



Habs
**Profound
Impact**
Strategy

Update January 2024

Making a **Profound Impact**

A Guide to Habs
Profound Impact Strategy

Update January 2024





Our purpose (our why)
*To empower young people
to make a profound impact
in the world.*



Our mission (our what and how)

Two leading schools on one co-educational campus for highly ambitious and curious students; offering an outstanding education that is fun, exciting and intellectually challenging; developing independence, resilience and a moral compass to create positive change.



Our vision (our goal, our where)

*To be at the forefront of
education*

Our four values

We have refined our brand values, delving more deeply into what we stand for.

We have an even greater commitment to engaging with the wider world – bringing the best of the world to Habs and taking the best of Habs out into the world.



Ambition

We are bold and ambitious – for ourselves, for others and for the world.



Curiosity

We create and use every opportunity to engage with the world around us; we ask questions, challenge assumptions and express our ideas.



Courage

Exploring beyond our comfort zones enables us to become more self-aware, adventurous, resilient and independent.



Community

Habs is one caring, respectful community on one fabulous campus.

Our six strategic *aims*



 **Learning**

We will provide the most exciting, challenging and innovative experiences – bringing a sense of magic and wonder to learning.

We will prepare students intellectually, emotionally, socially and technologically to carve out the futures they want. They will become lifelong learners, capable of endlessly adapting to an ever-changing world.



 **Caring**

Every student will be valued for who they are as a unique individual.

They will know that Habs always offers kindness and encouragement and that we will proactively nurture and support them. We will also ensure that they understand the importance of protecting and developing their own wellbeing, spirituality and independence.



 **Exploring**

The depth and breadth of our co-curricular programme will be unmatched, offering superb opportunities for each student to excel academically while also pursuing their personal interests and talents.

Students will be capable of being both team players and leaders, developing their resilience, self-awareness and confidence they need to take risks and cope with the outcomes.



 **Partnerships**

We will ‘open our gates’ and expand our horizons, engaging more deeply with a wider range of communities, institutions and individuals – locally, nationally and globally.

This will deliver mutual opportunities for discovery, adventure and progress.



 **Talent**

Our reputation will draw the brightest students to us. We will also become an inspirational, diverse and inclusive ‘destination employer’, attracting world-class teaching and professional services staff.

We will retain this talent through excellent personal and professional development opportunities, a strong sense of belonging, and mutual support and respect.



 **Campus**

We will be a responsible ‘custodian’ of our historic campus to create an outstanding learning and working environment for students and staff.

We will reimagine education by being a responsible custodian of our campus; supporting and developing existing buildings and facilities; investing in state-of-the-art, environmentally sustainable facilities which can flawlessly support the delivery of our other aims.

Aim 1 *Learning*

We will provide the most exciting, challenging and innovative experiences – bringing a sense of magic and wonder to learning.

We will prepare students intellectually, emotionally, socially and technologically to carve out the futures they want. They will become lifelong learners, capable of endlessly adapting to an ever-changing world.



Progress made this term:

Options at 16+ and Habs Diploma

- Second year of Nexus (co-educational teaching in the Sixth Form), with greater alignment of processes, including academic monitoring
- Academic departments have aligned A Level syllabuses for September 2024
- Habs Diploma in accreditation

Digital education strategy

- 1-1 device rollout successfully completed, supported by a staff training programme through Microsoft Learn
- Pilot of CenturyTech (variety of year groups) and Boys' School Year 9 pilot

Innovation Centre

- Director of Innovation appointed, starting Easter 2024

Aim 2

Caring

Every student will be valued for who they are as a unique individual.

They will know that Habs always offers kindness and encouragement, and that we will proactively nurture and support them.

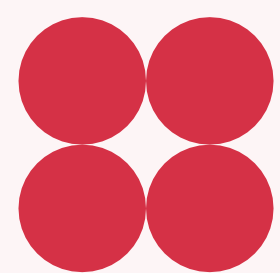
We will also ensure that they understand the importance of protecting and developing their own wellbeing, spirituality and independence.



Progress made this term:

Developing our pastoral programme

- A newly formed cross schools' Pastoral working group has developed a detailed pastoral strategy with four key areas:
 - a) *Student Flourishing*
The processes and initiatives that will be put in place to provide the best pastoral care for all the young people in our care.
 - b) *Staff Development*
Staff training, opportunities for career progression and the role of the tutor, making sure that staff are equipped to provide excellent pastoral care, alongside specialist support from experts where necessary.
 - c) *Parent Partnerships*
Our relationships with parents, fostering strong parental engagement through open communication, support and guidance for parents and opportunities for forging strong relationships between home and school.
 - d) *Resources and Spaces*
The spaces and resources needed to delivery our ambitious strategy and optimise student wellbeing; state of the art facilities underpin the wellbeing of all students with specialist spaces for counselling, medical services and sensory regulation.



Aim 3

Exploring

The depth and breadth of our co-curricular programme will be unmatched, offering superb opportunities for each student to excel academically while also pursuing their personal interests and talents.

They will be capable of being both team players and leaders, developing the resilience, self-awareness and confidence they need to take risks – and cope with the outcomes.



Progress made this term:

Sports provision

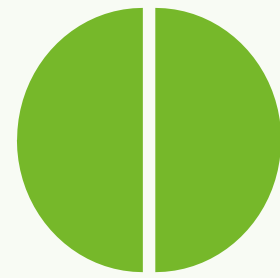
- Football successfully introduced as major winter sport in the Boys' school
- Introduction of Girls' School football fixtures
- Boys' School Director of Cricket appointed

Centre of excellence for music

- Growing the strength and quality mixed musical ensembles and experiences

Outdoor education

- Growing Joint CCF with the intention of reaching equal numbers
- Developed further collaboration across all years in Prep and Junior (including clubs)



Aim 4

Partnerships

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This will deliver mutual opportunities for discovery, adventure and progress.



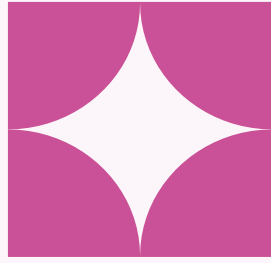
Progress this term:

Connecting more widely

- Ambitious Partnerships programme running successfully
 - 48 hours a week with 7 different schools
 - 56 members of Habs staff working with link teachers
 - 321 students involved every week

The Habs Foundation

- Enhanced programme of alumni and parent engagement events: Habs on the Road, Habs in Conversation, Alumni Carol Service and the Boys' School OH Gala Dinner
- Planning for Habs Girls' School major anniversaries
- Habs Boys Parents' Guild and St Catherine Parents' Guild



Aim 5 *Talent*

Profound Impact Strategy

Our reputation will draw the brightest students to us. We will also become an inspirational, diverse and inclusive 'destination employer', attracting world-class teaching and professional services staff.

We will retain this talent through excellent personal and professional development opportunities, an attractive reward and recognition offer, a strong sense of belonging, and mutual support and respect.



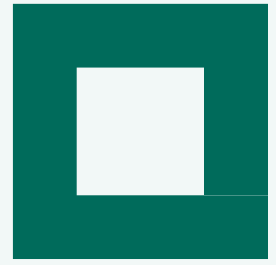
Progress made this term:

People

- Middle Leaders Programme launched
- Teacher Training: 4 Graduate Teacher Trainees at Elstree; North London Hub for the National Modern Languages SCITT

Pupil recruitment strategy and Marketing

- Launched Profound Impact strategy
- New website ready for launch in early 2024
- Joint online application software in develop phase (to align the prospective parent experience).
- Additional events running for bursary applicants at 11+ across both schools



Aim 6

Campus

We will be a responsible ‘custodian’ of our historic campus to create an outstanding learning and working environment for students and staff.

We will reimagine education by being a responsible custodian of our campus; supporting and developing existing buildings and facilities; investing in state-of-the-art and environmentally sustainable facilities, equipment and technologies which can flawlessly support the delivery of our learning, caring, exploring, partnership and talent aims.



Progress this term:

Campus Masterplan

- Girls’ School Car Park open
- Aldenham House refurbishment to commence Easter 2024
- Girls’ School Block B refurbishment plans underway, to commence July 2024
- Boys’ School Pastoral Hub in initial design phase
- Rearrangement of Girls’ School Sixth Form spaces underway
- Launch of Little Habs (the chaperoned mini-bus service for Reception to Year 2)

Environment and Sustainability Goal

- Sustainability Strategy in draft
- Boys’ School Eco-Schools Green Flag status
- Print Project Phase 1 & 2 complete

IT and Digital Infrastructure

- Ongoing infrastructure improvements; progress on One Domain,

Co-commercial strategy

- Successful summer programme (community engagement and revenue generating)
- Adam Peaty Aquatics programme



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