

WOOTTON BASSETT INFANTS' SCHOOL

"Where learning is fun"



Strategic Plan 2019—2024



Created: October 2019

Next Review Date: October 2020



Foreword and Ethos

7 Golden Rules

- We are kind
- We are gentle
- We respect and look after property
- We are honest
- We listen to each other
- We try our best
- We are proud of our achievements and those of others

Foreword

This document sets out Wootton Bassett Infants' School's 5 year strategic plan for the period 2019 - 2024, with the purpose of clearly communicating our vision, ethos and long term plan for the school.

The Senior Leadership Team and Governing Board are responsible for the plan and will review it on an annual basis. The plan is developed taking into account the views of all key stakeholders; our children and their parents/carers, staff, governors and the wider community.

The strategic plan is an overarching framework for the school and whilst it helps to inform the day to day running of the school it does not define it. Though our strategy for the next 5 years is clear this will not prevent us from taking advantage of new opportunities which may arise to make the school the best that it can be.

Mr Mark Hazzard
Headteacher

Our Ethos

"Wootton Bassett Infants' School, where learning is fun!"

Both Governors and staff have definite aims with regard to the children who will be in our care and these underpin the whole ethos of the school that we want to create.

Parents are encouraged to work in partnership with us in the development of their child, thus strengthening the bond between school and home life.

- We **encourage** all of our children to **enjoy and achieve** in all aspects of school life
- We strive to **develop confident, enthusiastic and effective** learners
- We **challenge** all learners to reach **their full potential**
- We **develop** their **personalities** whilst supporting British values
- We **celebrate** children's **work and achievements**
- We create a **harmonious working atmosphere**

We want your child to take with them lasting fond memories of their time at Wootton Bassett Infants' school. After all, learning should be fun!



Our Values and Vision

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Our Values

Our values are underpinned by our 7 Golden Rules which have been developed and agreed by the children and teachers, who sign a contract to abide by these rules.

The 7 Golden Rules are;

- We are kind
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Our Vision

Our vision is to;

- Nurture children's spiritual wellbeing, whilst providing a safe, stimulating and attractive learning environment.
- Deliver a rich, broad and balanced curriculum through hands on experiences and promote a learning partnership between school, home and community.
- Encourage tolerance, inclusion and celebrate diversity, reinforced during our daily assemblies which promote spiritual, morale and cultural development, thus developing a caring community.
- Provide the environment which allows children to become literate, numerate and achieve personal excellence in all of their activities.
- Value each child as an individual whose needs are constantly changing and developing.
- Promote the involvement in cluster events, including sports, such as gymnastics, orienteering and singing festivals.



Our School

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Our Current School

We are a two form entry infants only school, currently accommodating an additional bulge year class, which will cease in 2021.

The school has seen a continuous improvement in results over recent years. For the 2018/19 academic year the school achieved results in the top 20% of the country.

The year 1 and 2 children have benefitted from substantial capital investment in the form of four new classrooms. The reception children remain in the more homely surrounds of the original Victorian building, which also accommodates the school hall. The building work has also incorporated a new library and playground area to be enjoyed by all of the children.

The school is working on a programme of continuous improvement and hopes to see this reflected in our future Ofsted ratings.

For our 2018/19 cohort the school is in the top 7% for reading, top 20% for writing and top 11% for maths, compared to all schools nationally.

We are particularly proud of the work that we did with pupil premium children who benefitted from the additional funding that we received for them, which enabled us to provide targeted intervention where needed and the additional support that they required. 100% of our pupil premium children made expected or more progress in reading and maths, with 90.9% in writing.

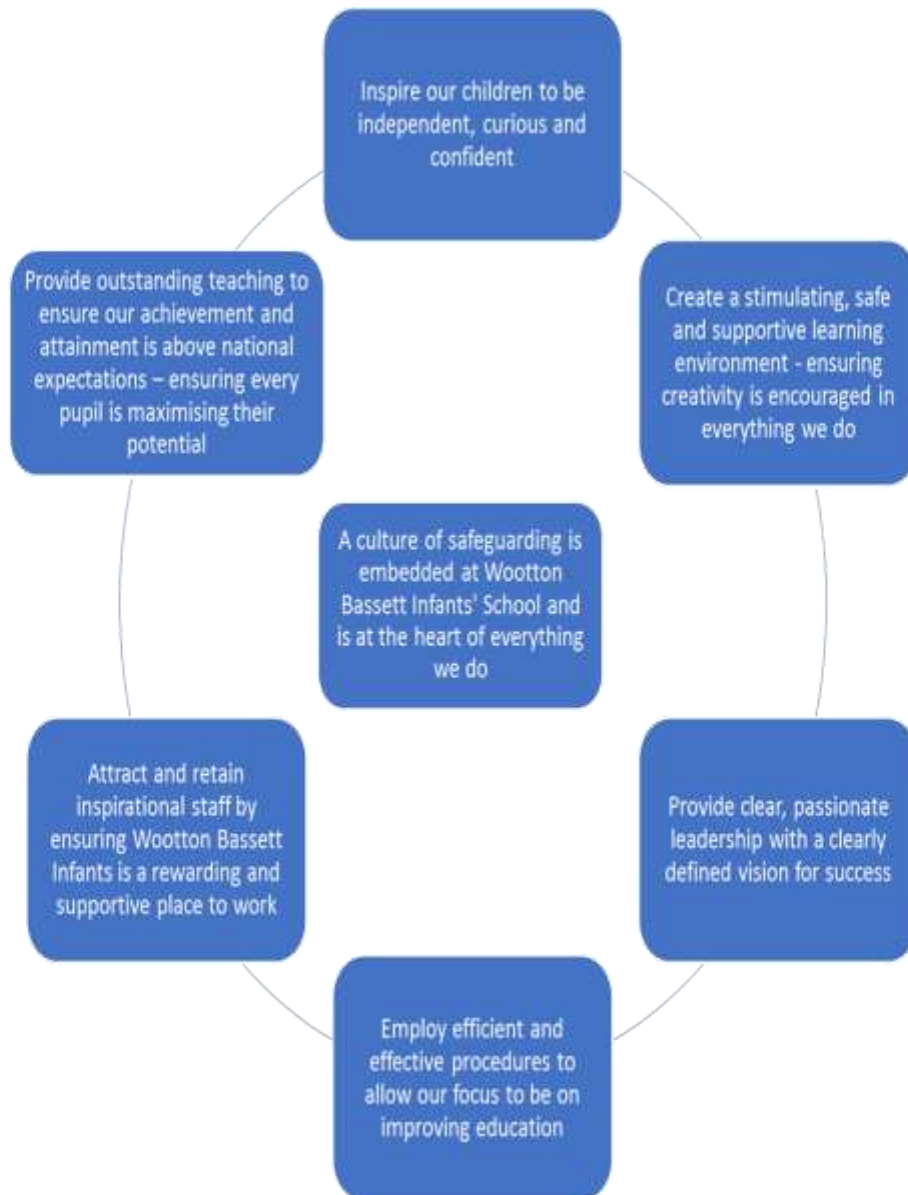
The Evolving World

With an evolving world we continually strive to anticipate and provide the required skills for the children to help them begin their journey into Key Stage 2.

We utilise arts and crafts as a tool for learning and understanding the world around us. Art is used very effectively to stimulate and engage pupils and is skilfully woven into all aspects of the curriculum. Visits to art exhibitions, drama workshops and theatre visits enhances pupil's experiences and extends their knowledge effectively. The school also embraces modern technology to enhance the learning experience and at the same time enabling children to develop relevant skills for a modern era.

Our team continually seeks to improve communication with parents and the wider community. The development of our website will provide information and learning materials for our parents. This will help parents engage with the development of their children whilst reducing our paper output and lowering our environmental impact.

Our Strategic Objectives



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Leadership

The Senior Leadership Team (SLT) identifies the schools strengths and weaknesses to ensure that work continues to be monitored and evaluated accurately. The SLT are to ensure that there is an effective plan of succession and that any subsequent recruitment only enhances the schools effectiveness. The SLT consists of the Headteacher, Assistant Heads and the Designated Safeguarding Lead (DSL).

The school will employ a stringent performance management of staff and will ensure that support and training is focused on areas that are identified as being in need of some improvement.

The leadership team are to continue to develop areas of communication between the parents and stakeholders of the school, with particular regard to information communicated via our website.

School leaders are to ensure there is a strategic overview of the school to enhance year on year planning.

The SLT will ensure that attendance is improved, and by raising the profile of the Attendance Policy, will educate both parents and carers of their legal duty.

The strategic objectives, values, vision and ethos of the school must all form the objectives of the Headteacher, and as such must cascade to other senior leaders, teaching and non teaching staff. The governors will work with senior leaders to agree SMART (Specific, Measurable, Achievable, Relevant, Timely) objectives, which senior leaders will be performance managed against each year in order to be held to account for the educational performance and the effective and efficient performance management of staff.

At Wootton Bassett Infants' School we aim to develop a "whole team system" whereby **ALL** staff opinions count.

Our Aims for 2024 - Leadership

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Our Aims for 2024 - Governors and Safeguarding

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Governors

The purpose of the Governing Board is to provide confident and strong strategic leadership which leads to robust accountability, oversight and assurance for educational and financial performance.

The governors aim to provide robust and effective governance as the first line of accountability. The Governing Board consists of a diverse group of volunteers from a variety of backgrounds who are elected to bring skill sets and differing perspectives and experience, with one common goal of delivering the best for our children. The Board is constructed of staff, parent and co-opted members, led by a chair and vice chair. As with recruitment of staff the Governing Board must use active succession planning to ensure the board continues to have the people and leadership it needs to remain effective.

As with SLT, the governors also need to ensure they provide clarity, vision, values and ethos in addition to supporting both the teaching and non teaching staff.

The Governing Board employs a clerk. This is a crucial role to ensure the effective functioning of the board. The clerk should not only be a good, effective organisational and administration role but also support the board to understand their roles, functions and legal duties. The clerk also supports the chair to facilitate strategic debate and decision making. Professional clerking is an area that we recognise we need to strengthen and as such forms part of our strategic aims in the short term.

The Governing Board will work to support and strengthen the SLT but also challenge and hold them accountable for the day to day running of the school, including the performance management of staff, which will be benchmarked against, amongst other things, the core values, ethos, vision and strategic plan.

The Governing Board will continue to ensure that the school abides by all statutory regulations.

Safeguarding

Leaders, Governors and Staff members receive regular safeguard training and updates to help them keep abreast of potential emerging dangers faced by children locally and nationally. We aim to develop an environment where pupils feel safe in the school and know that there is always an adult they can talk to if they have a worry or concern. The board will ensure the school has effective Safeguarding policies and procedures in place, which will be available publicly via the website.

The school regularly has targeted training days on subjects such as how to use information technology safely. We aim to ensure that parents implicitly trust the school with the wellbeing of their children and can be assured that they are made "very welcome and safe" (Ofsted 2018).



Our Aims for 2024 - Staffing

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Teachers

Teachers will continue to work within the framework of the national curriculum, providing interesting, fun and engaging lessons to the children.

The school will ensure there are adequate development and progression opportunities for their teachers.

The school strives to be a “great place to work”, and to recruit and retain the best teachers and staff by providing opportunities to develop. Teaching staff will strive for continuous improvement, and can achieve this by utilizing their Personal Development Plans (PDP). The PDP will be reviewed at their annual appraisal, which will also include the setting of objectives that they will be monitored against.

The school will strive to recruit staff that will enhance the school, its reputation and performance. All newly qualified teachers will receive a focused induction and will be allocated a suitably qualified mentor.

We will ensure that there is an appropriately qualified person designated as SENCO (Special Educational Needs Coordinating Officer).

The school and Governing Board will support teachers to achieve a work and home life balance by developing efficient working practices which enable a reduced workload. Teachers will work within a supportive environment in which they will feel valued by both the SLT and the Governing Board.

Teaching Assistants and Support Staff

Teaching assistants and support staff will be deployed to ensure that teachers and students receive adequate support and with the correct skill sets. The SLT, with support from the Governing Board, will ensure the effective and efficient use of these personnel.

Recruitment for teaching assistants and support staff will be based upon the requirements for the school and pupils, and will be regularly reviewed by the staffing committee. The recruitment policy remains to employ the best people that will bring added value to the school.

The teaching assistants and support staff will also be encouraged to contribute to the larger teamwork of the school. They should feel to be a valued member who is given the opportunity to develop and progress, as with all members of staff.



Our Aims for 2024 - Academic Achievement and Lifestyle

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Academic Achievement

We seek to maintain and improve upon our already high standards of key stage 1 achievements. Our aim is to continue to build on this and explore further opportunities to benefit the children, and at the same time narrow the gap between the advantaged and disadvantaged children, particularly in the area of writing.

Building upon our current success, the teaching staff are to continue to review current methods and seek new sources of best practice through partnerships with external bodies and links with other schools. The use of our performance data will be the basis to strategically plan and improve outcomes for both our pupils and the school. The data will also be utilised to raise the standards of children that are falling behind and to challenge children that are exceeding the standard. We will continue to stay ahead of curriculum and Ofsted framework changes by utilising government sources and guidance.

Lifestyle

The promotion of a healthy lifestyle through exercise in the form of sport, dance and a balanced diet will be sought throughout the children's journey through the school. Our children will study what foods are good for them and not so good for them, and we work with our catering partner to provide free lunches that are both healthy and interesting, with seasonal menus and themed days which help support national events and learning topics.

The PE budget will be used to enhance the children's enjoyment of sports and healthy activities.



Our Aims for 2024 - Pupils and Parents

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Pupils

Pupils will be continually encouraged to take an enthusiastic attitude towards learning and we find that the use of the arts and crafts encourage this. The children are allowed to thrive and develop in a relaxed, friendly and cosy atmosphere.

Children will be provided with a rich and exciting curriculum and encouraged to be confident in communication with each other and the staff. As well as the core methods of communication, such as speech and writing, we aim to ensure that our children are sufficiently prepared for communication using the ever changing methods of technology.

The children will develop and agree the golden rules for their classroom which ultimately teaches them respect for each other. We do allow some flexibility to allow the children to add further rules if they believe they are important for their individual class.

Parents

Parents will be encouraged to develop positive interaction between themselves and the school and should seek to communicate with their child's teacher as often as possible.

We will continue to hold an annual open day for prospective parents to visit our school whilst children are at work and play. Prospective parents and other visitors will be provided with a tour of the school by either a member of the SLT or the Governing Board, and will be given the opportunity to ask questions. In the future we would like to expand this day and allow some of our partner organisations to attend, such as the after school club and school meals provider.

We will endeavour to give parents all the materials they require to support their child whilst they are at Wootton Bassett Infants' school through various media, including the school website. We will continue to develop our school website as our primary information source for parents and will identify other methods to ensure that we are in line with technological developments.



Our Aims for 2024 - Community, Facilities and Budget

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Community

The school will seek to enhance its relationship with the community through activities such as the Christmas Carol Concert and cluster school sporting and music events. Our children will be seen regularly visiting our High Street; viewing the buildings of the town, alongside visits to the local library and bookshop. The school also visits the local Chinese Restaurant as part of their learning activity for Chinese New Year.

The school is actively involved with the community and our partner schools, predominantly Old Court Pre-School and Noremarsch Junior School, and other outlying schools. Both children and teachers are regularly integrating with our partner schools. We will continue to develop such relationships and will explore further any opportunities to provide children with a seamless transfer from pre-school and to junior school.

Community volunteers are also a big part of the school. Whether past parents, governors or other member of the community, we will continue to encourage and support our community volunteers, ensuring that they feel valued when undertaking school activities.

Facilities and Budget

Following significant capital expenditure over the last year, the school will continue to monitor progress against its schedule of works. The older building will be monitored, maintained and improvements sought as funds become available. The school recognises and thanks the school PTA (Parent and Teacher Association) for their tireless fundraising, which has contributed towards additional equipment for the new building and playground areas.

The school will continue to employ its resources efficiently and effectively within its budgetary limits.

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Mr Mark Hazzard, Headteacher

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