



Learning together, we grow kind hearts  
and healthy minds.

## Preston and Wingham Primary Schools Federation: Strategic Plan 2023-2026

The Governing Body of the Preston and Wingham Primary Schools Federation have produced a three-year strategic plan that sets out our priorities. This includes our vision, strategic priorities and the values that underpin all we do. We'll be regularly tracking progress to ensure continuous improvement. The plan recognises many existing strengths of both schools in the federation and build upon these. We are committed to meeting the needs of all pupils, helping them to realise their potential and move with confidence to the next stage of their lives.

### Our Vision

Together we grow kind hearts, healthy minds and ambitious lifelong learners.

### Our Aims

To create an inclusive community of lifelong learners, embracing curiosity and exploration, nurturing each learner's individual talents. Encouraging resilience and reflective learning and teaching collaboration and empathy.

### Our Values **RICH**

Our school values are **Respect Inclusive Creative Handworking**. Through these values we strive to develop character and inspire everyone to achieve in a happy, fun and safe environment.

Strategic Priority	What we already do well	2023-26 Aims
<b>Embedding Quality of Education</b>		
<b>A curriculum that engages, excites and encourages a love of learning: ensuring all children have the provision they need to be successful.</b>	<p><b>Forge our own pathway:</b> <i>We do what we feel is best for our children which is often different to other schools within the LA.</i></p> <p><b>Flexibility of approach:</b> <i>Constantly evaluate and review not only at a strategic level by leaders but also by teachers in their planning and delivery. This ensure children access the skills/knowledge they need.</i></p> <p><b>Consistency across the schools:</b> <i>Leaders ensure all aspects of curriculum are consistently delivered and monitored, joint federation meetings and planning meetings. Vision and values explicitly underpinning all areas.</i></p>	<ul style="list-style-type: none"> <li>To maintain high standards in all areas of the curriculum ensuring both schools are at least in line with national data.</li> <li>To aspire to be in the top 10% of schools for progress and or attainment in reading, writing and maths.</li> <li>To continue to ensure the quality of teaching and learning (including the environment) is enabling all children to reach their potential.</li> </ul>

	<p><b>Outdoor learning provision:</b> <i>This is planned for to enrich children's learning experiences to enhance opportunities for children to flourish in different environment. Also makes our curriculum very practical and creative</i></p> <p><b>Flourish/enquiry led learning:</b> <i>Our unique foundation assessment allows all learners to demonstrate their learning promoting creativity, independence, understanding and application allowing children true autonomy.</i></p> <p><b>Effective formative assessment systems:</b> <i>Ensuring gaps on learning are identified and appropriate intervention is accessed by any who need it. Effective use of school led tutoring and pupil premium funding. Curriculum end points have provided effective tools to further assist teachers, subject leaders and senior leaders in assessing impact and standards and attainment throughout the federation.</i></p>	<ul style="list-style-type: none"> <li>• To ensure that all children are developing a culture of inclusion, caring and respect for others around them, both within and outside the school gates.</li> <li>• To aspire to OFSTED grading of outstanding.</li> <li>• For subject leaders to effectively lead in their role and promote excellence within their subject area.</li> <li>• To maintain governor visits to engage, support monitor and challenge leaders.</li> <li>• To ensure children have a voice and their voice informs future development.</li> <li>• To embed, review and adapt, as needed, FLOURISH.</li> <li>• To ensure our curriculum continues to inspire and meet the needs of all learners. (By evaluating, reviewing and adapting)</li> </ul>
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Strategic Priority	What we already do well	2023- 26 Aims
<b>Shaping Behaviour, Attitudes &amp; Well- Being</b>		
<b>A safe, nurturing environment that allows pupils and staff to work in a supportive, collaborative environment, developing kind hearts and healthy minds.</b>	<p><b>Thrive:</b> <i>The whole federation approach ensures consistent support and empathy, meaning our children are confident and feel safe therefore enjoy coming to school. Attendance at both schools is good.</i></p> <p><b>Familiarity with children:</b> <i>We pride ourselves on having good links with our families. This means we are in partnership and in turn has a positive impact on school life. Children also feel safe</i></p> <p><b>All staff buy in to caring ethos:</b> <i>Staff retention is strong, all staff demonstrate and model vision and values.</i></p>	<ul style="list-style-type: none"> <li>• To continue with the robust attendance procedures to ensure school attendance is good or better across the federation.</li> <li>• To continue to have high expectations for behaviour and attitudes, explicitly taught through our school values.</li> <li>• To ensure new staff adhere to and understand the THRIVE approach in order to support children with their behaviour and attitudes.</li> <li>• To continue to support mental health in the workplace, considerations given to external Mental Health Awards.</li> <li>• The federation staff retention is good and we are able to recruit staff who buy in to our vision and values.</li> <li>• To seek the views of stakeholders across the federation to ensure good levels of mental health and well-being at all times.</li> </ul>

Strategic Priority	What we already do well	2023-26 Aims
<b>Encouraging Personal Development</b>		
Every child's journey at our federation will provide a platform for the skills to build self-esteem, independence and confidence to flourish in life.	<p><b>Enrichment opportunities:</b> <i>We plan for a wealth of enrichment opportunities to ensure our children have experiences and live learning. We are creative with this approach as often funding prevents us from just enriching the curriculum with trips. We use a range of activities that are purposeful and engaging. (e.g. use of outdoor environment, theme days, parent workshops). We are mindful of all aspects of the child and include activities that promote and look after children's mental health. (Well-being week, fun runs, sports week, trips to the theatre, beach trips)</i></p> <p><b>SEND programme:</b> <i>Our SEN offer is strong with well managed provision and bespoke personalised support for SEND children. THRIVE practitioners and SENCO assistants provide excellent support and nurture for our more vulnerable children.</i></p> <p><b>Adaptive teaching:</b> <i>Staff ensure that children can confidently access learning by effective and creative adaptive teaching. The THRIVE approach with positive praise and understanding gives our children the confidence to have a go and not be afraid to make mistakes.</i></p> <p><b>Celebration of pupil success:</b> <i>Across the federation every opportunity is taken to celebrate success. This is through our values. Children are celebrated for effort, achievement, talents, hard work, kindness, helpfulness, understanding, caring, equality, and so on.</i></p>	<ul style="list-style-type: none"> <li>• To continue to support children's well-being and emotional resilience</li> <li>• To explore ways to further, enhance opportunities which reinforces mutual respect, tolerance and understanding of what it is like to be a citizen, not only of the federation/school, but of local, national and international societies. (Equality)</li> <li>• To promote good behaviour for learning and enable our children to be proactive learners who are curious and ambitious and desire to learn.</li> <li>• To seek the views of stakeholders across the federation to ensure good levels of mental health and well-being at all times.</li> </ul>

Strategic Priority	What we already do well	2023-26 Aims
<b>Enhancing Federation Identity, Culture &amp; Structure</b>		
Strengthen and promote the federations sense of identity, so that	We offer parents the opportunities to become fully involved in their children's learning and school life. We maintain links with STAR Alliance and planned activities, support and training. Our	<ul style="list-style-type: none"> <li>• To further strengthen the federation's sense of identity</li> </ul>

<p>parents/carers, prospective parents, current and future staff and wider community have a shared pride of who we are and what we value. They are motivated to become involved in the life of the school using their skills, knowledge and experience to enrich the learning experience.</p>	<p>websites provide a window into the children's learning. Each school within the federation communicates with their parents through informative newsletters and dates so parents are aware of any events well in advance.</p>	<ul style="list-style-type: none"> <li>• To continue to nurture a thriving school culture across the federation which enables all to engage with and contribute to the achievement of the schools aims and which is welcoming by all.</li> <li>• To make effective links with local nursery and pre-schools settings.</li> <li>• To continue to promote the federations vision and values and uniqueness through the website and other methods of communication</li> <li>• To continue to promote both schools within the federation to ensure full PAN each year.</li> <li>• To involve the children from both schools to promote collaboration and communication and joined up thinking.</li> <li>• To seek the views of parents to ensure the school structure remains conducive to the federation achieving its strategic aims.</li> </ul>
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Strategic Priority	What we already do well	2023-26 Aims
<b>Optimising Leadership &amp; Management</b>		
<p><b>Proactive leadership throughout the federation; from senior to middle and subject leaders. A reflective and engaged governing body that provides support and challenge to drive improvement.</b></p>	<p><b>SLT model effective leadership:</b> <i>Changes to the SLT have ensured a more distributive leadership model. The SLT have been instrumental in supporting the identification of the school's strengths and development priorities and have been actively involved in the development and delivery of the Federation Development Plan.</i></p> <p><i>Leaders engage staff; listening and responding to staff views.</i></p> <p><b>Engaged and supportive Governing Body:</b> <i>Governors passionate about supporting the federation on its development journey – providing challenge and guidance where necessary.</i></p> <p><b>Safeguarding:</b> <i>There is a safeguarding culture where staff understand their responsibilities and recognise safeguarding is everyone's responsibility.</i></p>	<ul style="list-style-type: none"> <li>• To enable the federation leadership team to flourish and grow into their own roles so they can achieve a consistently high quality of teaching and manage the school effectively.</li> <li>• To aspire to an Ofsted outstanding grading</li> <li>• To ensure effective appraisal supports to continued ethos of achievement and CPD systems</li> <li>• To further develop subject leadership by ensuring middle leaders have a clear understanding of strengths and areas of development of their subject area and they are able to articulate the impact of their actions to address developments needed.</li> <li>• To enable subject leaders to make judgements about children's attainment and progress in their subject providing support, advice and guidance where necessary.</li> </ul>

		<ul style="list-style-type: none"> <li>• To seek out governors who add to the skill set of existing governors and who believe and buy in to the federations visions and values.</li> <li>• To consider effective succession planning in key roles across the federation.</li> </ul>
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Strategic Priority	What we already do well	2023-26 Aims
<b>Developing Financial Management, Premises and Infrastructure</b>		
<b>To maintain strong financial management practices and deliver the best value for money from the financial resources available to enable the schools to achieve the strategic aims set.</b>	<p>The federation has an effective and competent Business Manager who has an excellent working relationship with the Executive Headteacher.</p> <p>We have robust and clear processes in place in order to meet with compliance.</p> <p>In the last few years we now have a stronger health &amp; safety focus and knowledge ensuring the schools are compliant with laws and practices in order to keep everyone safe.</p>	<ul style="list-style-type: none"> <li>• To maintain strong and stable financial outcomes.</li> <li>• To ensure both schools in the federation are successful in their financial compliance.</li> <li>• To keep both of the school buildings, infrastructure and grounds in a good state of repair and fully compliant with all health and safety and safeguarding considerations.</li> <li>• To produce and maintain a long term plan for the development of the school premises and infrastructure when financial resources allow.</li> <li>• To ensure the schools have the best possible resources available for online and computer work, including good quality broadband connections, consistent with the needs of the curriculum.</li> </ul>