

THE ESSENCE OF CANFORD

2016 UPDATE



THE STRATEGIC REVIEW

September 2016

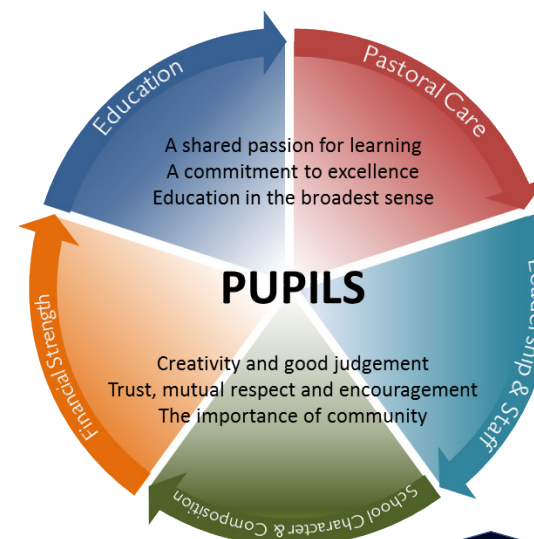
The strategic review of 2013-14 identified a number of areas requiring reassessment and increased focus. I have spent the subsequent period examining the emerging themes below, and have worked with colleagues, parents, pupils and other key stakeholders to address particular topics. This update document aims to give you an insight into some of the key developments across the school in that time. I believe all have been positive steps as Canford continues to adapt to developments within our sector during what has been and remains a period of significant change. At the same time we have sought to retain the core features which I have always maintained will remain at the heart of the school's character and the vitality of the education it offers.

Ben Vessey
Headmaster



OUR VISION

“To inspire young people to embrace learning in all its forms and to use their educational experience to make a real and positive difference to their own lives, and to the lives of others.”



ACADEMIC AND INTELLECTUAL CULTURE

EMERGING THEMES

To adapt positively to curriculum change



Effective management of the transition and implementation of new A Level and GCSE courses

To further develop a dynamic culture across all abilities and levels



Establishment of the Year of Genius project - encouraging cross curricular intellectual excitement

To ensure a high degree of personal achievement



Development of the elite universities entrance programme inspiring pupils to aim for success at the highest levels



Reform of the assessment system to improve informed and constructive feedback and promote progress



New Research Skills programme feeding into Extended Project Qualifications and Essay competitions

To instil curiosity and engagement beyond the syllabus



New cultural opportunities such as Yellow Hour, Pop Up Music Day and the post GCSE cultural festival

To learn in a manner not confined by classroom walls



Establishment of Canford Radio, more smaller scale drama productions, pupil-written and directed plays and pupil-led enrichment groups

RECENT DEVELOPMENTS

THE TUTOR SYSTEM

EMERGING THEMES

To improve reflection, review and response to enhance progress



More clearly defined roles and responsibilities for tutors, more designated tutor time in houses and more staff resource



More time allocation in the working day for tutor/tutee meetings through the Shape of the Week review



Implementation of iCAN system to encourage development of soft skills and pupil reflection on connected learning



RECENT DEVELOPMENTS

THE ROLE OF CO-CURRICULAR EDUCATION

EMERGING THEMES

To ensure a structure which promotes inclusivity and excellence



Appointment of Deputy Head Co-curricular on Senior Leadership Team, Director of Activities and Outdoor Challenges and an increased cohort of Graduate Assistants



Improved co-ordination across departments to offer a wider choice of options



New published trips/tours schedule



More co-ordinated Community Service programme



To offer a high quality range of diverse experiences



The appointment of an Assistant Director of Sport with a particular brief to focus on the provision of sport for girls



Creation of the Shell Carousel offering the chance to try new activities, aiming to develop key soft skills



Addition of Ghana as a Partnership link with 'Gear for Ghana' project supplying sports equipment and clothing



To develop leadership and responsibility at all levels



Introduction of a Sports Leadership award, Community Action programme and a focused leadership/development course



Concentration on Duke of Edinburgh Gold to encourage more pupils to aim for the highest challenge

RECENT DEVELOPMENTS

CAREERS AND HIGHER EDUCATION

To ensure pupils have an awareness of the opportunities open to them



Regular publications and a monthly Careers and Higher Education newsletter mailed to pupils, parents and staff

Increased number and scope of networking events such as Entrepreneurs, OC Women and Property

Promotion of awareness of options to study abroad with specific visits from representatives in USA/ Netherlands/Canada/Australia

Revised format for the Lower Sixth Careers Symposium focused on skills and outcomes

Development of an online careers mentoring network and increased interaction with sector specialists

To equip pupils with the relevant skills to give them every chance to reach their goals



Development of links with current parents and former parents/OCs for work experience and advice

Completion of Probe - careers questionnaire for Shells - with follow up by House Tutors

Development of Presentation Skills through carousel activity for Shells to enhance future employability skills and communication

Increased emphasis on corporate links and the value of work experience

RECENT DEVELOPMENTS

PASTORAL SUPPORT

To improve parental awareness of pastoral systems

Expansion of pastoral talks programme for parents, pupils and staff

Strengthening of the triangle of Parent/School/Child communication

To further develop our programme of pastoral support



Enhanced Team Around the Child (TAC) framework connecting internal support and external agencies

The creation of Assistant Head (Pupils) on the Senior Leadership Team and enhanced Senior Leadership Team support for staff, pupils and pastoral matters

Pupil Code of Conduct reviewed to create a clearer understanding and awareness of expectations and support

Increased peer-to-peer support programme and appointment of a Graduate Assistant to the Chaplaincy

To enhance our evening and weekend provision for boarders



Increased number and variety of events available in the evenings

New Shells/Fourths weekend activities programme

Increased availability of tutors in boarding houses as part of ongoing commitment to the full 24/7 boarding ethos

EMERGING THEMES

RECENT DEVELOPMENTS

STAFF DEVELOPMENT

EMERGING THEMES

To review the strategy to ensure it is proactive and focused and effectively resourced and managed



Establishment of Professional Development Strategy to enhance the quality of the overall educational provision through positive motivation and career development

Appointment of Assistant Head (Teaching Staff) to improve Continued Professional Development (CPD)

Increased collaboration with schools and other educational institutions (eg The Bourne Academy, Teachers' Development Trust)

Review of appraisal process to support teachers' professional development more effectively

RECENT DEVELOPMENTS

SITE DEVELOPMENT

EMERGING THEMES

To consult on an ongoing basis to identify possibilities and options to meet educational priorities



New Site Development Plan following collaboration with the Borough of Poole and Historic England

Submissions made to the Borough of Poole Core Strategy Review in March 2015 and consultation on Poole local plan in Summer 2016

Ongoing feasibility work on various potential development and redevelopment areas

Review and restructure of building maintenance, security and grounds support to best meet school priorities

Development of facilities including Adby All Weather pitch, school gas infrastructure, Montacute improvements alongside ongoing classroom upgrades

RECENT DEVELOPMENTS

THE CANFORD COMMUNITY

EMERGING THEMES

To establish and promote a coherent community structure

Creation of Friends groups for Sport, Music, Rowing with clear terms of reference and a rebranding of the old Canford School Society to become Friends of Canford

Termly Canford Community committee meetings

To embrace, involve and engage all with a link to Canford



Canford Community launch event held in September 2015

Twice termly online newsletters and printed Canford Community events calendar

New social media feeds and website development to improve online engagement

Saturday sports hub meeting point

Associate Membership of the Old Canfordian Society (OCS) for Sixth Form pupils to build greater awareness and closer links

Professional networking events and increased reunions for specific years

RECENT DEVELOPMENTS

To encourage volunteering of time and expertise

A revised format for the Lower Sixth Careers Symposium to engage more volunteers offering careers expertise and advice to pupils

To contribute funding to support accessibility and/or other projects

Fundraising Board established and strategy approved by Governing Body. New Development Director joined January 2016

COMMUNICATIONS

EMERGING THEMES

To review the internal and external strategy, systems and processes

Completion of external research consultancy and internal surveys to all key stakeholder groups to establish communications goals

Ratification of a new school communications strategy by governors in June 2015

To improve coherence, efficiency and effectiveness at all levels



Development of new school website and parent App for January 2017 launch, with new reporting system for sports fixtures, teams and results

Email protocol, standardised footer and schoolwide branding guidance in place

Increased use of the Canford Gateway as a resource centre for staff, parents and pupils to reduce email correspondence

Creation of professional photography and pupil driven video, with new central media site for storage of photos/video/audio

Increased awareness of Canford and its excellence to wider prospective constituency through improved contact with feeder schools and the press

RECENT DEVELOPMENTS

FINANCIAL STRENGTH

EMERGING THEMES

To create a robust business to support the delivery of a top quality Canford education

Significant improvements to the efficiency of systems and structures to provide more clarity on financial models

Assessment of commercial opportunities across the site and renegotiation of contracts

To address the issue of affordability

Initiatives to better understand the position of our current customer base, including survey of all parents

Establishment of the Donald Dean Memorial Scholarship, HMC Eastern European Scholar Programme and Cobden Pike Golf Bursary

RECENT DEVELOPMENTS

NEXT STEPS ...

- Regular curriculum review to ensure effective provision for new linear A level courses and appropriate provision for the Shells
- Development of theme weeks encouraging attendance from all ages
- Review of Tower Society at Fourth and Fifth Form level
- Greater focus on leadership in all areas of school life
- Consolidation and further development of Canford links around the globe
- Continued integration of the iCAN programme with possible links through to self-assessment
- Pilot of a pastoral tracking system to monitor pupil emotional well-being for 2016/17
- Development of new school-wide well-being programme
- Increase in professional development opportunities for staff at all levels
- Implementation of Fundraising strategy with focus on Bursaries, Wish List and Capital Projects
- New School 5 year business plan, with Site Development Masterplan





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