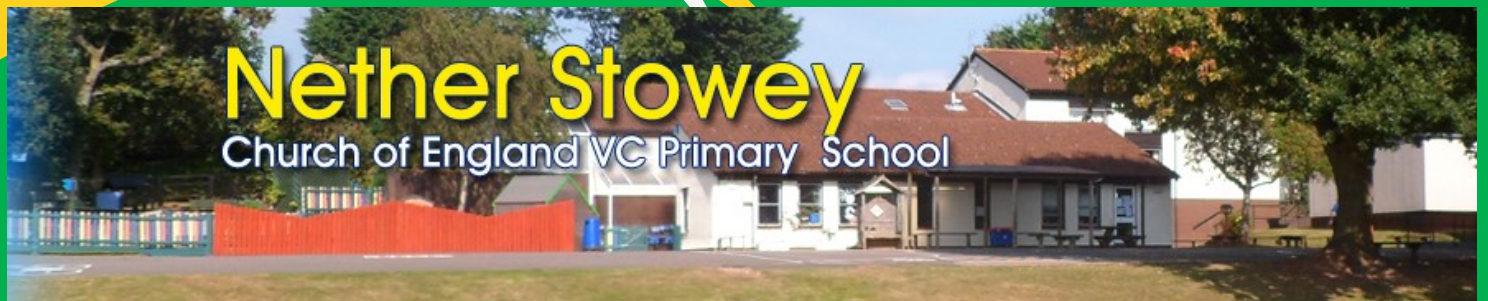


5 Year Strategic Development Plan



2022– 2027

Version 1



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INTRODUCTION

In 2022 the Governors of Nether Stowey CofE VC Primary School embarked on a review of the school's longer term strategy. Our purpose was to develop a shared sense of purpose that would guide collective decision making for both the medium and longer terms. It was based on a clear understanding of the existing ethos of the school, which continues to provide the school's general aims and values.

Although the plan is set for five years, it will be reviewed by the Governors annually to ensure it remains relevant and responsive to any important issues affecting the school. We will also revise the plan in 2024 to ensure that our long term strategy reflects Nether Stowey's on-going circumstances. This plan identifies strategic aims concerned with both Learning and Infrastructure and is designed to inform and complement the existing 2022/2023 School Development Priorities which are set by the Governing Board at the beginning of each year. The aims are to:

1. Enhance pupil development and learning (A curriculum that engages, excites and encourages a love of learning; ensuring all children have the provision they need to be successful.)
2. Expand our provision of facilities. (class sizes, nurse, housing developments)
3. Academisation
4. Identify and develop additional sources of funding.
5. Enhance our strategic management and expertise. (Robust leadership throughout the school; from senior to middle and subject leaders. Strong and effective governance - a reflective governing body that provides support and challenge to drive improvement.)

These will help guide the Governing Board and Senior Management Team of the school when deciding on our annual School Development Priorities, reviewing our budgetary position and planning staff and governing board appointments.

Our Vision, Mission and Values



Our Vision *Love your neighbour as you love yourself. Matthew 22:3*

We are caring. We are active. We are, our best.

Our Values

Thankfulness Fellowship Charity Peace Trust Endurance

Our Mission

We at:

Nether Stowey Church of England Primary School
inspires a love of learning in all of us with
Christian values at our heart.

Our school community is a safe, caring friendly place where everyone is welcome.

We give all children and staff the opportunity and encouragement to aim high and develop their strengths and interests.

We strive to understand, respect and value each other, our school, our community and the world we live in.

Through

- a clearly understood positive behaviour policy
- a system of rewards and sanctions
- rigorous reviews of, and adherence to, health and safety policy and procedures
- a pro-active school council, speaking and listening opportunities throughout the curriculum, performance, peer mediation, decision making in their learning
- partnership with other educational providers, links with local organisations and people,
- close involvement with parents
- an exciting curriculum enriched by specialist
- a fully inclusive ethos, seizing opportunities to promote other cultures, developing awareness and learning
- providing an extensive range of out of hours clubs, promoting healthy eating, educating children towards leading healthy lifestyles

So that:

- children feel safe, happy and confident in school
- children will be equipped to become active contributors to society
- children will be successful and flexible employers and employees in the future workplace
- children will be able to demonstrate originality and individuality in the workplace and in their personal lives in the future
- children have full respect for other cultures
- children will enjoy good physical, mental and emotional well-being
- children will contribute to sustaining the planet.

STRATEGIC AIMS



1. ENHANCING PUPIL DEVELOPMENT AND LEARNING

Changes in the national curriculum, in methods of assessment and in governmental allocation of monies will continue to have a significant effect upon the School's direction. Our aim, however, is to ensure that we continue to enhance pupil progress at all levels and offer opportunities to develop their potential during their time at Nether Stowey School. We will continue to develop our creative and challenging curriculum with the enhancement of key skills at its heart. We will also support the development of robust performance management and effective strategies for improving teaching based on the identified needs of individual staff.

Strategic priority	What we are doing well	2022-2023	2023-24 review	2024-2027
Quality of education				
Enhance pupil development and learning A curriculum that engages, excites and encourages a love of learning; ensuring all children have the provision they need to be successful.	Our curriculum provides creative learning opportunities; provides coverage of the National Curriculum 2014 (Breadth); demonstrates progression of learning across the school (depth); takes account of the unique Nether Stowey community and is underpinned by the school's shared values.	Ensure all staff are maintaining pre-covid consistencies and expectations.	Review curriculum at the end of the third cycle ensuring that it remains representative of the Nether Stowey values, ethos, community and our uniqueness.	Implement any changes following curriculum review.
	Systems are in place to track summative assessment in English, Maths and science.	Ensure there is rigour and accuracy in the assessment of the curriculum in all years. Develop ways to be able to clearly articulate the progress journey of pupils.	To develop a meaningful and manageable system of assessment in our foundation curriculum across year groups.	To embed, review and adapt, as needed, systems for assessing foundation curriculum.
	All staff engage with the new teaching of English across the school. Planning is sequenced across a series of structured lessons building to piece of writing for purpose. Writing progress walls.	Embed strategies to develop the teaching of pre-writing skills.	Establish further strategies to maintain and develop writing attainment.	Maths, reading and writing are taught equally well and attainment is in line across these areas.
	To continue to develop high quality Maths teaching through 'Embedding Mastery'.	For EYFS to develop approaches, in line with the new statutory framework, for the development of Maths	To embed high quality maths teaching and learning based on rich mathematical tasks, investigation and reasoning, to ensure that children deepen their mathematical understanding and achieve highly at the end of KS2 (at least in line with other curriculum areas).	
	Implement Little Wandle. Following a targeted intervention plan to support identified pupils who were at risk of not passing the Y1 phonic screening. To further improve the quality of teaching and engagement of reading across the school. Further develop effective whole - class guided reading at KS2, and continue with high expectations for group guided reading at KS1.	Early Reading including researching best practice in relation to teaching of phonics. Establish weekly guided reading sessions in KS1 and KS2 with whole class comprehension.	Implement any changes following review.	Embed any changes following review.
	With the introduction of the new statutory EYFS framework and baseline assessments from September 21, preparations are underway. As well as accessing research, webinars and training opportunities consultation with SLT and Governors has taken place.	To implement the new statutory EYFS framework and baseline assessments from September 2022.	Review implementation of the EYFS framework curriculum.	Implement any changes following review
	Every child in KS1 and 2 has the opportunity to participate in a wide range of extra curriculum activities.	Re-establish the wider curriculum offer to Nether Stowey pupils with an emphasis on specialist sporting provision.	Extend wider curriculum offer to include opportunities beyond the school environment i.e., competitive sports events; performances.	

STRATEGIC AIMS



2. EXPANDING PROVISION

We will keep under review the facilities available to the school and explore opportunities for enhancing that provision as funds allow. In particular, we will:

- consider the possibility for a 7th class structure
- increasing numbers or increased provision and flexibility of wraparound/ out of school-hours care.
- consider development of a nursery on site.

Strategic priority	What we are doing well	2022-2023	2023-24 review	2024-2027
Expanding provision	We have had a stable 6 class structure for 7 years. The school have served the community to allow pupils to receive an education, ensure safe and effective provision for all children including those who are vulnerable.	At business committee have a standing agenda item looking at NOR and assess need for 7 th class structure or reduce to 5.	Implement any changes following review	Continue to monitor
	Housing estate currently being built with the potential for school growth	Respond to housing development of 110 house in Nether Stowey. Work with the housing company to actively promote the school link with local Nurseries	Implement any changes following review	Continue to monitor
	The school has good established working relationships with Stowey Bears the nursey that is on the school site but not under the school	Continue to look at options to join Stowey Bears and an have an all through primary aged 2-11	Implement any changes following review	Continue to monitor
	The school offers a wraparound service before and after school. After the pandemic the wraparound started to suffer a significant loss. Business committee agreed this is a vital resources for the school committee so looked at ways to keep it running. Changes of a reduced time form 6pm to 5pm has been implemented and clubs running within wraparound.	Continue to monitor the changes of 21-22 to wraparound. Analyse the numbers and level of need to return to 6pm	Implement any changes following review	

STRATEGIC AIMS



3. Academisation

The governors feel that it is appropriate to undertake this review as we have not done so for some years. In addition the government white paper in May 2022 include measures that all schools will become part of a MAT by 2030. Therefore, we need to be aware of these measures and be able to have the widest choice of routes forward to preserve the ethos of the school and look to future opportunities.

We have not set a date for this review to be concluded by. We need to take it step by step.

The group undertaking the research comprises of parents, staff and governors. Others will be invited to future meetings and consulted when we need to learn more of their experiences.

Strategic priority	What we are doing well	2022-2023	2023-24 review	2024-2027
Academisation	The school is still a maintained Local Authority School. Its last OFSTED 2017 was good. The school is in a good position to take their time to look into academisation. The school and its governors want to be outward thinking. The school and governors understand the implications of The White Paper and recognise the importance of the school not to be isolated and to seek for academisation by 2030. In 21-22 The school joined the LA patchwork project The LA will not be creating a MAT. A working party will be created for 22-23	Governors to create a working group for academisation. This will consist of undertaking training as appropriate. Inviting Mats to the board. Working with the diocese to understand the church principles when choosing a MAT . Working with all stakeholders including parents. Looking at schemes of delegation and looking at what the school can offer a MAT	Start to look at different MATS	
	To agree a MAT		Start the conversion process	Implement any changes

STRATEGIC AIMS



4. ACCESSING FURTHER FUNDING

The School remains subject to restricted budgets within an environment of limited government finances. We have been very lucky to have a parents, which successfully raised significant sums to help the school, and obtain external monies for specific projects such as the outside area. If we are to develop further our facilities for the benefit of future generations at Nether Stowey, we will need to access new sources of funding.

Our aim therefore will be to seek appropriate external funding where this will enhance our sporting, cultural, artistic and learning amenities for all pupils. In particular, we will:

- seek opportunities to gain partnership funding from local businesses/HPC.
- develop teams to apply for grant applications in line with strategic plans.

Strategic priority	What we are doing well	2022-2023	2023-24 review	2024-2027
Accessing further Funding	The school makes good use of funding from the government with Pupil Premium funding and Sports premium. The governors have scrutinised any further funding during the pandemic for example National Tutoring money and Catch up premium. Business governors ensure the school budget stays within its budget and is not over spent. The governors recognise the importance of the budget and the constraints to offer the children and enhanced learning experience.	Develop teams to apply for grant applications in line with strategic plans.	Monitor and review	Write new key priorities for funding streams.
	Work collaborative with PTA with key priorities for funding	Re launch PTA with new members and regular activities to raise funds and give opportunities for children	AGM monitor and review impact	



STRATEGIC AIMS

5. ENSURING EXPERTISE (Robust leadership throughout the school; from senior to middle and subject leaders. Strong and effective governance - a reflective governing body that provides support and challenge to drive Improvement.)

Our Governing Board and Senior Management Team provide a holistic range of skills and professional expertise. We intend to enhance this provision through recruitment of experienced governors as vacancies arise and by undertaking specialised collective and individual training.

We will:

- develop the quality of leadership and teaching through carefully sought professional development opportunities.
- plan strategically for ideal staffing structure.

Strategic priority	What we are doing well	2022-2023	2023-24 review	2024-2027
Leadership and management				
Ensuring expertise Robust leadership throughout the school; from senior to middle and subject leaders. Strong and effective governance - a reflective governing body that provides support and challenge to drive improvement.)	There is a safeguarding culture in the school where staff understand their responsibilities and recognise that safeguarding is everyone's responsibility. There are rigorous checks, systems, records and routines to keep pupils safe. Safer recruitment in place.	Research and implement electronic record systems	Review implementation of new systems in place	Implement any changes following review.
	Changes to the staffing structure which includes the appointment of DHT leading focused areas of inclusion, curriculum and assessment, as well as curriculum leads have supported a more distributed leadership model. The leadership team has been instrumental in supporting the identification of the school's strengths and development priorities and have been actively involved in the development and delivery of the school's improvement plan.	Review and develop subject leadership by ensuring middle leaders have a clear understanding of the strengths and areas for development of their subject areas. They are able to articulate the impact of their actions to address developments needed. Subjects supported by Governor involvement.	Further develop accountability of foundation subject leaders in ensuring there is continuity and quality of experience across the school. Develop a monitoring system that encompasses all areas.	Use leadership capacity across the school and collaborate with other schools to develop all subject areas.
	Leaders engage staff; listening and responding to staff views. We have a designated staff wellbeing lead who actively seeks opportunities to support the wellbeing	Develop a range of options/measures to address any areas where improvement is required in response to staff wellbeing survey.	Review implementation of changes to areas where improvement is required. Continue to review and amend practice, as required and based on best practice.	
	The new Governing team provide a wealth of expertise and experience and are passionate about supporting the school on its development journey.	Following a self-review of Governance, develop an action plan that drives improvements to enhance school standards.	Continue to review and adapt action plan to ensure sustained improvement and support succession planning for governors and head teacher	

IMPLEMENTATION AND MONITORING



Each year the governing board will set the School's priorities with the Strategic Plan as its guide. It will monitor progress towards achieving the strategic aims through its committee structure.

The Full Governing Board, will examine how each aim is being achieved and what work still needs to be done. The system of visits and close working ties between individual governors and nominated staff responsible for each priority agreed at the beginning of every year will continue to happen termly.



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