 2024 - Jun 2025	Heads of House. DHT Support	Strategic targeted approach to increase attendance of pupils in Bands 70 – 80 & 80 – 90 moves pupils into next band. Overall attendance target of 83% for Q1 pupils achieved or exceeded.	
Number of pupils with attendance below 50% will decrease from 6.5% to 2.5% by June 2025.	2.4 3.1 3.2	Early identification of vulnerable group who would benefit from engaging with school outreach at Whitburn Partnership Centre.	August 2024 - Jun 2025		Attendance at Partnership Centre leads to improved engagement from pupils with attendance below 50%. Attendance moves into next band.	

West Lothian Council

Whitburn Academy

Positive Destinations

Desired Outcome	QIs	Action	Timeline	Who	Measurement / Evidence	Progress Update
95% of learners progress to positive and sustained destinations which reflect their aspirations.	3.1	Live tracking system introduced to allow early identification and targeted support for pupils in danger of entering a negative destination.	August 2024	T Loudon	School stretch aim of 95% entering a PSD achieved.	
		DHT Support to attend weekly HUB meetings.	Sept 2024 – Sept 2025	DHT Support	HUB Minutes.	
		School based HUB team weekly meetings to have a relentless focus on supporting 'at risk' pupils identified as being in danger of entering a negative destination.	Sept 2024 – Sept 2025		Increase in number of identified 'at risk' pupils enter positive destinations.	
		Access Universal offer developed by central team.	Sept 2024 – Sept 2025	DHT Support School HUB team.	Increase in number of leavers enter a positive destination.	
		Access targeted offer developed by partners to support at risk young people	Sept 2024 – Sept 2025	DHT Support School HUB team.	Increase in number of identified 'at risk' pupils enter positive destinations.	
		Seek support through INSPIRE programme for most at risk young people	Sept 2024 – Sept 2025	DHT Support	At risk young people access courses offered.	
		Review existing Skills Framework	May 2025	SIG P Durkin	Updated Skills Framework introduced & embedded across all curricular areas.	
		Embed new 'I am Skilled' programme in S2	August 2024 – November 2024	P Durkin N Bulloch	Successful programme introduced to support S2 Pathways process. Increase in number of partners supporting delivery of curriculum.	
		Enhance existing Flexible Curriculum Pathways to include more SfW opportunities.		SIG DHT Curriculum	Targeted pupils follow bespoke curriculum with emphasis on developing skills to sustain successful employment.	

West Lothian Council

Whitburn Academy

Priorities for Consolidation ⤨

Attainment Data (including Literacy and Numeracy)

Desired Outcome	QIs	Action	Timeline	Who	Measurement / Evidence	Progress Update
Leavers achieve highest possible level of Literacy and Numeracy.	3.2	S4 learners who have achieved N4 English and N4 maths must complete L5 Literacy and Numeracy units.	May/June 2025	FH Languages FH Numeracy	L3 Literacy & Numeracy achieved by 98% of cohort. L4 Literacy & Numeracy achieved by 95% of cohort. L5 Literacy & Numeracy achieved by 85% of cohort.	
		S4 pupils who have been presented for N5 Maths but are not continuing with Maths in S5 must complete L6 Numeracy at the timetable change. S5 pupils presented for N5 Maths must also complete L6 Numeracy	May/June 2025	FH Languages FH Numeracy	L5 Literacy & Numeracy achieved by 100% of S5 cohort\n\nL6 Numeracy achieved by all N5 Maths pupils.	
		S6 pupils who have not yet achieved L6 Numeracy must achieve by end of S6.\n\nL6 Communication unit developed to allow pupils to achieve L6 Literacy	May/June 2025\n\nDecember 2025	FH Numeracy\n\nFH Languages	L6 Numeracy achieved by 100% of S6 cohort.\n\nL6 Communications unit developed. L6 Literacy achieved by 100% of S6 cohort.	
Increase L6 attainment by end of S5		Rigorous T & M of learner progress to allow early intervention with off track learners.	May/June 2025	T Loudon Faculty Heads	100% of S5 cohort (minus Christmas leavers) achieve 5 @ L6	
		In school Christmas leavers follow wider achievement curriculum.	August – Dec 2024	T Loudon DHTs House Team	Christmas leavers achieve 3 @ L6.	
		Exceptional Entry College Christmas Leavers 2025 to engage with L6 SCQF programme May/June S4 & August S5	May – Aug 2025	T Loudon DHTs House Team	Exceptional Entry pupils achieve 3 @ L6.	

West Lothian Council

Whitburn Academy

Culture & Ethos

Desired Outcome	QIs	Action	Timeline	Who	Measurement / Evidence	Progress Update
Continue to raise profile of whole school Recognising Achievement Rewards System to promote Attendance, Engagement, Participation and Wider Achievement.	1.3	Further develop system to track wider achievement, participation and engagement.	September 2024	H Forbes	Effective tracking system allows early identification of non-participants.	
		Produce annual calendar of events.	September 2024	H Forbes	Increase in participants in every event.	
		Actively encourage participation through effective advertising and promotion of events.	Ongoing throughout year	H Forbes Event organisers	Learners report being more involved in wider life of the school.	
Newly established School Improvement Groups impact positively on Culture & Ethos	1.3	SIGs (UNCRC/Community/Family Learning/CoSD/D of E) to establish Action Plans.	October 2024	SIGs (staff & pupils)	Increased opportunities for staff/pupils to make positive contribution to wider life of school.	
		Time allocated during every Inset / CT to overtake action plans.	From August 2024	T Loudon	Action plans fully implemented by end of session and impacting positively on learner experience.	

Priorities for Understanding

Determine gender-based barriers to Learning

Desired Outcome	QIs	Action	Timeline	Who	Measurement / Evidence	Progress Update
In line with WLC's RAISE Plan, ensure equality of opportunity for all learners	1.1 2.2 3.1 3.2	Use Power BI data to identify potential gender-based barriers to learning.	October 2024	HT	Potential barriers identified.	
		Carry out analysis of N5 school presentations versus WLC & National to identify subjects where lack of uptake by gender is evident.	December 2024	HT	Potential gender related uptake in subjects identified.	
			Sept 2024 Ongoing	FH STEM	Consider feedback from TGBL via FH STEM.	