

2020-2021

VISION

for all our children to become confident, secure and caring individuals, who achieve personal success and develop a lifelong love of learning.



MISSION

to deliver excellence & integrity in all aspects of school life

to provide a diverse, creative & innovative curriculum to equip pupils to reach their potential

to provide a secure & nurturing environment that instills a sense of local community & global citizenship

VALUES

TEAMWORK

ENTHUSIASM

CELEBRATION

PERSEVERANCE

RESPECT

SUCCESS

INDEPENDENCE

UNIQUE

	OUR STAFF	FINANCE	COMMUNITY	OUR CHILDREN
	To attract, develop and retain the best in class	To maintain strong financial control of our finite budget and to maximise expenditure on teaching; to work collaboratively to secure additional funding	To build strong, ongoing relationships with both parents and external local community to enrich, enhance & support LPA	To provide an innovative curriculum, help children reach potential & provide an enriched environment to enhance learning for all
key projects →	<b>ALL '20/21 PROJECTS HAVE A COVID 19 IMPACT OR RECOVERY FOCUS</b>			
	<p><b>STAFF WELLBEING</b></p> <p>Continuing development of staff well-being programme, with particular focus on COVID 19 impact. Nick Geddie to attend selected Board meetings to ensure Board can support staff well-being - <b>NG / MS / VS / CN - ongoing</b></p>	<p><b>COVID 19 RECOVERY BUDGET</b></p> <p>Fully identify the negative impacts of Covid 19. Identify what the key areas of need are &amp; amount needed (Core Curriculum). Support PTA - focussing on funding core curriculum requirements. <b>EO / MS supported by DC - ongoing</b></p>	<p><b>SUPPORTING SLT COMMS</b></p> <p>Support SLT with parent communications. Available, visible &amp; able to review/draft appropriate communications - <b>AAllen / HB / MS - ongoing.</b></p>	<p><b>RECOVERY CURRICULUM</b></p> <p>Understand gaps in learning - Interventions in place - core curriculum requirements supported by PTA funding initiatives - <b>AAllen / DC / MS - ongoing.</b></p>
	<p><b>ONLINE SYSTEMS / PROCESSES</b></p> <p>Upgrade online interview process. Upgrade &amp; develop other systems as required to cope with remote/online learning &amp; teaching - <b>NG / MS / VS - ongoing</b></p>	<p><b>EXTERNAL INCOME GROWTH</b></p> <p>Understand how Covid 19 rules restrict our ability to rent space. Ideas to future proof lettings - Pioneer / others. <b>Review of core curriculum needs - MS / VS / DC / PTA Chair/s - end of year.</b></p>	<p><b>PARENT / COMMUNITY COMMS</b></p> <p>Update Community Engagement Plan - <b>Jan '21.</b> Send out regular comms from the Board - <b>HB / AAllen - termly.</b> Update the community re Risk Assessments Work with outside agencies to ensure a safe environment for all - <b>MS / AAllen.</b></p>	<p><b>CURRICULUM ENRICHMENT</b></p> <p>Identify what can replace enrichment that would have usually taken place pre Covid 19. Identify ways for Board to support in boosting morale for pupils &amp; staff - <b>AAllen / MS supported by Board - Jan '21.</b></p>
	<p><b>INTERNAL</b></p> <p>Ensure all internal initiatives support staff &amp; are robust for the COVID 19 working environment - IRIS/coaching, Lesson observation, peer observation, team teaching, meetings and best practice - <b>MS / VS / SMT - ongoing</b></p>	<p><b>PITCH USE &amp; PTA</b></p> <p>Work with PTA to ensure that core curriculum requirements are the focus of unique fundraising initiatives. Support PTA to use Pitch template. Fund raising initiatives schedule set for '20/21 - <b>PTA Chairs / DC / SSM - ongoing</b> Funding target set - Dec '20</p>	<p><b>FINDING NEW PARTNERS/SPONSORS</b></p> <p>Investigate new initiatives &amp; best practice - <b>AW / DC.</b> Identify a shortlist of who? <b>AW / DC - March '21.</b> Use Pitch template consistently - <b>ongoing.</b></p>	<p><b>BOARD LINKS TO YEAR GROUPS</b></p> <p>Identify ways for Board members to link &amp; communicate with year groups using available technology in a meaningful way - <b>objectives of comms to link to recovery curriculum &amp; well-being - Board to report termly.</b></p>
OUTCOMES →	<p>Staff survey results showing robust well-being</p> <p>Maintain current staff turnover</p> <p>Streamlined recruitment process</p> <p>Effective processes to cope with new ways of working</p>	<p>PTA 2021 income to replenish some of the essential spend this year</p> <p>review of fundraising &amp; spend</p> <p>Funding gap fully understood</p> <p>Core Curriculum requirements identified</p>	<p>Board link comms regularly</p> <p>Maintain robust community links</p> <p>Potential partners contacted</p> <p>Pitch used consistently &amp; reviewed</p>	<p>Curriculum review completed</p> <p>Yr 6 pupil exit survey completed &amp; tracked</p> <p>Board presence felt in class</p> <p>Constant good ideas from outward facing links</p>