

# St Mary's RC Primary School



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*Developing every child's full potential in an outstanding learning environment  
on their journey in wisdom and faith*

**THREE YEAR STRATEGIC PLAN**

**2021/22 – 2023/24**

# Introduction

## A Three Year Strategic Plan for St Mary's RC Primary School.

In this document you will find the Three Year Strategic Plan for St Mary's RC Primary School. Its purpose is to set out and communicate our vision, mission and ethos and our long-term direction for the school. It reflects our values and outlines what a child leaving our school in Year 6 will have gained from an education in faith.

The Three Year Strategic Plan for St Mary's RC Primary School has been created by our leadership team with the assistance of governors and staff, taking into account the views and thoughts of our children and their parents.

It is a strategic document, which sets out a range of priorities and goals which we will use to plan for our provision, judge our progress and decide how best to use our resources.

The Three Year Strategic Plan is complemented by the School Development Plan, a shorter-term operational plan for each academic year. This School Development Plan is developed by the senior leadership team with the assistance of other leaders and staff and sets out in operational terms how the long-term strategy of the school is to be achieved.

We understand that there have been many challenges for our school, its children and their families, over these past months and we take into account the need for children to recover from the many months of disrupted and remote schooling. Our strategy for the next three years is clear and aspirational, but it will also allow us to take advantage of any new opportunities that might arise to ensure that our school remains a wonderful school for the whole community.

The governors, leadership, staff, pupils and their families are incredibly proud of our school's achievements and its ethos and values and it is our intention that St Mary's will continue to rise to meet all of the challenges and opportunities that the future brings.

# Our School

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St Mary's has been educating local Catholic children since 1861.

This year, 2021, we celebrate one hundred and sixty years of Catholic education.

St Mary's has a clear vision and a mission to include and inspire all our children.

St Mary's strives for excellence and has achieved outstanding judgements from the Diocesan and Ofsted Inspectors since 2006.

Everyone at our school works hard to make St Mary's an inclusive, friendly and welcoming place, where God's love is shared and where every child is valued.

# Our vision, mission and values

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Our school has a long standing mission and a set of aims and values that underpin all of our work and the provision that we make for our pupils. Our new vision embraces our mission and values and ensures that every child is able to rise to meet our high expectations of conduct and academic success and leave our school capable and confident and ready to share their talents and their faith with others on the next stage of their life.

## VISION

Developing every child's full potential in an outstanding learning environment on their journey in wisdom and faith

## MISSION

St. Mary's School is committed to providing the best possible education for all children and to developing each child's full potential. The teachings of Christ inform all our efforts and the way in which we treat one another. We seek to provide an orderly, stimulating environment in which effort and personal success are rewarded, special gifts are catered for and needs are met

## VALUES

*We share these core values:*

- love and mutual respect
- dedication and loyalty
- justice and fairness
- honesty and trust
- the living of our faith
- high expectations of each other
- a commitment to a culture of continuous self improvement
- an affirmation of each other's talents
- a willingness to co-operate and share our gifts for the good of all

The Three Year Strategic Plan sets out how we will achieve our vision.

# Our Aims

## *In order to fulfil our Mission we aim:*

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- to lead the children to a deeper knowledge and understanding of the Catholic faith
- to guide and foster the growth in faith of each individual involved in the school community
- to make prayer , worship and the liturgy both meaningful and relevant experiences for all
- to expect the highest standards of academic achievement from all children
- to ensure that all children are provided with a challenging, broad and balanced curriculum, as set out in the National Curriculum.
- to ensure that the life and curriculum of the school celebrates and respects the differing ethnic and cultural backgrounds presented in the school and in society
- to expect high standards of behaviour, courtesy and respect
- to create a calm, disciplined and positive atmosphere where praise and reward enhance the children's confidence and self esteem
- to support parents and the parish community in fulfilling their responsibilities towards the religious and educational development of their children
- to establish and maintain effective communication between school and home

# Strategic Plan 2021 – 2024

Continue to be an outstanding provider in Catholic education and inspire every child to be the very best that they can be, in the service of God and of their neighbour

## Provision and outcomes for children

### Catholic education / Quality of education /Personal development

Maintain our outstanding provision and develop it further so each child is fully prepared for their future life

## Parents & families

Further develop partnerships with parents and carers as 1<sup>st</sup> educators

## Staff

Invest in staff to ensure motivation, retention, innovation

## Beyond our school

Enhance partnerships with church, community, beyond

### Curriculum

### Learning

### Assessment & progress

### Behaviour & attitudes, safety & welfare

### Leadership & management

### Partnerships

Ensure an inspiring broad, balanced and creative curriculum

Ensure an inspiring curriculum that benefits every child's personal development

Fully embed the reviewed curriculum and develop subject specific language, concepts and skills in the Foundation subjects

Maintain an outstanding religious education curriculum and excellent provision for spiritual, moral, social & cultural education

Enhance the Early Years Foundation Stage provision to raise standards

Ensure that the standards in core subjects are consistent and are above local and national

Deepen each child's love of God & understanding of the Catholic faith through teaching, prayer and liturgy

Ensure that learning and teaching is consistently excellent across the school

Provide all groups of children timely and appropriate support

Develop resilience, resourcefulness and reflection in every child

Anticipate change and remain fully abreast of all educational developments including technology and adopt where appropriate

Celebrate a broad, balanced and inspiring curriculum that meets the needs and interests of our children, now and for the future

Challenge every child so they can be the best version of themselves

Ensure every child makes progress in every subject and that many make accelerated progress

Plan assessment that is efficient and timely and informs each child's next steps in learning

Ensure that every child 'recovers' from the effects of the pandemic and is fully able to make progress and achieve well

Ensure that our vision, mission, ethos and values permeate and are evident throughout the school community

Maintain an inclusive, safe, calm and nurturing environment that is responsive to the needs of learners, staff and community

Ensure safety & welfare policies & practices are embedded through training, professional development and recruitment practices

Further develop the learning environment to support and inspire every child

Celebrate the exemplary behaviour and excellent attendance of children in school

Ensure the well being and mental health of every child is a focus in their recovery from the pandemic

Ensure smooth transitions at all stages to support children

Manage and communicate the Strategic Plan that feeds into the School Development Plan

Ensure leadership at all levels is effective and best practice is shared

Continue to develop distributed leadership with clear accountabilities

Engage staff at all levels in CPD, utilising opportunities within the school and externally

Ensure that the governing body is representative, effective, engaged and confident in supporting and holding leaders to account

Plan for funding restraints, identify risk & opportunity, through strong financial control, so the school remains financially sustainable

Strengthen engagement between school and home and communicate the importance of a strong partnership

Maintain and develop strong relationships with the Church, the parish and the Diocese

Establish stronger partnerships with local schools, in Lambeth and the Catholic cluster & beyond

Develop children's awareness of the wider community and promote local, national and global citizenship

Welcome & encourage interest & participation of parents, governors & members of community into school life

Communicate effectively with stakeholders via the most appropriate channels to maximise engagement

# Implementation, monitoring and evaluating success

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The Three Year Strategic Plan for St Mary's RC Primary School strategic plan sets out six strategic priority areas and gives long-term direction for their implementation.

The School Development Plan, developed by the senior leadership team in discussion with middle leaders and staff, describes how this strategy will be implemented in the short to medium term.

The governing body will monitor the development and implementation of the Three Year Strategic Plan and the School Development Plan to ensure that the school is progressing towards meeting each of the strategic priorities.

Governors, in their various committees, will monitor each priority area and report back to the Full Governing Body on a regular basis. Overall progress will be recorded and used to both challenge and support the school towards achieving its ultimate aims.

The School Development Plan will be reviewed annually at the first Full Governing Body meeting of the school academic year. The Strategic Plan will be revised every year, whilst maintaining a long-term perspective, extending over three years.