

Calcot Schools' Strategic Plan 2022-2025

Our Vision

Calcot School, with the help of all outside agencies, will provide the best education that a child can receive.

<https://www.calcotschools.co.uk/page/?title=Aims+and+Philosophy&pid=20>



Our Values

This will be underpinned by the following shared and common values:

Respectfulness

Responsibility

Readiness to learn



Improve the physical learning environment

Provide a curriculum which fosters resilience, diversifies experience and raises children's aspirations for their future. Ensure an inclusive learning experience in which all pupils realise their potential, with particular focus on disadvantaged and vulnerable children

Create a supportive, responsive and optimistic culture to support the wellbeing and upskilling of staff and leaders

Recruit representatives on the Governing Board to reflect the diversity of our school community

Review and enhance the effectiveness of communication strategies used to promote the school and engage with its community



Evaluation

We will monitor and measure our strategy implementation with a range of tools, including SDP, Headteacher report to Governors, observations, surveys of stakeholders

Our Strategic Priorities



June 2022

1. Improve the physical learning environment

Develop an effective, efficient, flexible, accessible and comfortable single building that is fit for the future and enables us to deliver the best possible learning environment and experience for our children and staff.

Our schools are old, split between two buildings and were not designed for modern teaching methods, nor to current school building guidance and standards. Many classrooms are too small to accommodate the number of children in each class. Our schools are far from energy efficient and are dependent on significant use of fossil fuels for heating and lighting.

Being split between two buildings requires duplication of facilities, increases energy use significantly, and acts as a barrier to efficient management.

We will:

- a) Pursue all opportunities to either:
 - a) Substantially redevelop one of the existing buildings to accommodate both schools, or
 - b) Replace both existing buildings with a single new building

As a result (measure of success):

- a) Both schools will be housed in a single fit-for-purpose, efficient, accessible and effective building, requiring minimal maintenance
- b) Classrooms will accommodate the numbers of pupils in each class comfortably, and meet design guidance/standards
- c) Classrooms will be flexible and incorporate all required teaching facilities
- d) The schools will be heated/ventilated/cooled to provide a comfortable environment without the use of fossil fuels
- e) The schools will maintain significant outdoor space, and our existing swimming pool

2. Provide a curriculum which fosters resilience, diversifies experience and raises children's aspirations for their future. Ensure an inclusive learning experience in which all pupils realise their potential, with particular focus on disadvantaged and vulnerable children.

The school will strive to achieve the best possible outcome for all children irrespective of their background or whether they are SEN, EAL or Gifted. This means catering for the needs of all children and delivering a rich curriculum that is broad in its delivery and provides a solid foundation in core subjects. We will also strive to deliver diverse extra-curricular activities covering sports, the arts and social activities, that ensure our children develop into rounded and confident people who leave the school with a thirst for knowledge and learning with high aspirations for their future.

We will:

- a) Strive to ensure that children become confident, resilient, competent learners engaged in a rich, broad and balanced curriculum that is challenging and relevant to our pupil community
- b) Ensure that pupils enjoy their learning through being empowered, having their aspirations nurtured and producing excellent work – embed the “Therapeutic Thinking” ethos
- c) Take great pride in every child's success leading to a positive learning outcome by offering challenges to children that allow them to take risks with their learning
- d) Provide opportunities for children to catch-up through an adapted curriculum where necessary, with additional support building confidence and resilience
- e) Ensure that all pupils have the opportunity to participate in extra-curricular activities including both sports and the arts. This will include running a variety of enrichment activities that cater to a wide variety of interests and external school trips and visitors to the school
- f) Enhance the relationship with families to support raising aspirations for children and encouraging volunteering within the school

As a result/(Measure of success):

- a) Attainment levels increasing year on year
- b) SEND strategies and interventions show impact on progress across the curriculum.
- c) Reading progress and attainment measures show impact across all cohorts
- d) Outcomes across the curriculum demonstrate improved achievement through internal and external data
- e) Pupil and parent survey satisfaction is high
- f) Level of attendance at enrichment opportunities and additional clubs is maximised
- g) Gifted and talented children have opportunities to excel

3. Create a supportive, responsive and optimistic culture to support the wellbeing and upskilling of staff and leaders.

Skilful leaders have the ability to set and create the culture in the school which is the biggest influence on our employees work experience and wellbeing. By creating a supportive, responsive and optimistic culture, research shows that this can lead to improving teams' wellbeing, achieving better results, leading to benefitting our children's success and that of the whole school.

We will:

- a) Support the HT in continuing to foster an environment that nurtures wellbeing for all within the school and in doing so fosters a sense of community that works for all
- b) Support the HT and SMT in carrying out their pastoral roles effectively whilst at the same time having regard for their own physical and mental wellbeing
- c) Make resources available for the Head Teacher and SMT to establish systems to explore and actively support development, taking time to discuss staff career development supporting them to nurture staff competence
- d) Endeavour to develop a strong school ethos with which pupils, staff and parents strongly identify and feel proud to belong
- e) Encourage and support everyone in the school community to make positive and healthy choices in their work/life balance and behaviour

As a result/(measure of success):

- a) Use a variety of quantitative and qualitative data such as but not limited to:
- b) Employee engagement survey scores
- c) Sickness absences
- d) Staff applying for promotions from within school
- e) Review of teaching staff annual performance reviews data

4. Recruit representatives on the Governing Board to reflect the diversity of our school community.

Calcot Schools' community is diverse, it reflects the Britain that our children are growing up in. Our governing board needs to reflect this diversity, diversity brings different experiences, perspectives and life skills. It is also important that our pupils see people from all backgrounds in leadership positions.

We will:

- a) Continue to work with external bodies such as Governors for Schools to recruit governors from a variety of backgrounds
- b) Use regular skills audits to inform our needs
- c) Take part in diversity training to inform our recruitment strategy
- d) Ensure our school's website reflects our diverse community
- e) Use a range of communication to highlight the importance of the role of a governor in our school's strategic direction

As a result/(Measure of success):

- a) Our governing body will have a wide range of experiences and skills to enable us to make robust decisions

5. Review and enhance the effectiveness of communication strategies used to promote the school and engage with its community.

Effective communications help build trust and respect and creates a stronger bond both within the school and the wider community.

By sharing our school values, we empower our children to become ambassadors within their own communities. We will encourage individuals, from within our community, to involve themselves with the school, thereby enhancing pupil learning experience and augmenting capacity. Building a sense of affinity encourages a reciprocal relationship between the school and its community which helps us to celebrate our success and manage our local concerns more effectively. Increasing our local profile helps to improve interactions and strengthen co-operation with other local primary and secondary schools.

We will:

- a) Review our current communication strengths/weaknesses.
- b) Develop a clear and consistent communications plan aligned with our core strategic aims
- c) Ensure that our communication plan incorporates social media and technology alongside traditional methods
- d) Increase opportunities to share good news about our staff, children, and school with the local community
- e) Increase opportunities for the local community to interact with and enrich school life

Measures of success:

As a result/(measure of success):

- a) We will have increased video communication to promote the school
- b) Performance management tools that review our digital footprint will show increasing engagement
- c) Surveys to gather feedback from stakeholders and our local community regarding our communications strategy will show high levels of satisfaction