

**Fettes College**

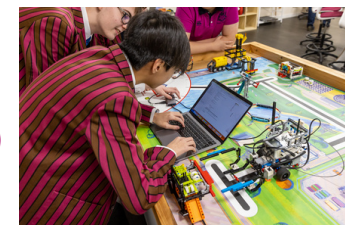
**Annual Improvement Plan  
2022-2023  
Audit**



Fettes College

# Theme 1 - Learning

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



	Target	Description/Detail	Audit
1.1	Middle School Diploma		
	1.1	Prepare a Pilot for the Middle School Diploma	Representative From Houseparents, Heads of Department, Outdoor Ed, ALT agreed the strands to be used. JJP to use the agreed strands to build the digital infrastructure needed to collate student progress in the diploma. Tutors to be responsible for collating student credits and recording progress on the digital platform. Pilot on course for a September 2023 start
1.2	Embed Head of Sixth Form Role		
	1.2	Embed Head of Sixth Form Role	HPs, HoDs managed by HoSF, Tutors, IB Co-ordinator, Head of Higher Ed, students and DHA all approached for feedback to assess the extent to which the role has been embedded.
1.3	Curriculum Audit		
	1.3.1	Recruit a new Head of EET and establish the subject in the Fettes Curriculum	JDM to draw up a Job description for founding Head of EET. JJP to co-ordinate interview questions, activity and panel. Identification of an appropriate room. Draw up a minimum start-up equipment list for a September start with 3rd Form. Establish the budget for EE. The above completed and we are on track for a September start for all Third Form students.
	1.3.2	Evaluate Impact of addition of EET to work out best option for delivery	Removal of Complementary studies from the Third Form curriculum and the time gained used to provide 4 periods per cycle for EET to all Third Form students. This was agreed by ALT and SLT after staff consultation. HFH to teach Current Issues to all Third Form one period a cycle.
	1.3.3	Conduct a Department by Department audit to ensure that HGIOS 2.3 Learning, Teaching and Assessment is embedded across the College	A department by department review has been conducted by each Head of Department into the ways in which HGIOS 2.3 is embedded into our curriculum and the areas that we need to develop. This has raised areas that we wish to focus on for improvement such as embedding differentiation for different needs such as neurological, SEND, ASD; the variety of teaching styles; consistency and frequency of feedback and exploring the risks and opportunities associated with AI in education.
	1.3.4	Embed IB Approaches to Learning in SOWs and practices	Embedding ATLs in SOWs, Signposting ATLs in classrooms, clearer communication of these principles to staff, students and parents, Admissions. MWH to cover this in INSET in September
	1.3.5	Review and improve departmental contributions to the Academic Scholars Programme	Many departments offering a lot to this programmes but we need to ensure equality of contribution across academic departments. HoDs asked in September what they will contribute to the Scholars' Programme. This Will Be Your World Programme - Martin Lees - OF works at UN basic knowledge needed for future. Agreement from ALT and Development that we will support this initiative with the L6 as part of our core offer.
1.4	Science Innovation Building		
	1.4.1	Formation of a working group/committee to consult on, and drive the project	JDM, NCRW, PJW and JJP set up a working group to discuss what was required for Science an Innovation at Fettes College.
	1.4.2	Benchmark ideas and innovations in an appropriate range of other schools to look at good practice	JDM and NCRW visited Uppingham and Glasgow Academy to scope out new Science and Technology buildings. JDM has drafted a report of what is required for Science and Innovation at Fettes College.
	1.4.3	Looking at minimum resources needed to deliver EET	SG1 resourced for EET start in September 2023
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	Role needs to be appointed and Third Form Current Issues course built on.

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# Theme 2 - Wellbeing

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



Index	Target	Description/Detail	Audit
2.1	Boarding Ethos		
	2.1.1	Promote benefits of full boarding ethos	Annual cycle of visits involving Games staff and "brother/sister" Houseparents is now in place and will be developed further in the next academic year. We will need to make recruitment a key focus for next year and to work closely with the new Head of Admissions to promote boarding.
	2.1.2	Review student use of unstructured time	Initial fact-finding "student shadowing" has been arranged with members of the SMT. PALT will then consider the findings and continue with the review of student unstructured time and agree recommended action points in the Autumn term 23.
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.	Summer '23 plans now fully developed in Ar, Mo & Ca. Da works undertaken in Easter break.
2.3	Pastoral Care		
	2.3.1	Identify options for independent safeguarding reporting	Tootoot approached again now that their system can offer improved security with the use of 2FA. CMH/SAB to speak with LDW re GDPR and PJW on costs.
	2.3.2	Review AS Tracking to make more effective use of this data	Review completed and some changes implemented for next year - U6th data will be handled differently and AHPs will take a lead next year in follow up action planning.
	2.3.3	Engage with SCIS Peer Review / Mentoring project	Ongoing engagement with SCIS steering group with expected recommendations for Child Protection training and resources due in the next academic year.
2.4	New Wellbeing Centre		
	2.4	Committee established to reflect and plan use of Wellbeing Centre (Health and Wellbeing Committee)	Committee met and discussed plans and Firefly wellbeing pages. Sue Bruce is new Head of Wellbeing and will help with management of this project alongside Karen Nugent who has appointed Estes Architect.
2.5	Staff Wellbeing		
	2.5.1	Action plan following HGIOS audit on leadership and wellbeing of staff in a boarding environment	PLT audit identified key areas of concern and these were added to action plan following staff wellbeing survey.
	2.5.2	Review staff induction	New welcome book being produced, new staff induction team required NCRW, Checklist for buddies and staff to adhere to to ensure smooth start for all.
2.6	Transitions		
	2.6.1	Review 2nd to 3rd Form transition process with CM	Changes implemented for 2nd Form House allocations and visits to Senior House; new programme agreed for the 3rd form Transition day. Changes agreed with Admissions and ALT for entrance exam procedures next year. Improved integration for 3rd form will be a focus for the next year.
	2.6.2	Review Sixth Form transition process with VPC	New induction process in place and increased engagement with prospective students in advance of their arrival in September. Close monitoring of new L6th by VPC in the first term.

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# Theme 3 - Our People

Fettes Lead - Mr James Weatherby,  
Senior Deputy Head



Index	Target	Description/Detail	Audit
3.1	Creative in ensuring we hear student, staff and parent voice		
	3.1.1	Re-establish consultation framework to include all stakeholders	Framework was re-established in the Autumn term and has included Staff Wellbeing and a senior school Academic Survey as the two priorities.
	3.1.2	Evaluate effectiveness of student council to ensure representation	School Council has worked effectively but refresh needed for Autumn 2023.
	3.1.3	Staff Wellbeing Survey created and annual timetable established	Staff survey conducted and results have been analysed. Action plan created and shared with staff and now features in regular meetings of PALT. This needs to be re-visited on a regular basis.
3.2	Inclusion embedded into school curriculum and practices		
	3.2.1	Work with Inclusion Labs to conduct full audit and implement recommendations	DEI Lead and Coordinator appointed and ILWG will forge ahead with the points that need to be addressed by the school with consultation with ILWG, SLT, PLT and DEI leads turning intentions into actions.
	3.2.2	Identify and appoint DEI Leads	DEI Leads to drive forward all the recommendations from IL and ILWG.
	3.2.3	Annual DEI audit of the curriculum	All Departments have been asked to think through curriculum using DEI values but thorough review part of the DEI strategy that will be set up by the DEI Lead/ Coordinator and link into the Working Group
3.3	Opportunities for Staff Professional Development		
	3.3.1	Develop Fettes as a Hub for CPD for Fettes and other schools	Running 2 Middle Leader Courses, Hosted SCIS Forum, MFL Day, Classics Day & SCIS LGBTQ+ conference. Next term hosting PSHE Conference and offer SCIS our facilities. Looking into Twilight courses however hard now with all of the courses being online. SAB delivered 3 courses for BSA, TIOB and HMC.
	3.3.2	Leadership course for middle managers explored - link with Gen+	Both courses running well with staff - reading, researching, meeting, discussing and submitting with shared collaboration so far and will be completing by August.
3.4	Social Areas for inter-year group mixing		
	3.4	Create locations and times for mixing outwith House groups	Need identified but solutions being considered. Some success with the School Prefects making better use of the 'old staffroom' to host special events like hot chocolate nights. This could be extended and improved in 23/24
3.5	Nurture Fettes Family		
	3.5.1	Increase parental involvement in the school - social activities and consultation	DA has looked to increase opportunities for parent involvement with events such as Christmas wreath laying, Parents Choir, Coffee mornings in Lodge. Fettes APP is now at trial stage with selected parents before launching. Parents have also been kept abreast of school strategy throughout the year.
	3.5.2	OF engagement on campus post COVID	Fettes Career Partnership has yielded strong support with 55 members of the OF community coming into Fettes to assist in various ways. OF community is also engaging with Community Portal and social media.

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# Theme 4 - Our Community

Fettes Lead - Mrs Helen Harrison, Head



Index	Target	Description/Detail	Audit
4.1	<b>Increasing philanthropic income towards 100% bursaries</b>		
	4.1	Seeking donations towards 100% bursaries via major gift and annual fundraising initiatives, including cultivation dinners, face to face meetings and via an annual appeal.	Continued efforts throughout this year have led to donations for bursaries and this will remain a target for the Development Team and the new Director of Development.
4.2	<b>Environmental Sustainability</b>		
	4.2.1	Measure energy consumption around campus and set clear targets for reduction	Bursar has visited each House to talk through sustainability goals. Clearer figures for each House difficult to ascertain but work ongoing on this. Information given to all students and staff on energy costs.
	4.2.2	Reduce Single Use Plastic from campus	Recent review suggested monthly SUP waste levels of 750 tonnes. Since then, modest successes in Catering and Housekeeping achieved already; moving to large milk dispensers has reduced carton usage by over 10,000 units; similar plans for water bottles. Switch from wet chemicals in 1.5l drums to compostable pods has saved 90% in weight and all plastic containers.
	4.2.3	Environmental Prefects created in House "Do one thing differently" campaigns	Prefect led chapel presentation but this needs follow up as each House has been left to decide upon what to target in their environmental drive. The notion of doing "one thing differently" has been followed up in House visits by the Bursar and the creation of the Fettes Sustainability Society will raise the profile school-wide
	4.2.4	Target reduction food waste - evaluate move to self-service	The move to self-service has been well-received by and large and has so far resulted in a 20% reduction in plate waste (c.4 tonnes p.a.) but at a cost of increased production (coupled with increased food prices). If we can secure a greater reduction in plate waste to more than compensate for the increased production cost, it will be a success
4.3	<b>Community Partnerships</b>		
	4.3.1	Evaluate potential relationship with local schools and charities	Volunteer days have been a great success and key relationships built up with charities and organisations eg Queens Manor and Warriston Crematorium. Concept of staff taking responsibility for partnerships not yet established and RR taking responsibility in his role as Director of Service. FetLor looking at Operational Executive Committee that would be a model for partnerships going forward.
	4.3.2	Campus opportunities explored with various stakeholders	Programme for facilities eg low ropes course, sports facilities and woodlands and will look to be further extended in 2023-4.
4.4	<b>Calendar of cultural events to celebrate diversity</b>		
	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	Successful Eid celebrations, Chinese New Year, and New formation of Islamic Society and Jewish society. Hosting SCIS LGBT Q+ course. Reviewed the cultural celebrations in the calendar and much promotion in Chapel.
	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?	Unique 'Scottish' opportunities exist for every student at Fettes, every year groups has had at least one Ceilidh opportunity on a Saturday night, but a review and audit of such opportunities is still to happen.

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