

## **Governors Strategic Plan**

### **Date of last review:**

### **School ethos and values**

Our school is committed to *bringing out the best in each other* so that every member of the school community can know *'life in all its fullness'* (John 10:10). Through learning of the teachings of Jesus, we believe that our children can explore and develop their understanding of Core Christian values as markers and guides for their own lives. These values are known as the 'Sunshine 6': Forgiveness, Perseverance, Honesty, Compassion, Courage and Respect. We aim for these Core Christian values to inform and influence our pupils' moral compass and allow them to enjoy *'life in all its fullness'*

### **What is the strategic plan?**

The Strategic Plan sets out what we need to do to implement the school's ethos, values and aims and to provide a clear direction for the future. The plan sets out the key objectives to 2026 which will enable our school to continue to raise attainment and standards and to further build our reputation as a great school within our community. As with any plan this is a live document and subject to change and review by the Governing Body who will regularly evaluate progress made against Strategic Plan objectives.

This Strategic Plan is determined by an ambition to ensure that our school values and ethos are fulfilled so that each member of the school community can know *'life in all its fullness.'* The Governors' and senior leaders' vision is firmly rooted in our school ethos, providing each child in our school with the skills they need to go out and make a positive impact on the world. We want St Mary's to be both a haven and a launch pad, based on character and academic achievement.

### **Strategic Plan 2023-2026**

#### **Leadership and Management**

**Aim:** St Marys will have a highly motivated and effective leadership team, including a Governing Board that challenges and supports leaders, holding individuals to account.

1. All leaders are clear about the vision and strategic direction of the school, are highly ambitious for the pupils, and lead by example.
2. Self-evaluation of the school's performance is accurate and development priorities and subsequent action bring about measurable improvement. Rigorous assessment systems for tracking and sharing pupil progress, targets and expectations exist, thus securing good progress for every child.
3. Financial performance of the school is closely monitored and evidence that resources are being used efficiently is available. Money is well spent.

4. Staff are supported with excellent opportunities for professional development. We will develop staff to become the next leaders in Education across the city of Birmingham and beyond.

### **Teaching, Learning and Assessment**

**Aim: St Mary's will have an inspiring and challenging learning culture where all pupils are treated as individuals and can flourish.**

1. The curriculum is inspiring, exciting, vibrant and relevant, promoting a thirst for knowledge and a love of learning. It is deeply rooted in our school ethos – *Life in all its fullness*. It promotes the spiritual, moral, cultural, mental and physical development of pupils at the school, and prepares them for the opportunities, responsibilities and experiences of each stage in their lives.
2. The curriculum aims to develop children into independent life-long learners, who are fully in charge of their own learning and who possess many key life skills to assist them throughout their lives.
3. High standards of educational achievement are promoted for all children.
4. The curriculum will meet the needs of all learners in our school community and will promote British Values and our Christian ethos.

### **Personal Development, Behaviour and Welfare**

**Aim: To create an environment where pupils are safe, happy and resilient.**

1. The school's core values and, ethos and vision are reflected within its policies and underpin the management of the school.
2. Pupils and members of the wider school community have a voice that is listened to, whilst understanding democracy and British values within the wider world.
3. Safeguarding procedures create a culture where people feel empowered to express concerns. The policies that are in place ensure procedures are consistent and supportive in meeting the needs of pupils, families, and staff.
4. The school's vision and values are effective in promoting and supporting the personal development of all pupils in its care.

### **Financial Management:**

**Aim: To maintain strong financial management practices and deliver the best value for money from the financial resources available to enable the school to achieve its strategic aims.**

1. By keeping the school buildings, infrastructure and grounds in a good state of repair and fully compliant with all health and safety and safeguarding considerations.
2. By developing the financial capability of the school staff to deliver financial best practices.
3. By exploring external sources of funding to help improve the teaching and learning environment.
4. By seeking ways of making the school more energy efficient and environmentally friendly in a cost-effective way