



WIDMER END COMMUNITY COMBINED SCHOOL GOVERNING BODY STRATEGIC PLAN

The Widmer End School Vision

Our vision reflects a passionate commitment to providing a safe, happy and nurturing environment in which children will thrive in their learning and in their growth as individuals. Our approach of promoting our six core values of ***COURAGE, CURIOSITY, HAPPINESS, RESPECT, TRUST and UNITY*** within our school will inspire a love of learning and unlock the potential that lies within all of our children, preparing them to be successful and responsible citizens both now and in the future.

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LIVING OUR VALUES					
COURAGE	CURIOSITY	HAPPINESS	RESPECT	TRUST	UNITY
<p>We will practise a learning mindset, make courageous decisions and not be afraid to try new things.</p> <p>We will review, challenge and provide support for making changes that will be of benefit to our school.</p>	<p>We will foster a first-class learning environment to feed and satisfy the curiosity of Widmer End children, teachers and support staff.</p> <p>We will ask questions, keep an open mind and explore different possibilities in pursuit of best practice.</p> <p>We will commit to training and CPD to grow our knowledge as governors.</p>	<p>We will ensure that Widmer End provides a secure and happy environment for everyone within the school community.</p> <p>We will enjoy our roles as Governors.</p>	<p>We will listen to each other and consider different viewpoints in reaching decisions.</p> <p>We will treat others as we would want to be treated.</p> <p>We will acknowledge everybody's hard work.</p>	<p>We will empower leaders, staff and children, and give them freedom to be the best that they can be.</p> <p>We will be visible in our roles as governors and transparent when making decisions.</p> <p>We will act confidentially.</p>	<p>We will celebrate diversity and provide equal opportunities for progression for all members of the school community.</p> <p>We will work as a team to support the HT and senior leaders.</p> <p>We will take collective responsibility for decisions made by the board.</p>

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YEARS 2020-2024	
OUR STRATEGIC PRIORITIES:	
Ongoing commitment to values-based education	<p>WHY:</p> <p>We are proud of our values-based, nurturing school and want to continue to foster that ethos while ensuring that all children and staff achieve their full potential. We know that each child’s learning journey is different and that it takes a “village” to provide the support, tools and encouragement that lead to academic achievement.</p> <p>HOW:</p> <ul style="list-style-type: none"> • Continuing to champion the benefits of the values-based approach • Focussing on physical and mental wellbeing to support academic progress • Ongoing active support for developing growth mindset <p>EVALUATION:</p> <ul style="list-style-type: none"> • Pupil feedback demonstrates happiness • Year-on-year academic results indicate good progress for all • Staff feedback indicates strong engagement with values-based approach
Providing wide-ranging opportunities for progress in all aspects of curriculum and skills for life	<p>WHY:</p> <p>Every child matters, regardless of gender, race, socio-economic background or academic ability. Our focus must be on encouraging each of our learners to understand their unique potential and helping them to be the best that they can possibly be.</p>

	<p>HOW:</p> <ul style="list-style-type: none"> • Assessing and addressing post-COVID gaps • Robust monitoring of curriculum, ensuring areas in need of focus are identified and appropriately addressed for the benefit and encouragement of ALL learners • Setting challenging targets • Ensure extra-curricular activities offer clear advantages and skills for life <p>EVALUATION:</p> <ul style="list-style-type: none"> • Year-on-year improvement in formal assessments • Favourable benchmarking against similar schools
Focus on nurturing and developing skills of staff and leaders	<p>WHY:</p> <p>Outstanding teachers and support staff are the single greatest asset a school can have so we must be in a position to nurture and support the staff we have as well as attract ambitious people to join our team and ensure they are motivated to develop with us. The same goes for governors. If we want to encourage children to learn and grow during their time with us, we should all be leading by example.</p> <p>HOW:</p> <ul style="list-style-type: none"> • Providing constructive challenge to improve the school, making it a great place to learn, teach and develop • Providing opportunities for growth, including leadership opportunities for those who demonstrate initiative, drive and vision • Investigating possibility of becoming a teaching school • Strategic approach to recruitment and training of governors <p>EVALUATION:</p> <ul style="list-style-type: none"> • Staff surveys indicate job satisfaction • Staff retention / career progression • Appraisals indicate strength-in-depth in leaders, teachers and support staff • Governor skills audit • Governor self-assessment / retention

<p>Strengthening local partnerships and collaborations which deliver identified benefits</p>	<p>WHY:</p> <p>Sharing knowledge and resources through strategic partnerships improves outcomes for children by widening the range of experiences available to them. It enables teachers and LSAs to develop their skills and performance leading to greater job satisfaction (and happy teachers = happy pupils!). It provides support for leaders and governors, enabling them to fulfil their roles with increased knowledge and greater confidence. Developing an effective network of volunteers could free up staff from some time-consuming tasks, improving work/life balance and general sense of wellbeing.</p> <p>HOW:</p> <ul style="list-style-type: none"> • Consolidate existing partnerships, explore new opportunities which support our aims • Ensure WECCS has a strong voice within any collaboration • Maximising advantages of BEP subscription, NGA/Bucks Governor collaborations • Ongoing review of relative benefits of academisation <p>EVALUATION:</p> <ul style="list-style-type: none"> • Monitoring of opportunities delivered through collaboration (qualitative and quantitative) • Staff feedback • Governor skills audit / self-assessment
<p>Ensuring sustainable financial health to underpin enhanced teaching & learning environment</p>	<p>WHY:</p> <p>Children are best served by a safe, well-resourced learning environment, while pressures on school finances are one of the biggest causes of stress for leaders. Developing a robust, sustainable approach to finance which does not rely solely on government funding will benefit pupils, leaders and staff alike by providing a sense of stability, enabling the school to maintain the campus, provide appropriate resources and ensure a diverse range of extra-curricular activities can be provided.</p> <p>HOW:</p> <ul style="list-style-type: none"> • Ongoing/regular audit of practices to identify potential savings • Ongoing commitment across school to reduce, reuse, recycle • Maximising existing and exploring new income streams • Creative use of resources (making multi-functional choices to guarantee ROI) • Researching and applying for grants

	<ul style="list-style-type: none"> • Exploring new technologies and ways of working e.g. online/social media • Deriving maximum value from the school campus • Exploring opportunities for collective purchasing <p>EVALUATION:</p> <ul style="list-style-type: none"> • Annual review of budget (aiming for year-on-year surplus)
Consolidating the reputation of the school as an integral part of the local community	<p>WHY:</p> <p>This is something that the school already does well, but which we believe will become increasingly important. Playing an active role in the local community feeds into our core value of Unity, teaching our children about the importance of being a good citizen and enabling us to attract support as well as invite our neighbours to celebrate with us. The COVID crisis has demonstrated that there is strong goodwill in Widmer End and many local people are very willing to offer support if it is coordinated and channelled effectively. A positive profile and strong reputation within our community also helps ensure that we have sufficient pupils on roll to generate maximum funding leading to maximum opportunities for our learners.</p> <p>HOW:</p> <ul style="list-style-type: none"> • Widening scope of stakeholder engagement to tap into local goodwill and expand network of supporters e.g. volunteer register • Consider deepening support for existing community initiatives (e.g. Tuesday Centre, Carols on the Green) and investigating new relationships (e.g. Grange Area Trust, WEFAH) ensuring that each delivers tangible benefits • Greater use of website • Engagement with local media/community groups • Golden Jubilee 2024 <p>EVALUATION:</p> <ul style="list-style-type: none"> • Increase in # of positive engagements with community organisations • #1 choice for Reception intake each year

APPENDIX

Developing the Strategic Plan

The governors, staff, children and parents of Widmer End School all participated in a Vision and Values consultation undertaken over the course of 2018/19 academic year and into the next. The outcome of that work was the identification of six Core Values which now provide the foundation for everything we do at Widmer End, and which are at the heart of this strategic plan. A Vision for the school was agreed in October 2019.

The plan was also informed by work undertaken by governors in February 2020 to prepare for the appointment of a new head teacher, during which process a number of strategic priorities were identified.

In July 2020, the governors met with the incoming head teacher to set the strategy for the next three years. This session took into account the unique challenges posed by the COVID-19 pandemic and the effects of lockdown on the lives of our children which needed to be actively addressed.

The strategic plan underpins the day-to-day running of the school, gives a basis for deciding best use of resources and enables us to evaluate our progress. It is due for review in 2023/24 but is intended to be flexible enough to accommodate any unexpected opportunities or events in the meantime.

Activity summary

- Workshop on Values Based Education presented by Neil Hawkes in September 2018 as part of inset day
- Whole governing body training on 18th January 2019 on Vision & Values: The Role of the Governing Board
- Views of pupils sought via School Council
- A governor-led parent workshop was held on 21st March 2019, views collated and fed back into process
- Parents notified in newsletters on 5th April 2019 that values had been chosen
- Letter home to parents on 7th June 2019 inviting contributions for school vision
- Vision discussed in School Council on 5th July 2019
- Vision discussed in Autumn term FGB published October 2019
- Design an Emoji competition, Autumn 2019
- Governor strategy meeting (including new head teacher) on 1st July 2020
- Discussion with whole staff at INSET on 2nd September 2020 and feedback invited by 18th September
- All feedback incorporated and plan ratified at FGB, October 2020