



Willen Governors' Strategic Plan

2018 to 2023

OFSTED

The school was last inspected in January 2018 when it received a grading of 'GOOD'. We are committed to working towards 'Excellent' when an inspection next occurs.

We want our school to be '**a place where everyone flourishes.**'

We will achieve this by adhering to our core values.

Core Values

- **Happiness** – *smiling and making others feel welcome. Loving and caring about what you do and helping others to feel the same.*
- **Respect** - *being fair and caring towards yourself, others and the environment.*
- **Honesty** - *being truthful to others and yourself.*
- **Kindness** - *being friendly, helpful and considerate.*
- **Responsibility** – *accepting that your choices and actions will help your learning.*
- **Perseverance** – *having the will to keep on trying even when things are tough.*
- **Friendship** - *being kind and helpful to others.*
- **Understanding** - *showing tolerance towards others.*
- **Thoughtfulness** – *showing thought for others needs.*
- **Tolerance** - *being mindful of others thoughts, beliefs and behaviour.*
- **Trust** – *knowing how and when to keep confidences of others. Ensuring we undertake tasks to the best of our ability.*

This is our first Five Year Strategic Plan. It provides a clear direction of how we hope to develop Willen Primary School in the period up until 2023. In consideration of our way forward we are mindful of the changing times in which we live and the fast growing influences of events in the city of Milton Keynes and the wider world. Social,

economic and political pressures are ever constant and ever changing. At Willen we recognise that a variety of issues will influence our work and development.

We have identified the following key areas of influence over the next five years.

1. Globalisation.

Today's children will inherit a world where they will have the opportunity of finding employment in an international labour market. As yet we do not know what effect Brexit will have on our country, but we must be alert to the creation of new jobs and the requirements of a changing labour force. Milton Keynes also has a growing population and an expanding cultural diversity.

As a school, our catchment is diverse. Our Religious Education and PSHCE (Personal, Social, Cultural Education) must directly challenge racism and intolerance and promote the fundamental British Values and school values fully.

2. New Social Challenges

Milton Keynes is expanding at an increasing rate. The rapid rise in new housing means that there is a high percentage of mobility across the city and currently 47% of city dwellers are from overseas.

The school must ensure that robust processes are in place when new children start. This includes a fast baseline of current attainment and signposting by teachers to the appropriate 'catch up' interventions as required. The re-drawing of the role of LSAs in school will support this process.

3. Changes to Childhood.

The wider needs of young people are growing and becoming more complex. There has been a dramatic rise in childhood obesity and mental health issues. New initiatives in health and well being are being introduced and Milton Keynes is working on a draft Health and Wellbeing Strategy.

The Governors and school will have dedicated people to champion children's mental health and wellbeing. The staff will all be trained in this area and dedicated timetable time will be allowed for this important area.

4. Development of Information and Computer Technology.

There is a real challenge for schools to respond to the rapid development in IT. There is a continuous need to increase spending in this area to keep up with modern developments. The school identifies that STEM (Science, technology and Maths) is an area ripe for development in Milton Keynes schools, as featured in the MK Futures Learning targets for 2050.

5. Resources and Collaboration.

Demands on schools are rising faster than resources. We need to develop systems to share, and cultivate them, by supporting – and being supported by, other schools and the wider community. Milton Keynes education department is keen to develop this area but it is not without its challenges.

The National Funding Formula will be introduced over the next two years and will have an impact on all schools.

The school will seek to collaborate in a variety of different ways, including both 'hard' and 'soft' partnerships over the coming years.

6. Closing the Gaps.

Nationally and internationally the gap between affluence and poverty remains as wide as ever. In order to narrow the education gap, we need to raise the attainment of vulnerable groups faster than their peers and ensure they have the necessary lifelong learning skills to ensure future prosperity. We need to ensure that all our pupils have access to resources and enrichment activities. Milton Keynes currently has 54% of disadvantaged pupils.

Although WPS has a traditionally lower figure, we will prepare for this to rise in the coming years through dedicated teacher and LSA support time for children identified as 'at risk' of falling behind.

7. Raising Standards and Developing Staff.

Being able to respond to change and raise standards is reliant on strong leadership and recruiting, training and developing. Milton Keynes currently has a record of 94% of schools rated as Good or Outstanding. We are committed to help maintain that standard.

WPS will involve itself in the training and mentoring of new teachers by 2023.

8. Environment and Sustainability.

To save the planet we need to develop young people's environment awareness, both through the curriculum and by example. Schools need to actively demonstrate environmental awareness through energy management, recycling and responsible maintenance.

9. The Curriculum and the Future of Learning.

School curriculums are constantly changing, responding to government priorities and the need of students. In order to be successful, independent and lifelong learners our pupils need to be given greater autonomy in their learning. In the secondary sector many schools are reducing their creative arts curriculum in favour of a greater focus on more academic subjects. Changes in the primary sector have also been muted and these would initiate a great change to our current methods of working.

Willen Primary Strategic Goals for 2018-2023

We aim to ensure that -

1. achievement will be **excellent** with attainment above the national average and with all pupils making at least good progress
2. all pupils have the same chance to succeed
3. all teaching to be at least good with the majority outstanding
4. pupil happiness and confidence remain a top priority
5. our teachers provide lessons that are relevant and engaging
6. our school is seen as a centre of excellence and valued by the community
7. we manage our budget effectively

Initiatives and Projects

These are the initiatives and projects that we believe are necessary to achieve our goals. Each one is linked to one or more of our strategic goals.

**** Develop Willen as a centre of excellence for Initial Teacher training. 1 and 6**

**** Literacy. Develop an intensive programme to support pupils who arrive with below average ability. 2 and 5**

**** Mathematics. Develop an approach to maths teaching and learning that ensures high quality provision across all year groups. 2 and 5**

**** Invest in high quality staff training/CPD to ensure that teachers are equip with the latest understanding of child development and best practice in education 3 and 1**

**** Ensure strong financial management through increased monitoring, staff training and benchmarking processes. 7**

**** Strengthen links between school, parents and the community through partnership and collaboration. 6**

** Marketing the school effectively to ensure that families know of our successes (including our unique selling points such as our extensive grounds) **6**

Prioritise children and staff's mental health and wellbeing through the promotion of dedicated timetable time and activities specifically designed to support growth mindsets and increase confidence and resilience **4

** Continue to find ways to cut costs and make appropriate savings in business operations to ensure that curriculum budgets remain strong and healthy and enable teaching to be vibrant and relevant. **5 and 7**