

**Windmill Hill Primary School
Strategic Plan
2016 - 2021**

Introduction

We are pleased to present our long-term strategic plan for Windmill Hill Primary School. Our intention in developing the plan is to set out and communicate our vision, values and long-term direction for the school, so that we are all clear on where we are going and what we are trying to achieve.

We hope that you find this a useful guide to where we see Windmill Hill Primary School's future.

We welcome any queries you have about the Strategy.

Mrs Joanne Grantham, Head Teacher

Mrs Katy Davison, Chair of Governors

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Plan development and review

1.1 What and Who?

The strategic plan is a high level long-term plan, extending over a period of 5 years, from 2016 – 2021. It sets out the school's vision, values and long-term strategic priorities. It is aimed at the key stakeholders in the school, children and their parents, staff, governors and other stakeholders.

The strategic plan is complemented by the annual school improvement plan (SIP) developed by the school staff team, which describes how the strategy is to be implemented in the short-term.

1.2 How we developed the plan

This plan was developed by the Governing Body in conjunction with the Head Teacher and working with staff, parents and the school children.

An initial meeting took place with the Chair of the Governing Body, Head Teacher and a small number of Governors acting as a working group.

A second meeting then took place to discuss the draft, with a wider group of governors and the school Senior Leadership Team.

A Second draft copy was then taken to the full governing body for input.

A draft was given to the wider school staff for review and input.

A draft copy and short questions were put to the Parents Forum meeting, and shared via the school newsletter for further parental feedback.

The final document was presented to the Full Governing Body for discussion and approval.

1.3 Review and Revision of the plan

The plan will be reviewed annually at the final full governing body meeting of the academic year. It will be revised every five years unless significant change, for example academisation, requires a more immediate revision.

School context

Windmill Hill is larger than the average-sized primary school. The age-range is 4-11 years and we are a two-form entry school with a maximum number of 420 pupils.

Almost all pupils are of White British heritage. The proportion of pupils from minority ethnic backgrounds is extremely small.

The proportion of pupils supported through school action is below the national average.

The proportion of pupils supported at SEN support or with an EHC plan is below average.

The proportion of pupils known to be eligible for the pupil premium funding, which is additional funding for pupils who are known to be eligible for free school meals, children from service families and those who are looked after by the local authority, is below average. This number has risen over recent years.

The proportion of pupils who move into or out of the school other than at the usual times is below average.

Vision:

Windmill Hill Primary School is committed to being an exceptional school where pupils, staff, parents / carers and governors work together to ensure that every child becomes happy, confident, inspired and enthusiastic, with the life skills necessary to become responsible citizens and to reach their full potential.

Values:

Trustworthy, Respectful, Well-mannered, Responsible, Confident, Considerate, Determined

Co-operative, Tolerant, Positive, Reliable, Supportive, Understanding, Appreciative, Fair, Patient

Strategic Objectives:

Theme	Objective
Inclusion	Every child, regardless of background, ability and circumstance, will have the opportunity to progress and achieve their potential.
Collaboration	Children, staff, parents / carers, governors will work together and support each other to ensure every child achieves their potential

Theme	Objective
	Staff and governors will collaborate with other professionals to support learning
	School will be a key part of the local community, with pupils who have a sense of belonging, ownership and respect for where they live, and a local community that is proud to be associated with the school and its pupils
Workforce	Staff will feel engaged, motivated and proud to work at Windmill Hill.
Leadership and Governance	School leaders, including governors, will lead by example and be committed to developing appropriate skills and knowledge
	School will have financial stability
Enrichment	Pupils will have opportunities to enjoy rich new experiences that broaden their horizons and increase their aspirations
Life skills	Pupils will be supported to have good emotional wellbeing, mental and physical health to allow them to flourish in the modern world
	Pupils will be supported to develop the personal values, characteristics and life skills needed to be responsible citizens in a modern British society
Academic Learning	Every child will achieve the non-negotiable skills (basic key skills) in maths and English to allow them to transition to the next stage in their learning
	Every child will achieve their full potential in all areas of the curriculum
Environment	School will provide a safe, tailored physical environment that is conducive to learning for all children

Implementation, monitoring and evaluation

The strategic plan sets out our strategic priorities and gives long-term direction for the school. The annual school improvement plan (SIP) developed by the school staff team describes how the strategy is to be implemented in the short-term.

The school's monitoring and evaluation cycle will detail activities to be undertaken to track the school's progress towards achieving the objectives. Outcomes of monitoring and evaluation activities will inform future school improvement plans and set the short-term in year objectives.