



St Giles' and St George's C of E Academy

STRATEGIC PLAN

2019-2022

Foreword

We are pleased to present our long-term strategic plan for St Giles and St George's C of E Academy

Our intention in developing this plan is to set out and communicate our vision, ethos and long-term direction for the school so that we are all clear on where we are going and what we are trying to achieve.

We are proud of how our school has developed over recent years, the dedication of the staff, the curiosity of the children and the engagement from the local community. We have created this document to ensure a secure model for the pupils and families for the years to come.

We would welcome any comments or suggestions.

Content

	page
1. Plan Development and Review	4
2. Vision, Mottos, Ethos and Values	5
3. Strategic Priorities.....	7
4. Implementation, Monitoring and Evaluation	9

1. Plan Development and Review

1.1 What and Who?

The strategic plan is a high level long-term plan, extending over a period of 3 years, from 2019-2022. Developed by the Directors, it sets out the school's vision, values and long-term strategic priorities. It is aimed at the key stakeholders in the schools, children and their parents, staff, directors and other stakeholders.

The strategic plan is complemented by the School Development Plan (SDP), an operational plan which states the objectives the school will work towards over the next years in realizing our strategy. The SDP sets out these objectives under each of the relevant Ofsted Inspection Framework areas and SIAMs criteria. In addition, the SDP contains action plans which are developed by the staff team, setting out in operational terms how the long-term strategy of the school is to be achieved.

The plan has been developed in consultation with the Directors, and has taken into account Ofsted outcomes, as well as pupil, staff and parent voice.

1.2 Review and Revision of the Plan

The plan will be reviewed annually at the first Directors meeting of the school term. It will be revised every 3 years, whilst maintaining a long-term perspective.

2. Vision, Mottos, Ethos and Values

School Mission

“As God’s children we aspire, believe and achieve to be the very best we can be.”

School Vision

Inspired by our Christian faith, we guide children on a personalised journey towards achievement. As a learning community, we are committed to ensuring that children are equipped with, skills and aspirations to reach their full potential in mind, body, heart and spirit.

School Aims

- Uphold the promise by Jesus of **'life in all its fullness'** at its heart
- Always remember that **we work for the children** in our schools.
- Provide an environment in which **families can develop their own relationship with God**
- Ensure that all children receive a **good range of additional support**, underpinned by excellent **pastoral support**
- Focus equally on **attainment** and **progress** made by **individual students** and **groups**
- Have the highest **behavioural expectations** of all students with an approach which includes **effective consequences**, keeping fixed term exclusions to an absolute minimum
- Support each Academy, throughout their journey to **achieve and maintain** an **Ofsted rating of good or outstanding**
- Educate children for **Wisdom, Knowledge and Skills**
- Educate children for **Hope and Aspiration**.
- Educate children for **Community and Living well together**

- Educate children for **Dignity and Respect**
- Remember that **our staff work hard** and that our role as leaders is to **serve them**.
- Work with **integrity** and always remember that the **public money** within our control is for the **education of the students**

I have come in order that you might have life - life in all its fullness.

John 10:10

3. Strategic Priorities

Priority	Key Performance Indicators

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4. Implementation, Monitoring and Evaluation

4.1 Implementation of the Plan

The Strategic Plan sets out the key priorities for the next three-five years.

The School Development Plan (SDP), developed by the staff team describes how this strategy is to be implemented in the short to medium term.

4.2 Monitoring

Directors monitor key areas of the SDP each year and report back to the Full Directors Board

4.3 Evaluation

The Directors will use Ofsted inspections as a key evaluation tool.