



**'Let us be concerned for one another,  
to help one another to show love and to do good.'**  
Hebrews 10:24

# **Hall Orchard Primary School 3-Year Strategic Plan 2023/24–2025/26**

<b>Approved On:</b>	<b>19<sup>th</sup> March 2024</b>
<b>By:</b>	<b>Full Governing Body</b>
<b>Next Review Date:</b>	<b>September 2024</b>
<b>Document Last Updated:</b>	<b>March 2024</b>

## Vision and Values

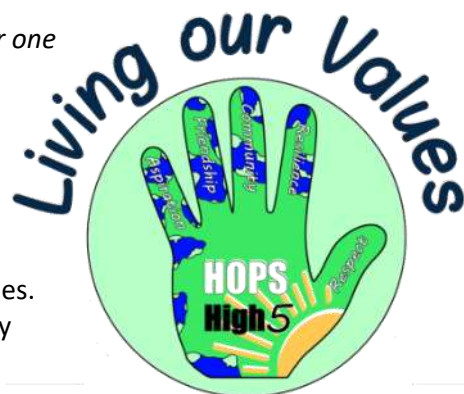
Hall Orchard CE Primary is a proud Church of England Academy. Our Christian family encourages those of all faiths and none to value and celebrate our diversity. We grow together as a community of unique individuals, doing everything in love. We have a clear vision which is communicated effectively through our policies, the school website and the aims of school (which are rooted in Christian values).

Our whole school vision is:

- For our children to be confident, ambitious learners who demonstrate the personal values and skills necessary to make a positive contribution to the global community.
- To be an excellent school where all children achieve their best.

This is summed up by the following Bible verse: *'Let us be concerned for one another, to help one another to show love and to do good.'* from Hebrews 10:24. Our vision is perfectly illustrated through the story of the Good Samaritan and is referenced in our acts of Collective Worship regularly.

Relationships within the school community are characterised by Christian care and love for each other, through a focus on our core values. Our Ethos embodies British Values which are reflected in our day-to-day practice. At Hall Orchard, we believe in 'living our values'.



Our beliefs and values are engrained within everything we do. They drive the direction of our school and are at the heart of what we do to improve educational outcomes for all our children.

## Setting priorities for the school

The governors recognise that our priorities must reflect our commitment to developing the quality of teaching and learning, as well as raising standards of achievement, and the children's self-confidence and independence.

We do this by focusing our collective energy, skills, experience and knowledge on:

- Creating a safe and effective learning environment that promotes the intellectual, spiritual, social and personal development of all children and staff, ensuring that safeguarding is fully embedded in everything the school does.
- Undertaking on-going, rigorous self-assessment, through effective monitoring and review procedures.
- Supporting continuous improvement in the quality of teaching, so that it impacts positively on the children's learning, progress and self-esteem.
- Ensuring that the leadership and management of the school communicate a shared vision and a commitment to excellence.
- Ensuring governors and senior staff have planned continuity to ensure consistent ongoing policies are maintained and in place.
- Planning staff development to meet the needs of the school and the professional needs of the staff.
- Actively involving parents/carers in the life and work of the school and encouraging them to support their children's learning.

The Strategic Plan sets out what we need to do to implement the school's vision, values and aims. It builds on our evaluation of the school's provision, quality and standards, seeks to anticipate how we will need to improve and articulates how we intend to use our resources to achieve the changes we need.

The Plan is structured around five areas that will direct the school's work over the coming years. The governors regularly evaluate and review the progress made against the Strategic Plan targets.

### **Impact priorities**

Our impact priorities reflect our vision and values.

- For all children to achieve their best and leave school well prepared for their next stage of learning.
- For all children to feel safe at school and be happy, confident individuals who contribute positively to society.
- For the school to be an active, engaged and cohesive part of its church and local community.

We aim to meet our impact priorities through the key themes of our Strategic Plan:

#### **1. Curriculum, Standards and Learning**

*Aims: To maintain and improve standards across the curriculum; to ensure that the children enjoy their schooling and develop as unique and well-rounded individuals, not just children who can pass exams.*

- By building a broad, engaging and interesting curriculum beyond SATs- assessed subjects including moral and social skills, with specialist teachers used where appropriate.
- By ensuring all children make good rates of progress from their starting points, including more able students, those with additional needs, and vulnerable children.
- By ensuring children achieve standards in line with or better than national levels.
- By continuously improving the quality of our teaching and learning environment, enabling all children to achieve their potential.
- By ensuring all children have a knowledge and understanding of wider cultural communities and beliefs beyond the immediate area.

#### **2. Ethos, Vision and Values**

*Aim: To strengthen the school's sense of identity, so that all stakeholders have a shared understanding of who we are and what we value and are motivated to become involved in the life of the school using their skills, knowledge and experience to enrich the learning experience.*

- By ensuring the school remains at the centre of the local community with a strong relationship with Holy Trinity Church.
- By nurturing a thriving school culture which enables all to engage with and contribute to the achievement of the school's aims.
- By promoting and celebrating the values of the school.
- By maintaining effective links with feeder nursery/pre-school settings and other educational settings from which children might come to Hall Orchard or to which they might progress.

#### **3. Leadership and Management**

*Aim: To build the capability and capacity of the school's leadership team, including the governing body; to deliver the school's vision and values and achieve improvements where required.*

- By enabling the school's leadership team to flourish and grow in their roles so that they can help deliver a consistently high quality of education, manage the school effectively and achieve both personally and professionally.
- By offering quality training to all leaders, teachers and other staff so that they continue to develop their roles.
- By supporting subject leaders to make judgements about the children's attainment and progress in their subject area providing advice and guidance where necessary.
- By strengthening our links within the Loughborough Primary Academy Partnership (LPAP) seeking opportunities to share expertise, combine capabilities and benefit from economies of scale and other cost efficiencies so that the children and staff enjoy an improved school experience.

#### **4. Pastoral Provision**

*Aim: To maintain and improve the children's wellbeing and safety; to continue to develop children's self-esteem, confidence, ability to work with others, readiness to accept decisions and manage their emotions.*

- By providing extensive support mechanisms to ensure children feel safe and happy whilst at school.
- By supporting children to take responsibility for their choices and actions, considering how they speak to and treat others, and taking ownership of their learning.
- By helping children develop resilience in their learning and their daily lives; to understand that success often comes from perseverance and determination and knowing that mistakes are necessary for learning.
- By encouraging reflection to help children make sense of their emotions, and to identify successes and things they might improve.
- By teaching children to show respect for each other, their feelings and beliefs, and develop empathy.

#### **5. Financial Management, Premises and Infrastructure**

*Aim: To maintain strong financial management practices and deliver the best value for money from the financial resources available to enable the school to achieve its strategic aims; to provide a first-class school site maximising the space available to provide an inspiring learning environment for the children.*

- By developing the financial capability of the school staff to deliver financial best practices.
- By exploring all sources of funding to help improve the teaching and learning environment.
- By seeking ways of making the school more energy efficient and environmentally friendly in a cost-effective way.
- By keeping the school buildings, infrastructure and grounds in a good state of repair and fully compliant with all health and safety and safeguarding considerations.
- By producing and maintaining a long-term plan for the development of the school premises and infrastructure when financial resources allow.
- By reviewing the school structure from time to time to ensure it remains conducive to the school achieving its strategic aims.

Our 3-year strategy is ambitious. It will see us supporting all of our pupils to achieve their best and to be happy, confident individuals, and it will ensure that we contribute positively as an active, engaged and cohesive part of our local community. The Governing Board developed the overall objectives. We established the vision, obtained clarity over where we are now and where we want to be in three years' time. The output is a clear strategic vision. The school's senior leadership team will implement the strategic vision via the School Development Plan.