

Newlands Girls' School Strategic Plan 2022-2027



Vision

Our vision is to build an ambitious and caring community of people who eagerly contribute to every aspect of school life, whilst instilling the ethos that there are no limits to what can be achieved.

This is underpinned by our **values**: the 3Cs

Courage
Commitment
Compassion

Which feeds into our **core purpose**:

We aim to provide a dynamic, rigorous, single sex education fit for the young people in our school. We will offer a rich curriculum which develops character and thrives on aspiration, respect and positive relationships. Our core purpose is to equip our students for life beyond school, preparing them with confidence and enthusiasm for the next steps in their journey.

What Newlands will look like in 2027:

- Our vision, values and core purpose are seen throughout the school and clearly embedded
- There is a strong sense of community where staff and students feel happy, safe and supported; and their wellbeing needs are being met
- Pupils of all age groups and starting points make excellent progress, setting no limits on what can be achieved to enable them to access their future choices
- Students in vulnerable groups (SEND/PP/LAC) make excellent progress and are engaged in all elements of the wider curriculum
- We are a centre of excellence for the training of teachers and leaders
- We have wide ranging community links which foster cultural understanding and diversity
- The learning environment is high quality with continued plan for improvement, which includes further use of the site
- The school is thriving financially, with increased and sustained Sixth Form numbers

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Priority	What does this look like in 2027?	Key markers along the way...	KPIs
<p>Our vision, values and core purpose are seen throughout the school and clearly embedded</p>	<ul style="list-style-type: none"> • Everybody is clear what the vision, values and core purpose of the school are • These are reflected in activities, attitudes, and visually around the site • The 'no limits to what can be achieved' ethos is evident in pupil successes and destinations after school • All pupils are included in the vision and outcomes which includes vulnerable groups 	<ul style="list-style-type: none"> • School initiatives (such as leadership opportunities/extra-curricular clubs and visits/assemblies/careers education/outreach work) reflect vision and values • Behaviour is excellent • The pupils know and understand the 3Cs and this can be seen in practice throughout the school • Corporate branding incorporates vision and ethos • Displays/newsletters/social media posts show evidence of achieving vision and values 	<ul style="list-style-type: none"> • Student outcomes are above the national average for all groups within the school • The school remains oversubscribed in Y7 • We retain and attract students into the Sixth Form • The vast majority of pupils are able to follow their chosen pathways • There is a low turnover of staff • Pupil surveys show an understanding of our vision and values and how it influences them • NGS Teaching and Learning Principles
Priority	What does this look like in 2027?	Key markers along the way...	KPIs
<p>There is a strong sense of community where staff and students feel happy, safe and supported; and their wellbeing needs are being met</p>	<ul style="list-style-type: none"> • Students report feeling happy and safe with their needs being met and this is endorsed by increased levels of wellbeing 	<ul style="list-style-type: none"> • Relentless focus on celebration of success throughout the school of both staff and pupils • Links between SEND and pastoral teams strengthened through formal meetings and collaborative working 	<ul style="list-style-type: none"> • Kitemark for culture • Retention of staff • Retention of students into the Sixth Form

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	<ul style="list-style-type: none"> • There is a wellbeing strategy in place led by our Mental Health Lead for both staff and students • Behaviour is excellent and there is clear understanding of our vision and values, which are embedded in the school culture • There are increased leadership appointments for staff and pupils 	<ul style="list-style-type: none"> • Staff report increased sense that their wellbeing is being considered • Leadership Ladder initiative launched 	<ul style="list-style-type: none"> • Purposeful trip opportunities are part of the Newlands offer • Leadership Ladder successfully launched
Priority	What does this look like in 2027?	Key markers along the way...	KPIs
<p>Pupils of all age groups and starting points make excellent progress setting no limits on what can be achieved to enable them to access their future choices</p>	<ul style="list-style-type: none"> • Newlands Girls' School is Ofsted outstanding in all measures • There is no in-school variance between subjects • The 3Cs is firmly embedded and part of that vision 	<ul style="list-style-type: none"> • Ongoing – any necessary improvements are made in identified subject areas following the summer examination results, from 2022 onwards and the Deep Dive/externa; validation visits reviews as relevant 	<ul style="list-style-type: none"> • Student outcomes are in the top 10% of schools nationally
<p>Students in vulnerable groups (SEND/PP/LAC) make excellent progress and are engaged in all areas of the wider curriculum</p>	<ul style="list-style-type: none"> • The gap is between all SEND/PP/LAL pupils and non-SEND/PP/LAL pupils closes across all measures 	<ul style="list-style-type: none"> • SEND review following Green Paper recommendation – continued CPD for new SENDCO • Wider access to clubs/trips which is tracked and measured 	<ul style="list-style-type: none"> • SEND and PP students data/outcomes are significantly better than those nationally • Destination data reveals we retain those pupils with an offer fit for purpose

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			<ul style="list-style-type: none"> • PA for SEND/LAC/PP is below the national average • 85% involvement in extra-curricular activities/trips • 0% not in education or training
<p>We are a centre of excellence for training teachers and leaders</p>	<ul style="list-style-type: none"> • Excellent induction/CPD offer for teachers is a powerful R&R tool • Professional development for support staff is top quality, supporting ongoing professional development and excellent R+R • Staff wellbeing strategy includes consideration of flexible working, job shares, workload and working practices • There is a coaching culture embedded in the school to drive staff development 	<ul style="list-style-type: none"> • Induction becomes a key strength with and extended offer • Clear plan for ECF delivery and ECT teachers overseen by the ITCO • Developed offer of cross-school leadership training opportunities. • Deepen relationships with national providers e.g. ASCL, National College, NPQ, local Trusts • The school hosts training days and opportunities for Newlands staff and for other professionals • Training in coaching is delivered to all staff 	<ul style="list-style-type: none"> • Staff surveys report high levels (>90%) of satisfaction with wellness, ECF+CPD • Turnover of staff is low (<10%) each year and staff leave for positive reasons • Framework in place to outline internal and external training available for all staff • Recruitment of high-quality staff is evident
<p>We have wide ranging community links which foster cultural understanding and diversity</p>	<ul style="list-style-type: none"> • 60% of pupils engage in community service in the Sixth Form • Greater community outreach work establishes projects in school (for example with the Mosque/other religious groups) • Primary school links visit us for different events 	<ul style="list-style-type: none"> • Survey reveals what positive impact Newlands has had on the local community • Feedback from community service placements • Outreach Co-ordinator appointed • Invited guests attend our Diversity Day and provide feedback 	<ul style="list-style-type: none"> • Increased sense of inclusion communicated in student voice surveys

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	<ul style="list-style-type: none"> • There is an annual Diversity Day with outside speakers • Broadened assembly speakers 		
<p>The learning environment is high quality with continued plan for improvement, which includes further use of the site</p>	<ul style="list-style-type: none"> • All classrooms are high quality with investment in them to improve environment • Technology is fit for purpose and integrated into learning 	<ul style="list-style-type: none"> • SBM investigates funding sources to enhance classroom facilities • Refurbishment of CS5 • Refurbishment of School Hall with new lighting and sound facilities 	
<p>The school is financially thriving, with sustained increased numbers in our Sixth Form</p>	<ul style="list-style-type: none"> • Increased Sixth Form numbers year on year • The school is full in Year 7 on an annual basis • Additional successful funding bids secure revenue • The school site is more widely used to generate income • Exploring/ joining the right MAT 	<ul style="list-style-type: none"> • Sixth Form recruitment strategy • School marketing • DH/SMB to research and compile the best bids available to secure appropriate funding • Headteacher and Governors create a working party to investigate MATs and share findings 	<ul style="list-style-type: none"> • PAN numbers at 100% • Increased Sixth Form retention • Successful bids fund in house priorities (School Hall/tennis course/classroom refurbishment) • The school site hired out for additional lettings • School has joined a MAT if relevant and desired