

Penshurst C.E. Primary School

3 YEAR STRATEGIC PLAN

2018/19 TO 2020/21

ISSUE 1 – OCTOBER 2018



1. Foreword

For the academic year 2018/19 the school has developed its first three year strategic plan. This document reviews the key progress made in 2017/18, considers the strategic aims for the next three year period and details the targets for 18/19.

Our aim in developing the plan is to have a medium to long-term vision for the future and a robust strategy to achieve this vision. The purpose of this document is to 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. It is aimed at key stakeholders in the school, children and their parents, staff, governors and other stakeholders. The strategic plan is complemented by the School Improvement Plan (SIP), our annual operating plan. The SIP is developed by the Senior Leadership Team in the school, and sets out in operational terms how the long-term strategy of the school is to be achieved.

We are proud of the school's achievements and values. We look forward to continuing with the progress made in recent years with our primary objective being to continue the school's journey from a good to an outstanding school.

We would welcome any comments or suggestions.

Mrs Liz Woolman	Chair of Governors
Mrs Sue Elliott	Head Teacher
Mr Ben Thomas	Chair of the Finance Committee
Mrs Sophie Curra	Chair of the Teaching & Learning Committee
Mrs Jane Stevens	Chair of the SMSC Committee



2. Highlights from the year 2017/18

2017/18 has been a year of change for the school. At a day to day level progress is reported via various channels including the detailed Head teachers report presented to the Governors at Full Governing Body Meetings, and to all stakeholders through the weekly newsletter. More detailed monitoring is carried out via the governors reviewing areas that have previously been agreed by the Governing committees.

At a strategic level highlights include:

- Ofsted Inspection result confirmed September 2017 – Good Provider
- The new Head Teacher is now embedded and new SLT Members have been appointed
- The Governance sub committees are in place and working well
- Significant improvements in safeguarding have been implemented
- Cornerstones Curriculum introduced providing pupils and teachers with a framework for inspiring teaching and learning
- A robust 3 year financial plan is in place – the school's financial position is secure
- Improved stakeholder communication with the introduction of Parent Mail
- Effective use of data embedded in school improvement planning to inform and review target setting
- Enrichment focused on healthy lifestyle
- Improved rates of attendance
- Pupils greater voice in shaping school life



3. Key considerations over the next planning period

The Governing Body has confirmed the strategic priorities over the coming period, four elements are of particular focus:

- The falling school roll & constant pressure on budgets
- Maximising the benefit from limited people resources
- The importance of collaboration for small rural schools
- The question of 'academisation' and the various options and the best solution for our school



4. Our Vision and Values

4.1 Vision – Faith in our future

At Penshurst Church of England Primary School we seek to develop each child's unique personality. Driven by an ethos based on the Christian values and nurtured through individual pastoral care, children are inspired and strive to realise their true potential. Our ultimate aim is for them to become reflective life-long learners, able to embrace new challenges confidently, in an ever changing world.

- Pupils, parents, governors, teachers and support staff all work together to make our school a vibrant and exciting learning environment
- All members of the school community are valued, welcomed and have a sense of belonging
- Each and every person is celebrated for their unique qualities and are encouraged to know themselves
- We nurture pupils' well-being through physical activity and embedding our Christian values in all we do and say
- We offer opportunities for all pupils to 'Live life in its fullness' (John 10:10) to flourish and grow spiritually
- All children receive an inspiring education that encourages their curiosity and reflectiveness while developing confident life-long learners who are the best they can be
- Every child acquires the knowledge, skills and understanding to be a responsible citizen in today's world
- Curriculum enrichment enthuses, inspires and engages pupils. Creativity is at the heart of our learning.

4.2 Values - Our Christian Values support this Vision

At Penshurst Church of England School, the Christian values are at the heart of everything we do. These values are a reminder that we should all embrace new challenges in a changing world. They will provide the opportunity for children to explore and better understand the Christian values as they develop their own unique personality. We focus on six key values:

Respect, Friendship, Truth, Trust, Determination & Compassion.



5. Strategic Priorities

Our primary objective is to continue the school's journey from a good to an outstanding school, whilst maintaining & developing the 'ethos' of the school which differentiates it from other local schools. This will be achieved by:

Driving up standards so all children receive an inspiring education

Effective use of data to inform strategic planning; narrowing the attainment gap and accelerating the progress of all pupil groups; increasing the proportion of 'outstanding' teaching; a focus on well-being such that all pupils have a positive image of themselves; developing and improving school leadership.

Creating a vibrant & exciting learning environment

Developing and managing outdoor learning; improving the use of the school buildings and its surrounding environment in a sustainable way; managing our premises efficiently; optimising family and community links.

Developing our structures and approach

Improving the use of technology in the school to enable staff to be more effective and improve the efficiency of school administration; working more effectively across the Sevenoaks Partnership; and looking to the future, evaluating academy status for our school.



6. Evaluation

How will we know if we are effectively addressing our agreed priorities?

The SLT regularly measures progress against the current year objectives in the SIP reporting back to the Full Governing Body.

The Governors engage in a programme of monitoring visits around the key priorities and the content of this plan will be reviewed and updated annually.

Ultimately success will be building on our Good Ofsted and SIAMS ratings to become a school with Outstanding / Excellent features.

