

# Are your PEPs SMART?

Personal Education Plans (PEPs) should cover the full range of education and development needs. A PEP should focus on the child or young person's strengths and capabilities and the outcomes they want to achieve. High aspirations are crucial to successful planning for the future. **To be effective, PEPs must always be SMART.**

## Specific

# S



**It is clear what will be achieved**

**SIMPLE,  
SUCCINCT,  
SHORT, SNAPPY  
SENTENCES**  
which clearly state the facts

## Measurable

# M



**It is clear how success will be measured**

**Target Grades  
Attendance percentages  
SDQ Score  
Observed behaviour  
Pupil Voice  
Professionals comments**

## Achievable

# A



**Based on PEP content and data the target is achievable**

The PEP is unique to each student. Targets need to reflect the needs in a holistic manner. Through the meeting and then target setting, we can help each young person achieve their full potential as learners. We want to reach for the stars while keeping both feet firmly on the ground.

## Relevant

# R



**Based on PEP content and data the target is RELEVANT**

**Based on the needs of the young person make sure that the target is REALISTIC**

## Timed

# T



**There is a specific date for review**

**TIME-BOUND**  
Short term targets - including progress monitoring of each of the areas identified against development and educational needs. Long term targets - for educational targets and aspirations.



My PEP allowed me to get across my views on how I felt I needed to be supported in school. It also meant that everyone was on the same page and knew what would be happening when I'm in school.

*Leah (aged 16) Ambassador for Vulnerable Children & Young People*

The  virtual School



**Gloucestershire**  
COUNTY COUNCIL