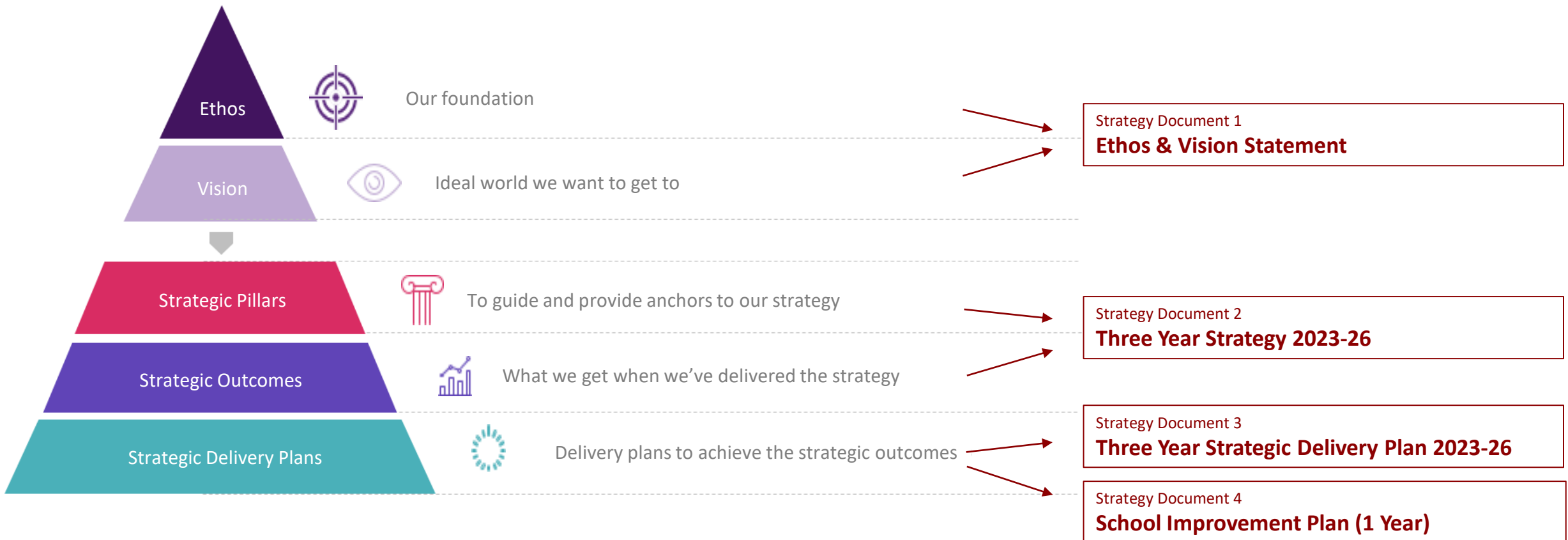


Lady Boswell's CE Primary School
Strategy 2023-26

The Governing Body
January 2023

Strategic Approach

- This is the strategic plan for Lady Boswell's for 2023-26, following the completion of the previous 3 year strategic plan 2019-22
- We begin with the articulation of the **Ethos** of the school and our **Vision** for the best that the school can be in the **Ethos and Vision Document** (Strategy Document 1 – page 3)
- We then define the key **Strategic Pillars** which guide and provide structure to the strategy and act as an anchor and reference point. The **Strategic Outcomes** describe the result of the implementation of the strategy. Both the pillars and outcomes are detailed in the **Three Year Strategy 2023-26** (Strategy Document 2 – page 4)
- The **Strategic Delivery Plans** provide the detail of what needs to be done, when and by whom in order to implement the strategy, with clear and measurable milestones. There is a high level **Three Year Strategic Delivery Plan 2023-26** (Strategy Document 3 – page 5), and a detailed plan for the current year, the **School Improvement Plan** (Strategy Document 4 – summarised on page 6)



Ethos & Vision Statement

Ethos

Lady Boswell's is a Church of England school. Our Christian ethos has its roots in the school's early foundation by Lady Margaret Boswell in 1675, and builds out from the Church of England's vision for education: 'Life in all its fullness' (John 10 v10).

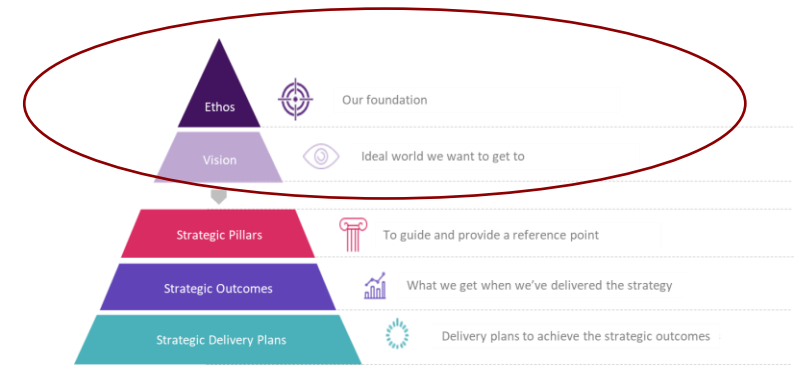
Our Ethos and Vision underpin all we do, as we seek to provide outstanding education and care to all those in our community. We are an inclusive school, and we warmly welcome children and families of all faiths and none.



'Learning Together, Christ at the Centre, Learning for Life'

Our Values are integral to our Ethos:

Love	Let us not love with words or speech but with actions and in truth 1 John 3 v16-18
Respect	Show proper respect to everyone, love the family of believers 1 Peter 2 v 17
Faith	Now faith is confidence on what we hope for and assurance about what we do not see Hebrews 11 v1
Kindness	But the fruit of the spirit is kindness Galatians 5 v22
Forgiveness	Be kind and compassionate to one another, forgive each other, just as in Christ God forgave you Ephesians 4 v32
Honesty	Full of grace and truth John 1 v14



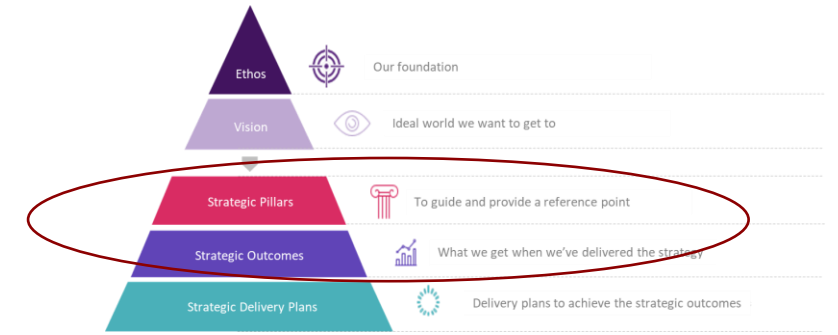
Vision

We value every member of our community as a unique child of God and seek to demonstrate His love through our words and actions. We enable every child to achieve their full potential so that they leave us with their heads inspired and their hearts enriched.

As a result our children will:

- Develop a positive sense of self and well-being; confident to make the right choices and keep themselves safe in an ever-changing society
- Strive for academic excellence, developing a thirst for knowledge and a love of learning
- Become effective communicators, collaborators and leaders
- Be resilient, resourceful and courageous
- Be curious, creative individuals and confident problem solvers
- Grow in spiritual awareness and develop a strong moral compass and a deepening understanding of the Christian faith in a multi-faith British society
- Become responsible and tolerant global citizens who value diversity, forgive readily, and have concern for the needs of each other, the school, the wider community, and the planet

Three Year Strategy 2023-26



Strategic Pillars

1 Ethos

A clear Christian ethos underpinning all aspects of school life

- Lady Boswell’s Outstanding provision is recognised in SIAMS inspections
- Pupils are flourishing in all aspects of life at school and are equipped and ready for each transition stage
- Collective worship remains at the heart of school life
- All pupils have daily opportunities to develop their spiritual awareness and understanding
- Some staff members are identified and developed as future church school leaders
- All stakeholders (pupils, staff, parents, governors) are able to articulate our vision and values

2 Education

An outstanding education provided to all pupils

- Lady Boswell’s Outstanding provision is recognised in Ofsted inspections
- National attainment data places Lady Boswell’s in the top 10% of state primary schools
- >40% of children are working at ‘Greater Depth’ level by the end of KS2
- >90% of children are working at least at ‘Expected’ level in all year groups
- 95% of Pupil Premium pupils are making at least ‘Expected’ progress
- >90% of SEND support pupils are making at least ‘Expected’ progress
- Curriculum and extra-curricular provision continues to be recognised as outstanding

3 Staff

Recruitment, development and retention of an excellent staff team

- Lady Boswell’s maintains a highly competent and stable staff team
- All members of staff are accessing high quality CPD and coaching (in-house and external)
- Robust monitoring and evaluation systems are employed to support ongoing staff development and to ensure consistently good teaching across the whole school
- Appraisal processes are robust, transparent, and consistently applied
- Strong applications are received for all vacancies, and for all ITT openings

4 Finance

Strong financial position sustained through robust resource management

- Year R intake is full each year
- Pupil roll is full in all school years and any temporary spaces are filled as soon as possible
- Budget forecasting continues to be accurate and costs are managed within budget
- Additional funding and income streams are effectively identified and utilised
- Premises and resources are well maintained and developed to support delivery of an outstanding education
- Through proactive research, Lady Boswell’s has established a clear position with respect to future academisation requirements or other collaborative arrangements

5 Wellbeing

Supporting positive wellbeing amongst all members of the school community

- Safeguarding remains robust and effective
- Attitudes to learning remain outstanding in all years
- Attendance of at least 97% is maintained in all year groups
- Behaviour remains excellent in all year groups
- The quality of the school’s pastoral and wellbeing care is externally validated
- Pupil and staff levels of wellbeing and resilience remain high, supported by ethos and school-wide initiatives (eg RULER, THRIVE)
- Staff members maintain a healthy work-life balance
- Parent satisfaction remains high

Strategic Outcomes

Three Year Strategic Delivery Plan



Strategic actions and milestones have been identified to support delivery of the Strategic Outcomes. Progress is monitored and actions and milestones are adjusted as necessary over the three year period.

1 Ethos

- Review website, induction processes, school prospectus and other communications to ensure all stakeholders understand and can articulate our distinctive and inclusive Christian ethos
- Audit curriculum and co-curricular activities to ensure they provide clear opportunities for all pupils to develop strong moral and spiritual awareness
- Audit CPD / development opportunities for all staff
- Monitor partnerships with other schools and the local community to ensure they reflect our ethos
- Establish SIAMS working group to prepare for next inspection

2 Education

- Embed enquiry-based model of 'Question, Challenge, Explore' across the curriculum
- Audit assessment approaches to ensure accurate capture of all progress and attainment
- Audit differentiation in all subjects to ensure all pupils can make excellent progress regardless of starting point
- Review resources and communications for parents and carers to enhance their support
- Audit technology use
- Audit extra-curricular provision
- Continue regular monitoring and audit of SEN support

3 Staff

- Form new links with universities for ITT, CPD and pedagogic research
- Embed robust model of subject leadership and development across school
- Develop and implement onsite 'TA to Teaching' programme
- Form links with secondary schools to create career pathways into teaching
- Audit development opportunities (coaching, NPQs, secondments)
- Audit appraisal process to ensure fit for purpose and consistent application
- Audit recruitment process to maximise impact and reach

4 Finance

- Maintain full Year R admissions
- Maintain high pupil retention and effective waiting lists
- Continue to facilitate parental financial contributions
- Provide support and encouragement to PTA
- Ensure additional sources of funding are maximised (Pupil Premium, High Needs Funding, Covid Recovery, Sports Premium, LCVAP, Orchard, PTA)
- Governors and SLT undertake research and strategic discussion to ensure responsiveness to any changes in the academisation landscape
- Ongoing review of expenditure for appropriate efficiencies

5 Wellbeing

- Safeguarding
- Audit attendance, staff absence, behaviour
- Strive to achieve school wellbeing award / quality mark
- Complete implementation of THRIVE across the school
- Complete and ensure full use of SEN / nurture room in the effective support of pupils across the school
- Complete whole-school roll out of Forest School
- Create mental health and wellbeing directory for parents
- Develop targeted programmes of support for specific needs

Evidenced by

- Stakeholder surveys
- SIAMS / Ofsted inspection
- Internal and external data
- Governor monitoring
- CPD records

- Internal & external performance data
- Stakeholder surveys
- Benchmarking and moderation
- External quality marks
- SIAMS / Ofsted inspection

- Stakeholder surveys
- CPD records
- Internal and external data
- Governor monitoring

- Pupil numbers, admissions
- 3 year rolling budget
- Benchmarking
- Governor monitoring

- Stakeholder surveys
- Wellbeing award / quality mark
- Attendance data
- HR data

Strategy Document 4

School Improvement Plan (1 Year)



Each year, the School Improvement Plan (SIP) outlines priority areas, further enabling the outworking of our vision and strategy. The SIP is a detailed document. For 2022-23 the SIP headlines are summarised below, aligned to the strategic pillars they are delivering under.

Summary of 2022-2023 SIP

Strategic Delivery Plans	SIP Strand A Wellbeing & Resilience	SIP Strand B Driving Academic Excellence	SIP Strand C Further Enhance Early Years Foundation Stage
	Forest School	Develop subject leaders	Core documentation
	Pupil wellbeing and resilience	Monitoring and evaluation	Staff training
	Staff wellbeing and resilience	Attainment and progress in English and Maths	Environment
	Attendance	Assessment in Foundation subjects	Transition

Strategic Pillars	SIP Strand A		SIP Strand B		SIP Strand C	
	<p>5 Wellbeing</p> <p>Supporting positive wellbeing amongst all members of the school community</p>	<p>2 Education</p> <p>An outstanding education provided to all pupils</p>	<p>2 Education</p> <p>An outstanding education provided to all pupils</p>	<p>3 Staff</p> <p>Recruitment, development and retention of an excellent staff team</p>	<p>2 Education</p> <p>An outstanding education provided to all pupils</p>	<p>3 Staff</p> <p>Recruitment, development and retention of an excellent staff team</p>
<p>1 Ethos</p> <p>A clear Christian ethos underpinning all aspects of school life</p>	<p>3 Staff</p> <p>Recruitment, development and retention of an excellent staff team</p>	<p>4 Finance</p> <p>Strong financial position sustained through robust resource management</p>	<p>1 Ethos</p> <p>A clear Christian ethos underpinning all aspects of school life</p>	<p>4 Finance</p> <p>Strong financial position sustained through robust resource management</p>	<p>5 Wellbeing</p> <p>Supporting positive wellbeing amongst all members of the school community</p>	