

LINDFIELD PRIMARY ACADEMY

STRATEGIC PLAN 2017 – 2020

(Revised January 2018)

Our Vision:

We seek to encourage all of our children to become confident, secure, caring individuals who achieve personal success and develop a lifelong love of learning.

Our Vision Statements:

- To provide a nurturing and secure environment for each child to develop.
- To motivate each child to believe in themselves and to strive to meet their own potential.
- To promote excellence and to recognise and celebrate success in everyone.
- To provide a diverse and creative curriculum and a wide range of extra-curricular activities.
- To root our Academy in our village and to ensure that our pupils understand the contribution they can make to their wider community.

Our Values

Our values apply within every area of Academy life. They work alongside our rights and responsibilities which form our code of good behaviour. Children and staff work together to constantly demonstrate our values as a community:

- Teamwork
- Enthusiasm
- Celebration
- Perseverance
- Success
- Independence
- Respect

Our Pupils

- We shall provide our pupils with the best possible educational experience – this experience is to be challenging, rewarding and fun.
- We shall deliver an exciting, inspiring and varied curriculum, to include a full range of sporting and cultural activities such as music, drama & art.
- We are an inclusive Academy and seek to meet the needs of all of our children.
- We shall expect all pupils to live by the Academy values.
- We shall complete an Annual Improvement Plan (AIP), based on self-evaluation, and will work closely with our nominated Academy Improvement Partner to deliver this plan.
- We shall continue to support and work closely with the School Council.

Our Staff

- We seek to recruit and retain the best teachers and teaching assistants.
- Leadership responsibilities will be spread across a senior leadership/management and teaching team. Each team member will be given a clear area of responsibility linked to the AIP.
- We shall actively encourage staff to develop their individual skillset via CPD (continuous professional development) and will seek to reward staff accordingly.
- Performance Management (PM) will be supportive whilst challenging. Any cases of underperformance will be managed timely and in a sensitive manner.
- All teachers will receive at least two PM appraisal meetings (a full and an interim) per year.
- All NQT and NQT1 teachers will be supported throughout those important years by dedicated mentors.

- We shall aim to promote within whenever possible.
- We shall expect all staff at all times to actively demonstrate the Academy values.
- We shall continue to build a local network of Schools and Academies (i.e. SALT locality) and support and work collaboratively with them.
- We shall constantly strive to improve. We will work in partnership with the University Of Brighton Academies Trust (the Trust) and with the other Academies within the Trust network to share best practice and innovative approaches.

Our Governance

- We shall appoint and maintain a Local Board in line with the Trust's latest Terms of Reference and Constitution.
- Membership of the Local Board will follow Trust guidelines and will consist of a Chairman and Vice Chairman (VC) - both of whom will serve a minimum of two years. In normal circumstances the VC will succeed the Chairman.
- The Local Board will meet six times a year with the Principal and Clerk present.
- The key responsibility of the Local Board is to endorse the Trust's Vision Statement and to contribute to and approve the development of the Vision of the Academy, including its strategic direction, ensuring that it is consistent with that of the Trust.
- Other responsibilities are as set out in the current Terms of Reference document.
- Local Board members will be invited to join one of the Trust's other Committees - namely Chairs Forum; Education and Standards; Finance and Resources; Risk and Audit; Remuneration and HR. Any invitation will try to match individual skills set.

Our Community

- We shall strive to be part of Lindfield community life.
- We shall continue to promote our message to the community by developing news about the Academy into a regular column in Lindfield Life magazine.
- We shall seek the support of community members in delivering the curriculum.
- We shall continue to develop close working relationships with local businesses and their leaders, where possible seeking sponsorship (not necessarily financial).
- We shall continue community assemblies led by members of the community including local places of worship.
- Local dignitaries will be invited to selected Academy events.

Our Parent Teacher Association

- To provide fun and varied events and activities throughout the year to raise funds that directly benefit the children and enhance their Academy experience, with an increased focus on curriculum based spending, as well as both large long term projects and quick fix solutions. A close liaison between the PTA and staff is paramount when deciding on spending.
- To support the Academy's goals in the best way possible and reinforce the link between the Academy and the local community.
- To engage with parents/carers to integrate them into and make them feel a valued part of Academy life.

Our Finances

- We shall aim to balance the budget each year and whenever possible replenish our cash reserves.
- We shall earmark funds within each year's budget specifically for staff training.

- During the timescale of this plan we shall strive to recreate the position of full-time Vice Principal.
- A longer term financial goal is to have a teaching assistant supporting each class.
- We shall continue to ensure that we receive value for money in all our financial dealings.
- We shall continue to be alert to every opportunity to grow our Pupil Premium funding.
- We shall continue to develop external sources of funding.

Our Premises

- We must ensure our premises and other physical resources are adequate and in place by the time we reach our total capacity of 630 pupils in September 2019.

Our Technology

- We shall aim to have more frequent access to technology for all (i.e. pupils & staff)
- We shall encourage all staff members to include technology training in their CPD plans to ensure everyone is competent in making full use of our equipment to facilitate learning

Our Annual Goals:

2017/18

- To increase Academy income
- To raise the Academy's profile and get it known more widely in the community
- To have a regular column in Lindfield Life – possible contributors to be the Principal, a Local Board or staff member
- To encourage CPD opportunities for all staff
- To provide a breakfast club for our pupils

2018/19

- To encourage CPD opportunities for all staff
- To further increase Academy income
- To explore opportunities to provide before and after school wrap around care
- To carry out a review of the Academy's Vision Statement and supporting Values

2019/20

- To further increase Academy income
- To consider and evaluate opportunities to introduce nursery facilities
- To be recognised as an Academy with a specialism in reading
- To have developed the practices needed to reach teaching school status
- To encourage CPD opportunities for all staff