

St George's School, Bourton

Strategic Plan

2016 - 2021

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1. Introduction

This plan sets out the strategic direction of the school and will help frame decision making and priorities for the School Development Plan. It is not an action plan in its own right.

It is the result of a process which has included revisiting the school's ethos and values and looking at the strengths and weaknesses of the school alongside opportunities and threats in the context of local and national agendas. A series of consultations have taken place meaning pupils, parents, staff and governors have all made contributions to the final plan.

2. Christian ethos and values

St George's School Ethos

Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in partnership with the Church at parish and diocesan level. The school aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers to all its pupils.

Our Core Christian Values

Trust
Kindness
Forgiveness
Community and Co-operation
Respect
Welcome
Peace
Joy
Creativity and Inspiration

These values may be supported and shared by Christians and non-Christians alike. We learn in depth about our values in collective worship, through prayer and Bible stories. We actively apply them throughout all aspects of school life.

3. Mission Statement

To create a stimulating learning environment underpinned by the Christian Ethos. A place where every child is valued as an individual, enabling them to fulfil their potential emotionally, socially, physically and academically, giving them confidence and enthusiasm for their future.

School Vision

Learning

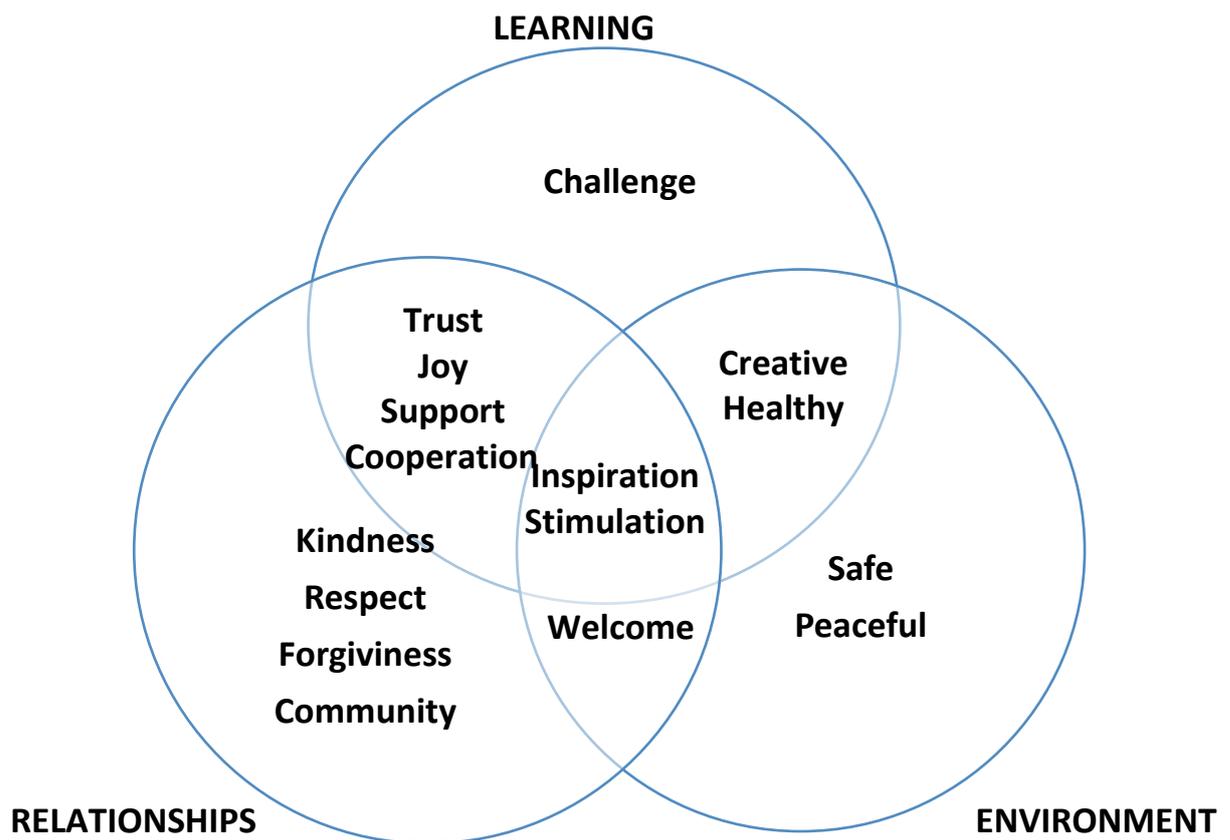
To provide a challenging and inspiring learning environment for every child, which places an emphasis on joy, creativity and health.

Relationships

To foster relationships between children, staff, parents and Governors that are supportive, respectful, trusting, forgiving and kind, that engage our sense of community and co-operation.

Environment

To provide an environment that is welcoming, peaceful and safe, which creates stimulating areas both outside and inside.



3. The Context

St George's School's strategic plan for the period 2016-2020 takes account of some key challenges that face the school in the next five years, not only in relation to the community and educational landscape of Dorset, but also the national picture.

The vision is designed with sufficient flexibility to take account of the ever changing educational landscape within which the school operates, most notably:

- Political agenda to move schools to academisation
- Funding changes
- Wider range of education service providers offering more choice and competition
- New curriculum and uncertainty and challenges relating to new age related expectations and assessment
- Local developing partnerships in the network of area schools

The school will continue to act as a "village" school. Currently nearly 50% of children attending school come from out of catchment. Even with planned development within the village of Bourton of 39 new houses the school entry figure of 17 will still be sufficient to accommodate additional children that may become part of the catchment area as a result. The admission number is also constrained by the existing footprint of the school and facilities on site such as school hall, break out space, playground size and toilet provision. This will not change.

The aim of this plan is to provide a clear yet relatively concise statement of how the school intends to achieve its mission to remain an outstanding provider of education for the children in the community which it serves.

4. Strategic objectives

Learning

Objective 1: To provide high quality teaching by recognising teachers as learners, investing in staff training and carrying out effective monitoring and evaluation of learning at all levels to ensure sustained progress for all pupils.

Aims:

- Actively support and encourage staff to undertake CPD both individually and in staff teams, working in partnership with other schools.
- Continue to review and implement appropriate assessment methodologies in response to the new curriculum and emerging government guidance in collaboration with external partners to enable effective monitoring of children's progress.
- Carry out an annual cycle of governor monitoring of subjects in focus to gather pupil feedback on curriculum delivery.
- Staff and governors to monitor a variety of external data sources to help identify strengths and weaknesses in progress and attainment throughout the school and to use the information to imbed best practice and identify areas for focus in the school development plan.

Objective 2: To maintain the school's outstanding provision by delivering a broad and balanced curriculum offering opportunities for all pupils to access a wide range of experiences inspiring them to enjoy learning, achieve their academic potential and become independent learners.

Aims:

- Encourage pupils to gain skills to become independent and successful learners by continuing to utilise the Building Learning Power system.
- Review the school's curriculum regularly utilising the monitoring and evaluation process and external data sources to ensure breadth and balance.
- Continue to develop stronger partnerships within the local schools network at all levels.
- Explore opportunities and seek external funding where appropriate to deliver a range of initiatives to improve children's learning experience.
- Explore opportunities and funding options to provide a broad range of extra-curricular clubs and activities meeting the needs of all pupils.
- Where they are willing, utilise the pool of talent available from members of the school community to enrich the children's learning, inspire them and to enable them to gain knowledge from the experiences of others.
- Look at ways to utilise and embed the school's Christian values across the curriculum.

Environment

Objective 3: To continue to develop and improve the school buildings and outside spaces, making the best possible use of the existing footprint, to provide a welcoming, safe, creative and stimulating environment.

Aims:

- To strategically review the internal space and prioritise a capital works programme within the school building to ensure that the learning environment for the pupils is the best it can be and in particular look at ensuring that we have:
 - 4 fit for purpose learning spaces with the recommended capacity to take the required number of children
 - Adequate breakout spaces to cater for SEN, practical activity and a library
 - Improved school security by the creation of an “airlock” lobby space
- To look for opportunities during capital projects to improve the environmental sustainability and efficiency of facilities where appropriate.
- Look for opportunities to improve the function and look of internal circulation.
- Ensure that every opportunity is taken to provide stimulating classrooms and shared spaces which are inspiring and creative and aid learning.
- Continue to develop outside spaces for a broad range of learning and play opportunities

Objective 4: To maintain the school’s sound financial position by continued implementation of effective day-to-day financial controls, undertaking financial assessment and planning for new initiatives, and by assessing long term possible developments in school funding.

Aims:

- Annual review and consideration of succession planning re the skills of staff and governors with significant financial roles, with follow up training where necessary.
- Explore funding sources for, and financial viability of, new initiatives prior to their inclusion in the School Development Plan
- Continue to work with the PTFA to identify expenditure projects that could be wholly or partly PTFA funded.
- Review the long term sustainability of the school budget including an assessment of the impact of becoming an Academy.
- Review environmental facilities and practices and investigate grant opportunities to support improvements in environmental efficiency.

Relationships

Objective 5: To create relationships that are supportive, caring, respectful, trusting and forgiving between all members of the school and wider community, and to ensure that the school's Christian Ethos is reflected in all aspects of school life.

Aims:

- Seek opportunities to work with the wider local community, in particular the church, to ensure the school maintains and develops its external relationships.
- Continue to ensure a two way dialogue with parents and to communicate in a variety of ways and regularly review the effectiveness of systems in place.
- Seek opportunities for pupils to learn about and put in to practice British values, to recognise and value diversity and to understand that they are part of a wider community and world.
- Staff and governors to regularly consider succession planning to ensure that effective and positive relationships are developed and maintained over time.
- Continue to give time and emphasis to SEAL (Social, Emotional, Aspects of Learning) in day to day school life developing the children's understanding about the importance of good behaviour and attendance at school.

5. Conclusion

The Strategic Plan aims to reflect the direction of travel for the school for the next five years. Through the implementation of this plan, it is the school's intention to remain an outstanding provider of education for its pupils. To achieve this the school must always be self-reflective in relation to the outcomes for learners and embrace change that improves those outcomes still further. The school will continue to challenge and explore new ideas, whilst always keeping the school's values central to any development.

The objectives and aims in this plan will be actioned through the annual School Development Plan and Governor action through the committee system and Full Board.