



During the last couple of years, the following development plan objectives have been achieved.
We have...



In the next phase of our development,
We will...



Teaching and Learning

- ✓ Continued to enjoy 100% success in Common Entrance
- ✓ Maintained our very strong scholarship record with 50 scholarships won over the last 3 years
- ✓ Devised a new five-day timetable
- ✓ Ended Saturday morning school
- ✓ Introduced BLP (Building Learning Power) across the school
- ✓ Introduced cooking into the Year 3-8 curriculum
- ✓ Introduced well-being sessions for all pupils
- ✓ Prepared pupils effectively for pre-assessment tests
- ✓ Appointed six new Heads of Department
- ✓ Created a new Academic Leadership Team and Pastoral Leadership Team
- ✓ Introduced 'Learning Walks' for senior and middle leaders
- ✓ Developed further the assessment systems for monitoring pupil standards

Facilities and Development

- ✓ Generated sufficient annual surpluses to support ongoing development
- ✓ Built a new music school
- ✓ Refurbished and improved the dining areas
- ✓ Renewed the fire alarms across the school
- ✓ Refurbished the school kitchens
- ✓ Upgraded the children's lavatories across the school
- ✓ Built a new outdoor adventure playground
- ✓ Created a reception area for parents in the Oak Room
- ✓ Created a third ICT room
- ✓ Built a new canopy for Middle School
- ✓ Refurbished all the dormitories
- ✓ Introduced ultra-fast broadband, Office 365 and a new school management information system
- ✓ Improved the parking in all areas of school
- ✓ Built a quiet room which can be used by parents who are waiting to collect older siblings
- ✓ Created a 'Snug' Common Room for Year 8

Staff Development

- ✓ Conducted departmental reviews of every subject area
- ✓ Created opportunities for teachers to observe best practice in each other's classrooms and other schools
- ✓ Established a new appraisal scheme for teaching staff
- ✓ Established a comprehensive induction programme for new staff
- ✓ Established a new induction programme for GAP students
- ✓ Introduced enhanced ICT training for subject teachers
- ✓ Refreshed the INSET training programme for staff
- ✓ Introduced wellbeing sessions for staff

Pastoral and Boarding

- ✓ Appointed Senior Tutors in Upper School specifically for boys' and girls' pastoral welfare
- ✓ Introduced well-being for all children and staff
- ✓ Appointed fully qualified nurses to care for the health of our pupils
- ✓ Introduced a new Behaviour for Learning policy
- ✓ Introduced PSHE lessons for everyone
- ✓ Introduced current affairs lessons
- ✓ Reviewed and improved the House system
- ✓ Appointed new house parents
- ✓ Redecorated and refurbished the boarding accommodation
- ✓ Created a Food Council to supplement the School Council
- ✓ Introduced a new system of rewards for Years 7 and 8
- ✓ Revised the timetable to make the day more beneficial for the learning and wellbeing of the children

Marketing and Communication

- ✓ Continued to produce high quality colour and weekly newsletters
- ✓ Continued inclusion in the latest edition of 'The Good Schools Guide'
- ✓ Continued inclusion in the latest edition of Tatler's 'Best 250 Schools' Guide
- ✓ Kept the school roll full with waiting lists in all year groups
- ✓ Improved school signage
- ✓ Smartened the public parts of the school buildings and grounds
- ✓ Introduced social media for school trips
- ✓ Distributed 'In Touch' magazine to all alumni
- ✓ Arranged former pupil/parent get-togethers
- ✓ Published a new prospectus

Charitable and Community work

- ✓ Offered spaces to children whose parents are not able to afford private education
- ✓ Joined SpringBoard, a national charity providing boarding places for deserving children
- ✓ Raised over £40,000 for local, national and international charities
- ✓ Sponsored three of our teachers to work with underprivileged children in a Kenyan school
- ✓ Made our school's facilities available to local state schools
- ✓ Hosted the national Girl Guide Jamboree
- ✓ Created a Charity Committee to coordinate our fund-raising efforts
- ✓ Raised over £6,000 for SeeSaw
- ✓ Formed a partnership with The Mulberry Bush School

Develop well rounded individuals who learn enthusiastically across the curriculum and are equipped with skills for life

- Develop the ability of all children to learn independently and to adopt a growth mindset
- Continue to monitor standards across the subject areas
- Develop further the systems for monitoring standards and evaluating whole school performance
- Maintain our outstanding scholarship record
- Evaluate the efficacy of homework and prep
- Review the Year 7/8 curriculum

Continue improving the school's facilities, ensure current pupils' needs are well met and plan for future development

- Refurbish the sports hall with a new roof, floor, heating and lighting
- Build an indoor swimming pool
- Convert the Dovecote into a library and create a memorial garden around it
- Build new changing rooms for all children in Years 3-8
- Build new cooking facilities
- Provide appropriate ICT facilities for all classrooms and staff
- Improve the medical facilities
- Restrict annual fee rises to an affordable level
- Generate sufficient surplus to fund continued development

Enable the appraisal process to drive staff development and whole school initiatives

- Focus INSET on inspiring excellent teaching and learning
- Further develop the culture of peer observation
- Upgrade the induction programme for new staff
- Introduce a new programme of appraisal for non-teaching staff
- Enhance the ICT training for staff
- Update the Staff Handbook, Staff Employment Handbook and Gappies' Handbook

Focus on the pupils' personal development through refining the systems which support this

- Track pupils' well-being and attitudes to learning
- Review and embed the new Behaviour for Learning Policy and Code of Conduct
- Review and develop roles of responsibility for all Year 8 pupils
- Review and further develop the PSHE Programme
- Continue to improve the effectiveness of the Form Teacher System in Upper School
- Review the role of the Personal Tutor in Upper School
- Further develop the House system
- Enhance pastoral communication systems
- Further develop communication systems relating to boarding
- Develop a Parent Education Programme

Maintain a high standard of marketing and communication, ensuring the school retains its position as the leading prep school in the region

- Upgrade the school website and make it fully responsive for mobile devices
- Improve communication with parents following suggestions from the online survey
- Update the written inclusions in 'Good Schools Guide' and Tatler's 'Best Schools Guide'
- Increase opportunities for parents to be actively involved in school life
- Promote better links with alumni

Ensure we meet our charitable objectives and maintain exemplary standards of regulatory compliance

- Maintain full compliance with ISI regulations, H&S requirements and the National Minimum Standards for Boarding
- Develop further the systems for monitoring standards and evaluating whole school performance
- Make school facilities available to local clubs and groups
- Award bursaries to enable children who would otherwise be unable to afford full fees to attend the school
- Continue our fundraising activity for local, national and international charity work



Aims of the School

- To provide a secure, happy environment, promoting the welfare of all pupils and enabling them to gain confidence.
- To develop a moral and spiritual awareness in pupils and to lead them to value themselves and others.
- To give a sound academic foundation, to foster a positive work ethic and to encourage pupils to think for themselves and to become independent learners.
- To instil a desire to participate in a wide range of activities and to contribute to the community.
- To encourage a readiness to tackle new tasks and to accept challenges without fear of failure.
- To achieve a genuine, broad preparation for successful transfer to senior school and for the challenges of life ahead.

"Small classes, spacious modern facilities and glorious surroundings are enough to inspire any child to reach their full potential"

Good Schools Guide



Carswell Manor Faringdon Oxfordshire SN7 8PT
Telephone: (01367) 870700
Email: registrar@st-hughs.co.uk www.st-hughs.co.uk

School Development Plan



ISI Inspection 'Headlines'

"The pupils are well educated and the school fulfils its aims to foster confidence and a love of learning."

"Pastoral care is outstanding, and fulfils the aim of the school to promote courtesy and consideration for others in a family atmosphere."

"The leadership and management of the school are excellent."

"The school has excellent relationships with parents."

"The curriculum and the resources supporting it are outstanding."

"The boarding provision is excellent."

"The school is well governed and strongly supported by its governing body."

"The overall quality of the Early Years provision is exemplary."

"The social development of pupils is outstanding at all ages."

