

Fettes College

**Annual Improvement Plan
2022-2023**

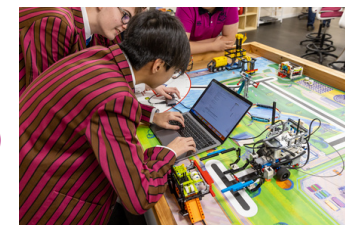


Fettes College

Theme 1 - Learning

Fettes Leads - Mr Jonathan Marchant , Deputy Head (Academic)

Mr James Weatherby, Senior Deputy Head



	Target	Description/Detail	Person i/c	Target Deadline	Benefit	Success Criteria	Resources	Audit
1.1	Middle School Diploma							
	1.1	Prepare a Pilot for the Middle School Diploma	AJA	Sep-2023	Encourage student reflection. Encourage breadth of experience across a range of activity and support of academic curriculum	Pilot in selected Houses in place. It will take time for success to be measured as some of the benefit will be in the students' reflections	JJP working on software to record the Diploma achievements. AJA consulting interested parties to ensure themes fit the breadth of skills we want covered	
1.2	Head of Sixth Form Role							
	1.2	Embed Head of Sixth Form Role	VPC	Mar-2023	Increased support for students throughout and ensure smooth transition to Craigleith	Our Sixth Form feeling supported and seen throughout the two years. The HoSF role will support Houseparents and Tutors	Time/Training - external and internal	
1.3	Curriculum Audit							
	1.3.1	Recruit a new Head of EET and establish the subject in the Fettes Curriculum	ALT	Sep-2023	Enhancement of the Curriculum	A clear understanding of staff of the academic vision and direction of the curriculum	Head of EET appointment, equipment for set up	
	1.3.2	Evaluate Impact of addition of EET to work out best option for delivery	ALT	Nov-2022	Informed choice is made	Summary of impacts and options drawn up	Consultation with staff paying special attention to interested parties	
	1.3.3	Conduct a Department by Department audit to ensure that HGIOS 2.3 Learning, Teaching and Assessment is embedded across the College	HoDs	Mar-2023	Academic pathways and philosophy supported dovetail with HGIOS expectations	Departments audited and reports made	Time needed in Dept meetings	
	1.3.4	Embed IB Approaches to Learning in SOWs and practices	MWH	Sep-2023	Enhancement of IB Delivery	Awareness and explicit involvement of the Approaches to Learning in IB SOWs	Time needed in Dept meetings	
	1.3.5	Review and improve departmental contributions to the Academic Scholars Programme	AJA	Sep-2023	Scholar Programme given credibility	All departments self-audited and confirmed as contributing	AJA time	
1.4	Science Innovation Building							
	1.4.1	Formation of a working group/committee to consult on, and drive the project	PJFW	Mar-2023	A focused group tasked with undertaking sub-targets	Working Group created	Management Resources and external consultation	
	1.4.2	Benchmark ideas and innovations in an appropriate range of other schools to look at good practice	JDM, NRW	Mar-2023	Informed choices being made towards a larger target	A representative range of schools identified and visited. Findings summarised and key common themes identified	Travel costs and Time	
	1.4.3	Looking at minimum resources needed to deliver EET	JDM	Dec-2022	Informed choices	Set of impacts and consequences available for each option	Cost of Equipment	
1.5	Global Citizenship/Social and Political Awareness							
	1.5.1	Conduct a full audit of how GC and S/PA is delivered or awareness improved within the Curriculum, Supercurriculum and Co-curriculum	HFH to appoint person i/c	Sep-2023	Student engagement with global issues and current affairs	Each strand assessed and a clear picture from which to make further decisions	Person i/c and working group	

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Theme 2 - Wellbeing

Fettes Lead - Mrs Carolyn Harrison,
Deputy Head (Pastoral)



Index	Target	Description/Detail	Person i/c	Target Deadline	Benefit	Success Criteria	Resources	Audit
2.1	Boarding Ethos							
	2.1.1	Promote benefits of full boarding ethos	DA/CMH	Jun-2023	Increased interest and uptake of boarding, both internally and externally	Events established that increase understanding and knowledge about benefits of boarding	Time, staffing and promotional materials	
	2.1.2	Review student use of unstructured time	PLT/ALT	Jun-2023	Links to work efficiency, mental health and academic progress	Review complete and findings available for planning in next phase	Information from students, parents and staff	
2.2	Boarding Facilities							
	2.2	PJFW / CMH to liaise with boarding houses to decide and plan on upgrade plans for Summer 23 and beyond.	PJFW/CMH	Mar-2023	Enhanced boarding facilities as part of longer-term refurbishment programme	Houses liaised with and plans confirmed as to Summer 23 upgrades, informed by Care Inspectorate guidelines	Costs of Design, construction and materials	
2.3	Pastoral Care							
	2.3.1	Identify options for independent safeguarding reporting	SAB/CMH	May-2023	Improved support for students and staff working in pastoral care	A range of options identified and quality assessed. Report available	Cost of recruitment	
	2.3.2	Review AS Tracking to make more effective use of this data	CMH/RFS	May-2023	Maximise value and use of quantitative data available	Review of AS Tracking complete and findings available	Cost of AS Tracking and time	
	2.3.3	Engage with SCIS Peer Review / Mentoring project	CMH/ERD/CM	Sep-2023	Share best practice	Improvement of safeguarding standards for all	Time	
2.4	New Wellbeing Centre							
	2.4	Committee established to reflect and plan use of Wellbeing Centre (Health and Wellbeing Committee)	SAB	Apr-2023	Improved planning and ultimately end product - physical, functional and effectiveness	Personnel identified and recruited to form HWC. Specific roles identified and remits agreed	Time	
2.5	Staff Wellbeing							
	2.5.1	Action plan following staff wellbeing consultation and HGIOS audit on leadership and wellbeing of staff in a boarding environment	PLT	Mar-2023	Alignment with standing documents	Audit complete and action plan available	Time for management and consultation	
	2.5.2	Review staff induction	NCRW, SAB, JAW	Jun-2023	Improved start for new staff into teaching and the Fettes environment	Review of process complete and conclusions available. Relevant recommendations and agreed action plan in place	Time for management and consultation	
2.6	Transitions							
	2.6.1	Review 2nd to 3rd Form transition process with CGOM	CMH/CGOM	Jun-2023	Improved start for all new students into Senior School	Review of process complete and conclusions available. Relevant recommendations and agreed action plan in place	Time	
	2.6.2	Review Sixth Form transition process with VPC	VPC/CMH	Jun-2023	Improved start for all new students into Sixth Form	Review of process complete and conclusions available. Relevant recommendations and agreed action plan in place	Time	

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Theme 3 - Our People

Fettes Lead - Mr James Weatherby,
Senior Deputy Head



Index	Target	Description/Detail	Person i/c	Target Deadline	Benefit	Success Criteria	Resources	Audit
3.1	Creative in ensuring we hear student, staff and parent voice							
	3.1.1	Re-establish consultation framework to include all stakeholders	JAW, CMH, JDM	Mar-2023	Post COVID, to establish a meaningful structure of consultation with all facets of the Fettes Community	Consultation framework discussed and evolved to include all identified stakeholders	Time to construct framework, individual surveys and ensure effective feedback	
	3.1.2	Evaluate effectiveness of student council to ensure representation	RFS	Mar-2023	To have a meaningful and effective conduit for the collation and representation of student voice throughout all parts of the school	Student Council audited and findings assessed. Recommendations available with action plan to remedy findings (if appropriate)	Time to ensure effective feedback	
	3.1.3	Staff Wellbeing Survey created and timetable established	JAW	Dec-2022	To have a meaningful and effective conduit for the collation and representation of staff voice	Staff wellbeing questionnaire to be created and issued in first half of Autumn Term	Appropriate questionnaire designed with input from SLT/JCC	
3.2	Inclusion embedded into school curriculum and practices							
	3.2.1	Work with Inclusion Labs to conduct full audit and implement recommendations	SAB/RFS	Apr-2023	Clear understanding of current landscape, needs and opportunities	Report available from IL with recommendations	May result in need for facilities eg Prayer Room	
	3.2.2	Identify and appoint DEI Leads	HFH	Jun-2023	Key personnel to drive forward the DEI initiative	DEI Leads appointed	DEI Leads' time	
	3.2.3	DEI audit of the curriculum	JDM	Jun-2023	Insight into current themes within curriculum as a basis for understanding and future development	DEI audit conducted and action plan available	Time in learning and teaching meeting	
3.3	Opportunities for Staff Professional Development							
	3.3.1	Develop Fettes as a Hub for CPD for Fettes and other schools	SAB/AJA	Dec-2023	Enhanced reputation and affirmation as sector lead. Immediate cost benefit in providing best practice and CPD to Fettes Staff. Opportunities for development	A series of Regional conferences / workshops being hosted incorporating leading visiting speakers on current educational themes	Management and planning time and cost of marketing and hosting	
	3.3.2	Leadership course for middle managers explored - link with Gen+	SAB/AJA	Apr-2023	Home-grown leaders, enhancing the skill set and profile of CR	Empower middle managers	Cost of courses and time for attendance	
3.4	Social Areas for inter-year group mixing							
	3.4	Create locations and times for mixing outwith House groups	PJFW/JAW	Jun-2023	Provision of positive spaces for unstructured gatherings and socials	Opportunities for locations and times for mixing identified and subjected to appropriateness and risk assessment	Planning time and cost of installations	
3.5	Nurture Fettes Family							
	3.5.1	Increase parental involvement in the school - social activities and consultation	DA	Jun-2023	Use, engage and energise this facet of the Fettes family, whilst benefitting from skills and experience available	Parents engaged and reporting a sense of involvement in the school's life	Planning time and cost of hospitality	
	3.5.2	OF engagement on campus post COVID	KPJ	Jun-2023	Use, engage and energise this facet of the Fettes family, whilst benefitting from skills and experience available	OFs engaged and reporting a sense of involvement in the school's life	Planning time and cost of hospitality	

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Theme 4 - Our Community

Fettes Lead - Mrs Helen Harrison, Head



Index	Target	Description/Detail	Person i/c	Target Deadline	Benefit	Success Criteria	Resources	Audit
4.1	Increasing philanthropic income towards 100% bursaries							
	4.1	Seeking increasing donations towards 100% bursaries via major gift and annual fundraising initiatives	NMEP	Sep-2023	Support to Bursaries fund and the ability to widen access	Securing £600,000 towards 100% bursaries from new and existing supporters to the Fettes Foundation	Planning time and hospitality costs	
4.2	Environmental Sustainability							
	4.2.1	Measure energy consumption around campus and set clear targets for reduction	PJFW/RP	Jun-2023	Necessary metric upon which to base other decisions and plan strategy for cost-saving	Reduced consumption resulting in reduced cost	Ability to monitor energy use	
	4.2.2	Reduce Single Use Plastic from campus	PJFW	Jun-2023	Work toward achieving sustainability goals and to reduce our footprint	Alternatives found that are sustainable economically and environmentally	Alternatives needed	
	4.2.3	Environmental Prefects created in House "Do one thing differently" campaigns	HPs	Jun-2023	Engage student awareness and energies towards widening participation and education	Prefects created in all houses and a program/framework of sustainable practices embedded year on year	Time and buy in from Houseparents, Prefects and Students	
	4.2.4	Target reduction food waste - evaluate move to self-service	PJFW	Jun-2023	Assess efficacy of the self-service policy in the Dining Hall	Percentage reduction in waste	Ability to measure waste effectively	
4.3	Community Partnerships							
	4.3.1	Evaluate potential relationship with local schools and charities	SLT to nominate key staff	Jun-2023	Greater awareness of the city and community within which we exist. Mutual interests and opportunities for collaboration	Successful and effective partnerships built up. Positive feedback in the community. Increase citizenship/volunteering	Partnerships policy/strategy developed? Staff members appointed	
	4.3.2	Campus opportunities explored with various stakeholders	JC	Jun-2023	Greater awareness of the people and community within the school gates. Mutual interests and opportunities for better use of resources	Efficient, effective and inclusive use of resources	Use of facilities, wear and tear	
4.4	Calendar of cultural events to celebrate diversity							
	4.4.1	A review and audit of current traditions and embedded events which create traditions e.g. International Day that celebrates our diversity and educates	SAB/RFS	Jun-2023	Updated and refreshed view of the prevailing cultural landscape and areas which may have suffered under COVID - post COVID, post SCAI	Audit complete with an assessment of current traditions plus a list of additional opportunities. Increased awareness and feeling of representation combined with enjoyment	Planning time and possible resources to help events happen e.g. Chalk dyes for Holi	
	4.4.2	A review and audit of current opportunities tied to a sense of 'Scottishness' in our provision. Ensure that a Scottish education includes key activities e.g. learn to reel, bagging a Munro, attending a Burns Supper, swimming in loch. Idea of a Scottish passport?	JAW	Jun-2023	A cultural grounding within whatever else we do as a community. Ensure students leave us with an appreciation of key Scottish themes and traditions	Report available and recommendations for how this might be enhanced/expanded. Co-ordination of current activities and way of marking this achievement	Could involve transport costs, hire of ceilidh band etc	

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