



RedEverywhere Service  
Improvement Plan (SIP)  
2026 - 2027



# RedEverywhere Service Improvement Plan (SIP) 2026–2027

North Lincolnshire Alternative Learning Provision

## 1. Introduction

The RedEverywhere SIP 2026–2027 sets out a **clear, evidence-informed and ambitious improvement trajectory**, moving the provision from a strong Alternative Provision to a **fully compliant, high-performing Independent School**. This plan is rooted in:

- **DfE statutory guidance (KCSIE 2026, Working Together 2026)**
- **Ofsted Education Inspection Framework**
- **Independent School Standards (ISS)**
- Internal QA, external validation, and local authority scrutiny

Unlike generic improvement plans, this SIP is **bespoke, data-driven, and operationally embedded**, ensuring that every action leads to **measurable improvement in pupil outcomes**.

A defining feature is the integration of:

- **RedEverywhere Core (real-time MIS and QA system)**
- **Park Square Scunthorpe (flagship Independent School site)**
- **NED Board governance (Chair: Iftexhar Khan)**
- **Immersive learning innovation (Meta + ImmersiAI)**

This SIP ensures:

- **Consistency in teaching and curriculum delivery**
- **Exceptional safeguarding practice**
- **Strong leadership accountability**
- **Sustained pupil progress and positive destinations**

## 2. Golden Thread (Intent Implementation Impact)

Area	Intent	Implementation	Impact
Curriculum	Ambitious, sequenced, AP-responsive	Dual pathways, VR, applied learning	Strong progress, engagement, destinations
Safeguarding	Sector-leading, proactive	Audits, training, DSL oversight	Safe, well-supported learners
Leadership	Clear, accountable, strategic	Scheme of Delegation, NED oversight	Strong governance and inspection readiness
Teaching	Consistently Good+	QA cycle, CPD, coaching	Improved outcomes across all groups
Data	Real-time insight	RedEverywhere Core MIS	Rapid intervention and improvement

# 3. Policy, Training & Compliance Cycle

## Policy Review Framework

Policy Area	Frequency	Lead	Quality Assurance
Safeguarding	Annual + live updates	DSL	External audit + NED scrutiny
Behaviour Curriculum	Annual	Managing Partner	Behaviour trend analysis
Health & Safety	Annual	COO	Site audit + compliance log
Curriculum	Annual	Director T&L	Work scrutiny + outcomes
All statutory policies	Rolling cycle	SLT	MIS policy tracker

## Training Framework (DfE-Aligned)

Training	Frequency	Quality Measure
Safeguarding (KCSIE 2026)	Annual + termly updates	100% compliance
Prevent / Online Safety	Annual	Staff knowledge checks
Trauma-Informed Practice	Annual	Behaviour impact
SEND & SEMH	Termly	Improved engagement
VR/Immersive Learning	Ongoing	Lesson observation evidence

# 4. Workforce Planning

## Recruitment & Capacity Timeline

Phase	Timeline	Outcome
Workforce Audit	April – May 2026	Staffing model aligned to ISS
Recruitment	May – June 2026	High-quality staff secured
Safer Recruitment	June 2026	SCR fully compliant
Induction	July – Aug 2026	Staff fully trained
Deployment	September 2026	Fully operational Independent School

**Benchmark expectation:**

- No staffing gaps
- Strong subject expertise
- Clear leadership pipeline

## 5. SIP Action Plan

Priority	Objective	Key Actions	Lead	Timescale	Progress Checks	KPI (Outstanding Standard)	RAG
<b>Leadership &amp; Governance</b>	Full ISS compliance & inspection readiness	Scheme of Delegation embedded NED Board operational Independent School application	Managing Partner	Sept 2026–July 2027	Monthly reviews Termly governance External QA	ISS compliance achieved Strong governance challenge	
<b>Quality of Education</b>	90%+ Good or better teaching	Curriculum fully embedded Literacy strategy VR integration	Director T&L	Ongoing	Observations Work scrutiny Pupil voice	Strong outcomes across all groups	
<b>Digital Transformation</b>	Fully operational MIS	RedEverywhere Core rollout Data dashboards	COO	Sept 2026–April 2027	Data audits MIS reviews	Real-time tracking Rapid intervention	
<b>Safeguarding</b>	Sector-leading safeguarding	KCSIE 2026 embedded Audits Training cycles	DSL	Ongoing	Weekly reviews Termly audits	100% compliance Strong audit outcomes	

<b>Workforce Development</b>	High-performing staff team	CPD framework Coaching model Leadership development	COO	Ongoing	Appraisals CPD reviews	Strong teaching consistency	
<b>Infrastructure</b>	Park Square fully operational	Site readiness ISS compliance Learning environment	MP/COO	Sept 2026–Jan 2027	H&S audits Site reviews	Fully compliant environment	
<b>Innovation (VR)</b>	Embedded immersive learning	Scale ImmersiAI Embed in curriculum	MP / Dir T&L	Ongoing	Lesson observations Impact reports	Increased engagement + outcomes	
<b>Student Outcomes</b>	Strong progress for all learners	ILPs embedded Data tracking Intervention model	SLT	Ongoing	Data drops Progress reviews	Gaps closing Strong destinations	

## 6. Monitoring & Evaluation

<b>Activity</b>	<b>Frequency</b>	<b>Focus</b>
Leadership Meetings	Monthly	SIP progress, risk
QA Cycle	Termly	Teaching & curriculum
Safeguarding Reviews	Weekly	Risk and compliance
Data Reviews	Monthly	Progress and intervention
NED Board	Termly	Strategic oversight
Full SIP Review	Half-termly	RAG updates

# 7. Expected Impact

By July 2027:

- Independent School Status secured
- Teaching consistently **Good or better (90%+)**
- Strong progress for **SEND, SEMH, disadvantaged learners**
- Fully embedded **RedEverywhere Core MIS**
- Sector-leading **safeguarding practice**
- High attendance improvement trajectory
- Recognised **innovation in immersive learning**
- Strong parental and LA confidence

# 8. Final Position

RedEverywhere demonstrate:

- **Highly effective leadership and governance**
- **Consistently high-quality education provision**
- **Exceptional safeguarding culture**
- **Strong pupil outcomes and destinations**
- **Innovative and future-focused curriculum delivery**