

LINDFIELD PRIMARY ACADEMY

STRATEGIC PLAN 2018 – 2021

(Revised August 2018)

Our Mission:

Achieving excellence alongside the other Academies which make up the University of Brighton Academies Trust

Our Vision:

We will encourage all of our children to become confident, secure, caring individuals who achieve personal success and develop a lifelong love of learning:

Our Supporting Vision Statements:

We will provide a nurturing and secure environment for each child to fulfil their potential as a global citizen

- We will equip pupils with the skills needed to reach their potential
- We will promote excellence in everything we do and recognise and celebrate success in everyone
- We will continue to provide a diverse and creative curriculum including a wide range of extra-curricular activities

We will help our pupils understand the contribution they can make to their wider Community

- We will offer support to other Academies within the Trust to help them improve
- We will encourage Parents and Carers to actively engage with their child's learning

Our Values:

In adopting the Trust's over-riding values of EXCELLENCE; INTEGRITY and INNOVATION our School Council have added to this list. Thus the expanded list has been adopted by the Principal and the Local Board and are listed below:

- Teamwork
- Enthusiasm
- Celebration
- Perseverance
- Success
- Independence
- Respect

Our Pupils:

- We shall provide our pupils with the best possible educational experience – this experience is to be challenging, rewarding and fun
- We shall deliver an exciting, inspiring and varied curriculum, to include a full range of sporting and cultural activities such as music, drama & art
- We are an inclusive Academy by meeting the needs of all our children
- We shall expect all pupils to live by the Academy values
- We shall complete an Annual Improvement Plan (AIP), based on self-evaluation, and will work closely with our nominated Academy Improvement Partner to deliver this Plan

- We shall continue to support and work closely with the School Council

Our Staff:

- We seek to recruit and retain the best Teachers and Teaching Assistants and aim to promote within whenever possible
- Leadership responsibilities will be spread across a senior leadership/ management and teaching team. Each team member will be given a clear area of responsibility linked to the AIP
- We shall actively encourage staff to develop their individual skillset via CPD (continuous professional development) and will seek to reward staff accordingly
- Performance Management (PM) will be supportive whilst challenging – any cases of underperformance will be managed timely and in a sensitive manner
- All teachers will receive at least two PM appraisal meetings (a full and an interim) per year
- All NQT and NQT1 teachers will be supported throughout those important years by dedicated mentors
- We shall expect all staff at all times to actively demonstrate the Academy values
- We shall continue to build a local network of Schools and Academies (i.e. SALT locality) and support and work collaboratively with them
- We shall constantly strive to improve. We will work in partnership with the University Of Brighton Academies Trust (the Trust) and with the other Academies within the Trust network to share best practice and creative approaches

- A bi-ennial staff attitude survey will continue to be carried out

Our Governance:

- We shall appoint and maintain a Local Board in line with the Trust's latest Terms of Reference and Constitution
- The Local Board shall meet six times a year with the Principal and Clerk present
- Membership of the Local Board will follow Trust guidelines and consist of a Chairman and Vice Chairman (VC) - both of whom will serve a minimum of two years. In normal circumstances the VC will succeed the Chairman
- The key responsibility of the Local Board is to endorse the Trust's Vision Statement and to contribute to and approve the development of the Vision of the Academy, including its strategic direction, ensuring that it is consistent with that of the Trust
- Other responsibilities are as set out in the current Terms of Reference document
- Local Board members will be invited to join one of the Trust's other Committees - namely Chairs Forum; Education and Standards; Finance and Resources; Risk and Audit; Remuneration and HR. Any invitation will try to match individual skills set

Our Community:

- We shall strive to be part of Lindfield community life
- We shall continue to promote our message to the community by developing news about the Academy into a regular column in Lindfield Life magazine

- We shall seek the support of community members in delivering the curriculum
- We shall continue to develop close working relationships with local businesses and their leaders, where possible seeking sponsorship (not necessarily financial)
- We shall continue community assemblies led by members of the community including local places of worship
- Local dignitaries will be invited to selected Academy events

Our Parent Teacher Association (PTA):

- The declared aim of the PTA is to provide fun and varied events and activities. We will work closely with all Parents/Carers encouraging them to play an active role in their childrens education. Our main methods of communication with this very important group will be via the PTA; a fortnightly Newsletter; regular surveys via ParentView plus various events held throughout the year to which all Parents/Carers will be invited
- The Principal or his Deputy plus a Local Board member will attend all PTA meetings
- Throughout the year to raise funds that directly benefit the children and enhance their Academy experience, with an increased focus on curriculum based spending, as well as both large long term projects and quick fix solutions. A close liaison between the PTA and Staff is paramount when deciding on spending
- The PTA will support the Academy's goals in the best way possible and reinforce the link between the Academy and the local community
- It will also engage with parents/carers to integrate them into and make them feel a valued part of Academy life

Our Finances:

- We shall aim to balance the budget each year and whenever possible replenish our cash reserves
- We shall earmark funds within each year's budget specifically for staff training
- A longer term financial goal is to have a Teaching Assistant supporting each class
- We shall continue to ensure that we receive value for money in all our financial dealings
- We shall continue to be alert to every opportunity to grow our Pupil Premium funding
- We shall continue to develop external sources of funding

Our Premises:

- We must ensure our premises and other physical resources are adequate and in place by the time we reach our total capacity of 630 pupils in September 2019

Our Technology:

- We shall aim to have more frequent access to technology for all (i.e. pupils & staff)
- We shall encourage all staff members to include technology training in their CPD plans to ensure everyone is competent in making full use of our equipment to facilitate learning

Our Annual Goals:

2018/19

- To encourage CPD opportunities for all staff
- To establish an effective working relationship with our new Corporate Partner, Lloyds Bank PLC
- To continue to successfully respond to the Key Lines of Enquiry from Ofsted
- To grow Academy income
- To raise the Academy's profile across the wider community
- To review and support after school wrap around care
- To review and update the Academy's rolling three year Strategic Plan

2019/20

- To further increase Academy income
- To explore opportunities for the introduction of nursery facilities
- To be recognised as an Academy with a specialism in reading and/or curriculum
- To encourage CPD opportunities for all staff
- To review and update our Strategic Plan

2020/21

- To further increase Academy income
- To be known as a pioneering Academy with Curriculum focus
- To encourage CPD opportunities for all staff
- To have developed the practices needed to reach Teaching Academy status
- To introduce nursery facilities
- To review and update our Strategic Plan