



## **PE AND SPORTS PREMIUM POLICY**

### **INTRODUCTION:**

PE and Sport Premium funding was introduced in March 2013 to improve the provision of physical education and school sport in primary schools across England.

Schools must use the funding to make additional and sustainable improvements to the quality of PE and sport offered. We use the funding:

- to develop and add to the PE, physical activity and sport activities which are already offered
- to build capacity and capability within St Mary's to ensure that improvements made now will benefit pupils joining the school in future years

By using the funding, St Mary's expects to secure improvements as follows:

1. the engagement of all pupils in regular physical activity - the Chief Medical Officer guidelines recommend that all children and young people aged 5 to 18 engage in at least 60 minutes of physical activity a day, of which 30 minutes should be in school
2. the profile of PE, sport and exercise is raised across the school as a tool for whole-school improvement
3. increased confidence, knowledge and skills of all staff in delivering high quality PE and sport
4. broader, sustainable experience of a range of sports and activities offered to all pupils
5. increased participation in a range of competitive sport

### **AIMS AND OBJECTIVES:**

Physical Education provides opportunities for ALL pupils to be creative, competitive, and cooperative and face up to different challenges as individuals both in groups and teams. It also promotes positive attitudes towards healthy and active lifestyles for life.

It promotes skill, physical literacy and knowledge of the body in action. For pupils between the ages of 4-11, it is vital that PE is taught correctly and be considered as important as the 'core' subjects.

The main objective of teaching Physical Education at St Mary's is to promote a full, varied and interesting curriculum that challenges, engages and excites staff and all pupils. We also aim to help pupils:

- develop competence to excel in a broad range of physical activities
- be physically active for sustained periods of time
- engage in competitive sports and activities
- lead healthy, active lives
- appreciate the importance of safe practice in physical activity

### **CONVENTION ON THE RIGHTS OF THE CHILD:**

Human rights are a set of basic things that every human being should have, like the right to be free, the right to say what you think, the right to an education and the right to be treated with dignity and respect.

The Convention on the Rights of the Child (UNCRC) is a human rights treaty (agreement) agreed by the United Nations in 1989. It gives children and young people all over the world over 40 major rights.

These rights include the right to a family life, the right of protection from all types of violence, the right to be healthy, the right to have a say and to be taken seriously, and the right to have an education that helps you grow as a person. The UNCRC gives extra rights to children living in very difficult circumstances, including children in trouble with the law, and refugee and asylum-seeking children.

At St Mary's Catholic Primary & Nursery School, Crewe we aim to honour and fulfil The United Nations Convention on the Rights of the Child. This guidance refers directly to the articles.

### **TEACHING AND LEARNING:**

We base the teaching on the guidance material in the DFE programme of study for Key Stages 1 and 2. Class teachers and HLTAs teach core PE lessons. Early Years and Key Stage 1 follow the Real PE scheme from Create Development as unique, child centered approach that transforms how we teach PE to include, challenge and support every child. Key Stage 2 follows progressively structured lessons provided by Complete PE. Reception, Key Stage 1 and Key Stage 2 all teach through the Real Gym and Real Dance.

We use a variety of techniques to encourage the children to engage actively in the curriculum. Teachers and HLTA's employ teaching methods and resources that will allow all pupils to have equal access to PE and to experience success, inclusivity and enjoyment in their PE work.

PE Lessons are as entertaining and enjoyable as possible because we realise that this approach serves to develop a positive attitude in pupils. We build pupil confidence through constant praise for any contribution they make, however tentative.

We teach skills through structured PE lessons, boosted by a wide variety of free and paid for extra-curricular activities offered throughout Early Years, KS1 and KS2. Our own teachers or highly skilled coaches carry out these activities and with their skills and enthusiasm, ensure that all enjoy sport.

Our multi-use games area ensures that we teach outdoor PE safely and complements the quality of PE lessons taught at St Mary's.

Our mile a day track contributes towards the completion of physical exercise in line with the Chief Medical Officers guidelines.

We teach the four elements of PE that instil knowledge, skills and understanding:

**1 Acquiring and developing skills:**

- to consolidate their existing skills and gain new ones
- to perform actions and skills with more consistent control and quality

**2 Selecting and applying skills, tactics and compositional ideas:**

- to plan, use and adapt strategies, tactics and compositional ideas for individual, pair, small-group and small-team activities
- to develop and use their knowledge of the principles behind the strategies, tactics and ideas to improve their effectiveness
- to apply rules and conventions for different activities

**3 Evaluating and improving performance:**

- to identify what makes a performance effective
- to suggest improvements based on this information

**4 Knowledge and understanding of fitness and health:**

- to know how exercise affects the body in the short term
- to warm up and prepare appropriately for different activities
- to understand why physical activity is good for their health and well-being
- to understand why wearing appropriate clothing and being hygienic is good for their health and safety
- to understand why eating an appropriate balanced and healthy diet is essential for life-long health and well-being

### **In Early Years:**

#### **Gross Motor**

- To Negotiate space and obstacles safely, with consideration for themselves and others.
- To demonstrate strength, balance and coordination when playing.
- To move energetically, such as running, jumping, dancing, hopping, skipping and climbing.

#### **Fine Motor**

- To hold a pencil effectively in preparation for fluent writing – using the tripod grip in almost all cases.
- To use a range of small tools, including scissors, paintbrushes and cutlery.
- Begin to show accuracy and care when drawing.

The pupil's knowledge and skills are cared for and nurtured, allowing them to develop and grow. This is through the use of our high-quality EYFS continuous provision and planned opportunities. Nursery are beginning to engage in short Real Foundations sessions within their environment. In Reception, the pupils experience one PE themed session per week out of the classroom which focuses on their fundamental skills.

#### **Activities**

Staff continue to provide a variety of experiences and activities during the course of study and during a PE lesson, for example:

- Tennis
- Football
- Hockey
- Netball
- Cricket
- Athletics
- Gymnastics
- Dance
- Orienteering

- Invasion games
- Swimming (*Year 4 in Autumn and Spring and Year 3 in Summer*)
- Indoor and Outdoor activities
- Fundamentals skills (ABCs)
- Individual and group activities
- Creativity of own warm up sessions or competition
- Problem Solving
- Communicating PE ideas to others by means such as speaking, listening and appraising.

We use REAL PE at St Mary's; this ensures a progressive learning journey through fundamental movements. It allows all children to attain a level of physical literacy, ensuring success in sport and a range of skills which can apply to their lives.

We use Complete PE throughout KS2 to focus on sport specific units that are relevant to our catchment area. The units are progressive across the year groups which help develop a deeper understanding and skill.

### **INCLUSION:**

At St Mary's we teach PE to all children, whatever their ability. Real PE provides documented and alternative ideas to lessons which supports this. PE provides a broad and balanced education for all children and contributes to the aims of the government initiative of Every Child Matters. PE encourages children to make a positive contribution to the school and wider community by respecting others and working together. They also develop team skills, which will contribute to their future social and physical well-being.

PE promotes academic learning, self-esteem, social interaction, team work and life skills such as how to win and lose with dignity. Active children develop a longer attention span during lessons which leads to improved concentration. St Mary's takes part in an inclusive sports day run by Crewe and Nantwich School Sports Partnership (CNSSP) as well as ensuring that our own Sports Days provide inclusive sporting opportunities.

We enable pupils to have access to the full range of activities during PE lessons. A risk assessment on equipment and venues are carried out annually prior to the teaching year. Teachers also carry out a visual risk assessment prior to any activity in order to ensure the venue and equipment is safe and appropriate for all children.

### **ASSESSMENT:**

Staff in Early Years will assess using the Early Years Framework.

Staff in Key Stage 1 and Key Stage 2 will assess to see if the pupils are Working 'Above', 'At' or 'Below' the expected level of the PE assessment objectives.

### **Assessment for Learning (AfL)**

We assess the pupils throughout at each taught session in order to ensure that they make good progress. We do this through using the outcomes of the lesson. The pupils take an active role in the AfL in PE by peer assessing and providing feedback to others as a means of challenge or improvement. Pupils have time to review lessons and skills developed.

### **STAFF DEVELOPMENT:**

Over time, staff have developed their skills and raised standards by teaching and planning alongside professional coaches. This has resulted in an increase in confidence and enjoyment of PE for staff and pupils alike. We share expertise through team and whole staff meetings to ensure we embed a legacy of High Quality PE across our school.

### **EXTRA-CURRICULAR ACTIVITIES:**

St Mary's provides a wide variety of extra-curricular clubs for all abilities and economic backgrounds by utilising staff expertise, outside agencies and local clubs and organisations. Details of our current provision is available under the Our School section of the school website ([www.stmaryscrewe.co.uk](http://www.stmaryscrewe.co.uk)).

### **COMPETITIONS**

At St Mary's we value the importance of sporting competition both internally and externally. Our children are provided with a wide range of opportunities to compete in a variety of sports at ASPIRE, SEND (celebrate) and INSPIRE level. This ensures that our competition opportunities are inclusive of all pupils.

### **MONITORING AND REVIEW:**

We monitor teaching and learning in the same way as all our other lessons. We report on how the funding is used to the governing body and subject leaders have the responsibility of monitoring and evaluating the success of the teaching and learning of PE throughout the school.

| MEETING NATIONAL CURRICULUM REQUIREMENTS FOR SWIMMING AND WATER SAFETY 2025/2026                                                                                                                                                         |  |
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| The percentage of pupils in the current year 6 cohort who swim competently, confidently and proficiently over a distance of at least 25 metres?<br>(Only report on their attainment at the end of year 6 – will be updated in July 2026) |  |
| The percentage of pupils in the current year 6 cohort using a range of strokes effectively [for example, front crawl, backstroke and breaststroke]?                                                                                      |  |
| The percentage of the current year 6 cohort able to perform safe self-rescue in different water-based situations?                                                                                                                        |  |
| Have we used Primary PE and Sport Premium to provide additional provision for swimming? <b>Yes</b> (TOP UP swimming)                                                                                                                     |  |

| FUNDING INFORMATION          |                                  |
|------------------------------|----------------------------------|
| <b>Academic Year 2023-24</b> | <b>Total Funding :£20,790.00</b> |
| September 2023 to March 2024 | £8,448.58                        |
| April 2024 to August 2024    | £12,341.42                       |
| <b>Academic Year 2024-25</b> | <b>Total Funding: £17271.67</b>  |
| September 2024 to March 2025 | £9,917.67                        |
| April 2025 to August 2025    | £7354.00                         |
| <b>Academic Year 2025-26</b> | <b>Total Funding: £</b>          |
| September 2025 to March 2026 | £                                |
| April 2026 to August 2026    | £                                |



**KEY INDICATOR 1:**

**THE ENGAGEMENT OF ALL PUPILS IN REGULAR PHYSICAL ACTIVITY – CHIEF MEDICAL OFFICER GUIDELINES  
RECOMMEND THAT PRIMARY SCHOOL CHILDREN UNDERTAKE AT LEAST 30 MINUTES OF PHYSICAL ACTIVITY A DAY  
IN SCHOOL**

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| <b>Academic Year: 2025/26</b>                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>Date Updated: 02/10/25</b>                                                                                                                                                                                                                                                         |
| <b>Total fund allocated:</b>                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>Updated By: PE Coordinators</b>                                                                                                                                                                                                                                                    |
| School focus with clarity on intended impact on pupils:                                                                                                                                        | Actions to achieve:                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Evidence:                                                                                                                                                                                                                                                                             |
| <b>TO PROVIDE OPPORTUNITIES FOR ALL INACTIVE CHILDREN TO PARTICIPATE PHYSICAL ACTIVITY AND ENSURE THE ENGAGEMENT OF ALL PUPILS IN AT LEAST 30 MINUTES OF PHYSICAL ACTIVITY A DAY IN SCHOOL</b> | <p>To monitor and analyse participation in whole school - clubs/ competitions to ensure balance, access and variety of opportunity for all.</p> <p>Provide opportunities for inactive pupils to widen their participation, improve their fitness levels and provide opportunities to develop skills.</p> <p>Offer free lunchtime fitness-based club to encourage inactive children to become active and inspire a commitment to lifelong activity for Pupil Premium children.</p> | <p>Monitoring/evaluation records</p> <p>Pupil voice</p> <p>Staff voice</p> <p>Registers- lunchtime club involvement</p> <p>Data analysis</p> <p>Equipment</p> <p>Professional Development course attendance</p> <p>Timetable of playleaders</p> <p>LSC Lunchtime club PP children</p> |

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|  | <p>Complete class surveys to establish who takes part in a club in school and out of school.<br/>Train and deploy Play leaders from KS2 to support activity and participation at KS1.</p> <p>Train and develop the Midday staff to support and promote activity across the school.</p> <p>Order resources for lunchtime and playtime and implement areas for extra activity- post mounted playground ball catchers/netball court</p> <p>Continue to develop EYFS outdoor area</p> |  |
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## KEY INDICATOR 2:

### THE PROFILE OF PE BEING RAISED ACROSS THE SCHOOL AS A TOOL FOR WHOLE SCHOOL IMPROVEMENT

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| Academic Year: 2025/26                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Date Updated: 02/10/25                                                                                                                                                                                                                                         |
| Total fund allocated:                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Updated By: PE Coordinators                                                                                                                                                                                                                                    |
| School focus with clarity on intended <b>impact on pupils</b> :                              | Actions to achieve:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Evidence:                                                                                                                                                                                                                                                      |
| <b>TO ENSURE OUTSTANDING TEACHING AND LEARNING OF PE IS CONSISTENT THROUGHOUT THE SCHOOL</b> | <p>Continue to embed Complete PE scheme across KS2 including trialing the use of Complete P.E for dance and gymnastics in KS2</p> <p>Ensure staff embed fundamental skills learnt through Real PE into Sport specific lessons (Complete PE).</p> <p>Develop the effective assessment of PE and sport specific skills through new school assessment records, to raise progress and attainment in PE across the school.</p> <p>Monitor the quality of PE lessons through drop ins/pupil voice.</p> <p>Purchase any additional equipment required to continue the high-quality delivery of the scheme.</p> | <p>Lesson plans</p> <p>Observations/ drop in- time out of teaching time</p> <p>Training and supply costs</p> <p>Resources and equipment purchase</p> <p>Staff and pupil voice</p> <p>EYFS outdoor continuous provision resources</p> <p>Forest School area</p> |

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|                                                                                                                                                                                   | <p>Purchase any Forest School resources, tools, training materials and development of our outdoor learning area.</p> <p>'Champions' certificate to be awarded during year group assembly. (Before school, break, lunch, PE, after school all to be included). Success to be seen physical, cognitively, socially, and emotionally.</p> <p>More competitions to share online.</p> |                                                                                                                                                    |
| <p style="text-align: center;"><b>INDICATOR 3:</b></p> <p style="text-align: center;"><b>INCREASED CONFIDENCE, KNOWLEDGE AND SKILLS OF ALL STAFF IN TEACHING PE AND SPORT</b></p> |                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                    |
| Academic Year: 2025/26                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                  | Date Updated: 02/10/25                                                                                                                             |
| Total fund allocated:                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                  | Updated By: PE Coordinators                                                                                                                        |
| School focus with clarity on intended <b>impact on pupils</b> :                                                                                                                   | Actions to achieve:                                                                                                                                                                                                                                                                                                                                                              | Evidence:                                                                                                                                          |
| <b>TO ENSURE THAT THE CONFIDENCE, KNOWLEDGE AND SKILLS OF ALL STAFF TEACHING PE AND SPORT IS CONSISTENT THROUGHOUT THE SCHOOL</b>                                                 | <p>Monitor and evaluate the quality of PE provision across the school to enable further development to take place in identified areas</p> <p>PE Coordinators to develop staff confidence in assessment through staff meeting</p> <p>Use staff voice to direct the focus of staff meetings/ training</p>                                                                          | <p>Monitor/evaluation records</p> <p>Staff voice</p> <p>Staff meetings timetables</p> <p>Planning/assessment</p> <p>Complete PE CPD diary date</p> |

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|  | <p>Arrange CPD for Key Stage 2 with Complete PE for all areas of learning.</p> <p>Online training videos provided for Complete PE and Real PE.</p> <p>Resources need to be ordered for new lessons in scheme to be accessible and effect for everyone including staff.</p> <p>PE leadership training- Real PE/ PE conference/ network meetings</p> | Training registers |
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| <p><b>KEY INDICATOR 4:</b></p> <p><b>BROADER EXPERIENCE OF A RANGE OF SPORTS AND ACTIVITIES OFFERED TO ALL PUPILS</b></p>                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                         |
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| <b>Academic Year: 2025/26</b>                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>Date Updated: 02/10/25</b>                                                                                                                                                                                                                                                                                                                           |
| <b>Total fund allocated:</b>                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>Updated By: PE Coordinators</b>                                                                                                                                                                                                                                                                                                                      |
| School focus with clarity on intended <b>impact on pupils</b> :                                                                                    | Actions to achieve:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Evidence:                                                                                                                                                                                                                                                                                                                                               |
| <b>TO MAINTAIN AND EXTEND THE PROVISION OF SPORTING OPPORTUNITIES AND RESOURCES IN ORDER FOR PUPILS TO RECEIVE A BROAD AND BALANCED CURRICULUM</b> | <p>Develop an effective strategy to encourage healthy eating. Examples may include; Assemblies - healthy eating information, advice and guidance and continue after school Healthy Eating club for KS2 children. Encourage healthy eating as part of curriculum linking to PSHE. Use of school council.</p> <p>Use NSSW to provide free opportunities for pupils to attend varied sports throughout the week</p> <p>Provide additional opportunities to attend after school clubs (see indicator 1)</p> <p>Provide first opportunities for Pupil Premium children to have access to after school clubs</p> | <p>Healthy Eating Strategy</p> <p>After school club and lunchtime register (timetable)</p> <p>Outside sports clubs participation in NSSW timetables</p> <p>Club registers</p> <p>Pupil Voice</p> <p>Staff voice</p> <p>Top Up Swimming Data</p> <p>Playleader timetable and training booklet</p> <p>Forest School to develop and support well-being</p> |

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|  | <p>Provide additional top-up swimming lessons to Year 6 pupils who have not been able to meet the national curriculum requirements for swimming and water safety after the delivery of core swimming and water safety lessons due to Year 4 results.</p> <p>Train and deploy Play leaders from Year 5 to support activity and participation at KS1 – SCO training</p> <p>Train and develop the Midday staff to support and promote activity across the school- SCO training</p> <p>Prepare for Forest School sessions within EYFS.</p> |  |
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## KEY INDICATOR 5:

### INCREASED PARTICIPATION IN COMPETITIVE SPORT

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| <b>Academic Year: 2025/26</b>                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>Date Updated: 02/10/25</b>                                                                                                                                                                                                                                                   |
| <b>Total fund allocated:</b>                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>Updated By: PE Coordinators</b>                                                                                                                                                                                                                                              |
| School focus with clarity on intended <b>impact on pupils:</b>                    | Actions to achieve:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Evidence:                                                                                                                                                                                                                                                                       |
| <b>TO INCREASE THE PARTICIPATION AND OPPORTUNITY TO TAKE PART IN COMPETITIONS</b> | <p>Create Sport Leaders in Year 6 to support comps/ sports days etc</p> <p>Increase the opportunities for sports leaders to referee competitions and organise Level 1 games</p> <p>Organise School Games Days</p> <p>Offer clubs specifically designed as competition preparation which will increase attendance and participation in competitions. Equipment for specific competitions</p> <p>Achieve school Games Mark accreditation</p> <p>Enter and experience at least 4 different sport competitions through CNSSP</p> <p>Enter and experience at least 2 B teams in competitions through CNSSP</p> | <p>Monitoring records</p> <p>Pupil Voice</p> <p>Training Records</p> <p>Statistical Information</p> <p>Registers</p> <p>Competition evidence</p> <p>School Games Mark accreditation</p> <p>Membership of CNSSP &amp; Football</p> <p>Out of School Club Fliers/applications</p> |



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|  | <p>Create links with other schools to provide more level 2 competitions with help from LSC</p> <p>Organise School Games Days at end of unit- Football, Tennis, Cricket- LSC to support arrangements.</p> |  |
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| THE IMPACT OF THE ACTIONS TAKEN TO SECURE IMPROVEMENTS IN THE KEY INDICATORS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  |
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| <b>Key Indicators:</b> <ol style="list-style-type: none"> <li>the engagement of all pupils in regular physical activity - the Chief Medical Officer guidelines recommend that all children and young people aged 5 to 18 engage in at least 60 minutes of physical activity a day, of which 30 minutes should be in school</li> <li>the profile of PE, sport and exercise is raised across the school as a tool for whole-school improvement</li> <li>increased confidence, knowledge and skills of all staff in delivering high quality PE and sport</li> <li>broader, sustainable experience of a range of sports and activities offered to all pupils</li> <li>increased participation in a range of competitive sport</li> </ol> |  |
| IMPACT OF ACTIONS INDICATOR 1 Academic Year: 2025/26                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
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| IMPACT OF ACTIONS INDICATOR 2 Academic Year: 2025/26                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
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| IMPACT OF ACTIONS INDICATOR 3 Academic Year: 2025/26                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
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| IMPACT OF ACTIONS INDICATOR 4 Academic Year: 2025/26                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
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| IMPACT OF ACTIONS INDICATOR 5 Academic Year: 2025/26                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |
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| <b>SUSTAINABILITY AND SUGGESTED NEXT STEPS TO SECURE IMPROVEMENTS IN THE KEY INDICATORS</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Key Indicators:</b> <ul style="list-style-type: none"><li>1. the engagement of all pupils in regular physical activity - the Chief Medical Officer guidelines recommend that all children and young people aged 5 to 18 engage in at least 60 minutes of physical activity a day, of which 30 minutes should be in school</li><li>2. the profile of PE, sport and exercise is raised across the school as a tool for whole-school improvement</li><li>3. increased confidence, knowledge and skills of all staff in delivering high quality PE and sport</li><li>4. broader, sustainable experience of a range of sports and activities offered to all pupils</li><li>5. increased participation in a range of competitive sport</li></ul> |
| <b>SUSTAINABILITY AND SUGGESTED NEXT STEPS INDICATOR 1</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| <b>SUSTAINABILITY AND SUGGESTED NEXT STEPS INDICATOR 2</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| <b>SUSTAINABILITY AND SUGGESTED NEXT STEPS INDICATOR 3</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| <b>SUSTAINABILITY AND SUGGESTED NEXT STEPS INDICATOR 4</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| <b>SUSTAINABILITY AND SUGGESTED NEXT STEPS INDICATOR 5</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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