

St Peter's



Church of England  
Primary School

# St Peter's Church of England Primary School



## Strategic Plan 2021-2024



LIGHTHOUSE  
SCHOOLS PARTNERSHIP

# School Ethos and Vision

## Excellence as Standard

We are a welcoming, inclusive family with a strong Christian ethos. We continually aim to be an excellent school where people care more than others think is wise, risk more than others think is safe, dream more than others think is practical and expect more than others think is possible.

## Our Ambition

**Excellence in all we do:** To maintain and deepen our outstanding school status by ensuring excellent outcomes for all pupil groups.

Because we aim for **excellence in all we do**:

- We enjoy learning together. We support and challenge each other to be the best we can be.
- We are committed to developing every child's potential to be an '**expert**' by enabling children to be courageous, resilient and determined.
- We create and **model** learning opportunities that inspire, encourage and support our pupils to achieve **mastery**.
- Our children are empowered to develop and own their own learning with clear **purpose** in all they do.
- We encourage constructive **critique** to move learning forward.

**Excellence in who we are:** As a church school to continually challenge ourselves to value, respect and support each other to become wise, generous and hopeful individuals, community members and world-wide citizens.

Because we aim for **excellence in who we are**:

- We nurture relationships that are based on trust and respect, and value everyone's contribution.
- We actively seek to work in partnerships with parents and carers.
- Through our partnership with Portishead Church of England, and in particular St Peter's Parish Church we seek to enrich the lives of all in our community
- Our leadership is strong and shared, leads by example, enables and motivates, and constantly strives to ensure excellence in all we do.

**Excellence in our service with others:** As an English Hub and also a school involved in delivering CPD to LSP schools, to serve other schools, leaders and teachers by supporting them to enhance pupil outcomes, enrich lives and create hopeful schools and futures for all.

Because we aim for **excellence in our service with others:**

- We ensure that opportunities for service are provided in the Curriculum through Legacy Learning.
- We actively encourage a culture of innovative practice, and confidently share this knowledge with others around us.
- We learn from other schools in a wide variety of networks.

**NB:** For a full understanding of the Christian Narrative behind our Vision please see the School Ethos Statement June 2018.

# Aims

## Aim 1: Sustaining Excellence in all we do

- Having a clear vision that is constantly referenced so that it is known, owned and lived by all members of the school community.
- Maintaining a research informed approach to all aspects of teaching and learning ensure the best possible impact on our pupils.
- All staff being highly ambitious for our disadvantaged pupils and understand the barriers for each individual child.
- Maintaining a commitment to providing the very best CPD for all staff members.
- Maintaining an ambitious broad curriculum that is coherently planned and sequenced.
- Maintaining a strong induction programme with all staff to ensure they are confident in using our pedagogy in their classrooms.
- Continuing to grow leaders to ensure succession.
- Maintaining high expectations for all.
- Maintaining the culture of “we are not yet the best we can be” and thriving as we challenge ourselves to grow.

Outcomes by 2024 will be:

- Outstanding OFSTED judgement obtained.
- Be in the top 20% and often in the top 5% of schools for progress (For groups that are statistically significant).
- Our disadvantaged children are all attaining at least age-related expectations because of the excellent provision we offer them.
- School has fully recovered from the impact of disruption caused by COVID-19.
- School continues to be a model of excellent practice and creates and maintains links with local and national networks.
- School community (staff, parents and children) continue to report high levels of satisfaction.
- Induction and succession planning is secure and strong leadership is in place.

## **Aim 2: Sustaining Excellence in who we are**

This will be achieved by:

- Having a clear vision that is constantly referenced so that it is known, owned and lived by all members of the school community.
- Expectations for behaviour, and behaviour for learning, are continually explained, taught and modelled by every member of the school community.
- Continued focus on church school ethos and vision that is clearly understood by all community with regular meetings of a school ethos group.
- Collective worship is carefully planned and refreshed with new songs and enriching/thought-provoking content.
- Legacy learning embedded in each year group and children are courageous advocates for the common good.
- Strategic and operational delivery to support mental health within our community with strong pastoral lead from Learning Mentor.
- Maintaining a very strong culture of Safeguarding in all that we do.

Outcomes by 2024 will be:

- Maintaining 'Excellent' outcome in SIAMS evaluation.
- St Peter's continues to be a leading school within the Diocese and the Diocese signpost other schools to St Peter's for support.
- Pupil voice and leadership is very strong, and school is recognised for this.
- Mental health and wellbeing practices in school have been further developed in response to the COVID 19 pandemic and children and staff flourish.

### **Aim 3: Sustaining Excellence in our service with others**

This will be achieved by:

- Having a clear vision that is constantly referenced so that it is known, owned and lived by all members of the school community.
- Furthering our commitment to Legacy learning and involvement in current local, national and international areas of importance for human flourishing.
- Close partnerships DFE Hubs.
- St Peter's continues to offer high quality, impactful CPD to staff that increases pupils' outcomes and is well regarded locally and nationally for providing high quality CPD.
- St Peter's works with LSP Centre for Professional Development trains high quality teachers and supports recruitment in the local area.
- St Peter's continues to be a highly impactful English Hub offering support to schools across the area (having worked with over 500 schools in 20/21) with a key focus on securing recovery from COVID.

Outcomes by 2024 will be:

- Children are committed to making a difference in the world and understand how they can contribute to local and national issues and are courageous advocates for others.
- Our training creates and sustains leaders, teachers and support staff to know what to teach (curriculum) and how to teach (pedagogy) so that children and young people achieve the very best outcomes.
- English Hub have strong well established governance structures and meet all KPIs and delivery expectations.
- Schools working with our English Hub show improving outcomes and feedback from those working with us shows high levels of satisfaction and impact.

## **Aim 4: Excellent Management of Resources**

This will be achieved by:

- Careful financial planning and monitoring to cope with drop in numbers and no income growth over coming years.
- Thoughtful use of Pupil Premium and COVID recovery funds to ensure the very best provision informed by current research.
- Careful management of the two budgets: Whole School and English Hub.
- Working in partnership with other LSP schools to manage intake and numbers.

Outcomes by 2024 will be:

- Balanced “in year” budget with drop in educational outcomes protected
- Pupil Premium funding and COVID catchup funding has significant impact on pupil achievement.

# Lighthouse Schools Partnership Priorities

**The Board of Trustees have agreed five key strategic objectives to steer the Trust's growth and development over the next 3 years. They are:**

## **Educational standards and experience (SO1): maximising the quality of provision in all Trust schools.**

1. To ensure our schools provide the very best teaching to promote high-quality learning and strong outcomes for our children and young people, enabling staff to make a real difference to pupils in every school.
2. To ensure that targeted and appropriate provision promotes social mobility and is delivering ambitious outcomes for SEND and disadvantaged pupils.
3. To bring together the Trust School Improvement work and our new Professional Development Centre to deliver excellent teaching and learning, disseminate best practice and to grow current and future leaders.
4. To support schools in developing and enhancing a rich and exciting curriculum by enabling opportunities to share high quality resources and expertise to ensure clear progress in knowledge and skills towards agreed end points.
5. To ensure that all schools improve their Ofsted grading if they were requiring improvement or are in a category of concern on joining the Trust; or maintain their grading if good or outstanding; or improve their grading from good to outstanding.
6. To ensure that there is a rigorous and robust programme of quality assurance that helps to support staff, build expertise and capacity, and raise standards to deliver positive outcomes for pupils.

## **Leadership and governance (SO2): building ambitious leadership and governance for our schools.**

1. To ensure that the Board of Trustees acts in the best interests of the Trust, governing in accordance with its articles of association and having governance arrangements that demonstrate vision, clarity of relationships, effective oversight and sustainability whilst achieving the greatest possible economies and value to schools in line with the Trust's aims, values, mission and style.
2. To ensure that LGBs, executive leaders and Trust headteachers provide effective leadership (both rigorous and supportive) and deliver an excellent school experience that is sustainable over time by embedding systems leadership and securing effective governance.
3. To delegate decision-making so that schools have both the capacity and resources to fulfil the Trust's educational and organisational objectives.



### **People (SO3): Being an excellent employer.**

1. To provide staff with excellent professional learning opportunities to support their career progression.
2. To develop future leaders, headteachers and chairs of local governing bodies to ensure an effective succession planning for Trust schools.
3. To attract, develop and retain talented and capable staff to posts in our schools and central team.

### **Partnerships (SO4): Building external partnerships and alliances to extend the reach and depth of our offer to pupils, communities and staff.**

1. To grow the Trust in a measured way to ensure that standards are maintained and improved and that there is sufficient capacity to bring about rapid progress as required.
2. To work collaboratively with strategic partners (our Local Authorities, the Diocese of Bath and Wells and other Multi-Academy Trusts) to build capacity for the whole school system.
3. To engage with opportunities to sponsor existing schools or deliver new schools/provision to meet the needs of our pupils, geographical area and communities (this may include special or alternative provision).

### **Operational effectiveness (SO5): ensuring a financially viable and sustainable multi-academy trust delivering high quality and cost-effective services to schools; enabling schools to maximise their resources to increase the quality of provision.**

1. To ensure that the Trust has business arrangements that are efficient and effective and enables it to deliver on its commitments to grow and prosper and to deliver value for money across all our operations.
2. To optimise the budget, we will aim to deliver best practice, but at the same time minimise risk and provide value for money.
3. To support schools to maximise the resources to improve outcomes for children and young people through activity such as the joint procurement of services to bring about better value for money and economies of scale.
4. To develop an efficient and effective school estate which supports and responds to enable the delivery of education services across the Trust.
5. To reach net zero carbon emissions by 2035.

For full details see the LSP Strategic Plan 2021-2024  
On the 'Key Information / Documents' page of [www.lsp.org.uk](http://www.lsp.org.uk)