



Hatherop Church of England Primary School

Vision and Strategic Plan

2022 – 2026

For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.

-Romans 12:4-8

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By:	Full Governing Board and staff
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Foreword

We are pleased to present our Christian vision and long-term strategic plan for Hatherop Church of England Primary School, developed in consultation with staff, governors, parents and pupils. Our intention is to set out and communicate our Christian vision, ethos and the long-term direction of the school, so that we are all clear on where we are going and what we are trying to achieve.

We are proud of the school's achievements and values and are keen to build together on the excellent work to date, so we can continue delivering a fantastic education for our children. We welcome any comments or suggestions.

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How we will use this plan

This high-level vision and strategy a useful touch-point for key stakeholders including governors, staff and parents, to ensure we are all working well together. It is complemented by our annual School Development Plan (SDP), which sets out operationally how staff will go about delivering this vision, from year to year. At the start of each school year we will return to this plan to ensure it is sufficiently reflected in our SDP, priorities and activities.

Vision

Our vision: '***Caring, Believing, Achieving***'

Our mission: *To nurture the individuality of each child in a caring community rich in Christian values, ensuring each child develops a love of learning in a creative, inclusive and stimulating environment where they can achieve their full potential"*

Our continuing aim is to put our Christian vision into practice in all that we do, focussing on the verses from Romans 12 as the theological basis for all the decisions that we make. We appreciate that we are one body in Christ and that each of us has different gifts and responsibilities. Our aim is to identify those gifts and help each other to use them for the good of the school community.

Aims, values and ethos

For any child leaving at the end of Year 6 what do we want our school to have given to them? What does 'Caring, Believing, Achieving' mean to us in practice?

Caring

- ✓ Pupils who are kind, respectful, compassionate, supportive, responsible members of society, who care about each other, the world and all the people in it.

Believing

- ✓ Pupils who have self-belief, resilience, a lasting love of learning, and understand the significance and meaning of faith and the Christian message.

Achieving

- ✓ Pupils who are curious, well-prepared, independent learners, achieving their full academic and wider potential, whatever the challenges they face.

These aims fit within our theologically based Christian vision to use and develop the talents of everyone for the good of individuals and the school community. They are complemented by **our twelve Christian values** that are at the heart of our ethos. We focus on one of these values each term during collective worship and they are lived out daily in the life of our school.

Friendship, Thankfulness, Generosity, Compassion, Forgiveness, Trust, Truthfulness, Respect, Encouragement, Courage, Creativity, Perseverance.

Our strategic priorities

In order to ensure that we are able to continue delivering 'Caring, Believing, Achieving' for our children we have four key strategic priorities that we will keep returning to.

1. A rich and broad curriculum that meets our pupils' individual needs and reflects our theologically rooted Christian vision.

- ✓ A broad, inspiring, coherent, and well-sequenced curriculum.
- ✓ A wide range of sporting, cultural, creative, and other learning opportunities.
- ✓ Structured interventions and nurture groups for children who need more support.
- ✓ Time to enquire, explore and debate.

2. A committed, happy and professional staff team who work well together in an inclusive, dignifying and equitable culture based on our Christian vision.

- ✓ Staff have access to well-tailored, high-quality training and development opportunities so they can grow professionally.
- ✓ Staff feel valued and supported.
- ✓ Strategies are in place to improve workload and well-being.
- ✓ Good teamwork and communication.
- ✓ An open culture of collaboration, transparency, learning and enquiry.

3. Strong and supportive leadership, governance, and financial control

- ✓ Strong and strategic leadership within the framework of our Christian values and vision
- ✓ Supported by governors who are engaged, responsive and transparent.
- ✓ Robust policies and processes that we can trust.
- ✓ A well-managed budget that is sustainable and aligned to our strategic priorities.
- ✓ Long-term planning to anticipate and address upcoming challenges.

4. Making good use of our community, environment, and buildings

- ✓ Using our space and buildings creatively and planning so we can grow.
- ✓ Working closely with our Church to help to embody our Christian vision and reflect the Bible text on which it is based.
- ✓ Drawing on the strengths and talents of our stakeholders and local community, for the benefit of our school.
- ✓ Creating learning opportunities that celebrate difference and diversity.

Risks and mitigations

We are aware of the main risks that could de-rail our vision and have mitigations in place to guard against them.

Risks	Mitigations
A challenging school structure with classes that mix year groups and key stages can make curriculum planning and delivery harder.	<ul style="list-style-type: none"> ✓ A well-sequenced and planned curriculum with carefully selected schemes of work to support staff. ✓ A shared vocabulary and coherent approach to prevent re-teaching. ✓ High-quality assessments to track progress and intervene as required. ✓ A long-term plan with potential to change our structure.
A small school with high expectations and an unusual structure means higher workload pressures on staff.	<ul style="list-style-type: none"> ✓ Leaders and governors look for ways to work more effectively and efficiently. ✓ Budget sufficient release time for staff planning, preparation and reflection. ✓ Communicating well with parents to build support and a consistent approach.
We are a small school with a limited budget, which can affect resourcing.	<ul style="list-style-type: none"> ✓ Careful forward financial planning and benchmarking against similar schools. ✓ PTA fundraising for resources and events. ✓ Drawing on local stakeholders and our community to maximise our offer.
Limited space within the buildings makes some aspects of curriculum delivery harder.	<ul style="list-style-type: none"> ✓ Short-term strategies in place to use our spaces effectively (e.g. outdoor PE) ✓ Working to address immediate concerns quickly (e.g. roof and lights). ✓ Careful long-term planning to address buildings challenges.
Our school and local community is relatively lacking in diversity.	<ul style="list-style-type: none"> ✓ A library that is diverse and inclusive. ✓ Learning opportunities that embrace different cultural, racial and religious perspectives.
COVID or other unexpected disruptions	<ul style="list-style-type: none"> ✓ Good remote learning platforms and emergency plans in place. ✓ Catch-up and nurture interventions in place to support children as needed.

Our voice

Here are some quotes from staff, governors and parents talking about our vision, during the consultation process.

Caring

"To care for each other and the world they live in" "A strong sense of values"

"To have an interest and awe in the world around them, including all the people in it"

"Celebrating each other's achievements" "Empower children to support one another"

"Showing kindness and looking out for those in need"

"Being courageous advocates"

"Responsible and resilient citizens"

Believing

"Belief they can achieve if they persevere" "A strong sense of their own self-worth"

"Knowing how the Christian message and their beliefs influence their behaviour"

"Knowledge of bible stories and how they relate to our lives"

"Confident, resilient children who are aware of the outside world"

"A love of learning" "A strong belief in the value of education"

Achieving

"Children with a hunger for knowledge who achieve their full potential"

"Self-sufficient learners who are organised and independent" "Curiosity and imagination"

"Well-developed and wide interests" "Lots of extra-curricular opportunities"

"Life skills that prepare them well for the next stage including problem-solving, empathy, self-awareness, decision-making and communication"

"A love of learning via a well-developed, varied curriculum that has something for everyone"

