

## St Vincent's Vision 2022-2025

*'Let Your Light Shine'*

Our Pupils develop a strong spiritual and moral identity in a loving environment underpinned by Catholic faith. We are aspirational and ambitious for our Pupils. This is seen in our broad, balanced and enriched curriculum where Pupils benefit from expert knowledge and skills allowing them to know and remember more. We celebrate diversity and ensure equality of opportunity. Pupils know how to care for their physical and mental health. Our nurturing environment and pastoral care, together with our curriculum ensure Pupils thrive. Pupils leave St Vincent's ready for the next stage in their lives.

| Passionate about learning  |  | Make a difference   |  | Be Kind  |  | Be respectful   |  |   |  |
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| Teaching and Learning  |  | Catholicity, Personal Development and Behaviour and Attitudes   |  | Leadership and Management  |  | Building and Premises   |  | Finance and Community Facilities  |  |
| Strategic Overview   |  |   |  |  |  |   |  |   |  |
| <p>We will recognise the starting points for our pupils. We will provide an aspirational and ambitious curriculum.</p> <p>Our curriculum will continue to be broad, balanced and enriched. Our curriculum will result in excellent outcomes for all.</p> <p>Pupils will benefit from expert knowledge and high quality teaching, developing the appropriate subject specific knowledge, skills and understanding so pupils know and remember more.</p> <p>Pupils will learn in a well-resourced rich environment so that pupils can learn effectively.</p> |  | <p>Our pupils will show kindness and will develop a strong spiritual and moral identity in a nurturing environment underpinned by Catholic faith.</p> <p>Pupils will learn about their faith. They will develop their spiritual, moral, social and cultural understanding.</p> <p>We will celebrate diversity by focusing on protected characteristics, world faiths and the equality act. Pupils will know about and uphold British Values.</p> <p>Pupils will have access to a wide and rich set of experiences.</p> <p>Equality of opportunity will be promoted and difference respected and celebrated.</p> |  | <p>We will provide strong leadership at St Vincent's with a clear vision based on detailed, measurable plans at all levels.</p> <p>We will develop strong leaders and quality classroom teachers.</p> <p>Governance will continue to be strong and informed, to support and challenge effectively.</p> <p>Governors will continue to liaise with the Diocese regarding academisation.</p> <p>Staff will continue to receive effective professional development and build expert curriculum knowledge over time.</p> <p>We will develop a collaborative, team approach, including parental voice.</p> |  | <p>We will provide a conducive learning environment and develop the grounds of St Vincent's to improve the quality of learning indoors and outdoors.</p> <p>We will provide an inspirational learning environment using sustainable products.</p> <p>Our refurbishment and maintenance plan will ensure that the buildings are modern.</p> <p>We will ensure all building and health and safety checks are completed.</p> |  | <p>We will maintain and develop a strong financial framework.</p> <p>We will oversee the financial performance of the school and ensure funds are well spent.</p> <p>Our Sunshine Club and Nursery will enable pupils to learn and develop through their play and socialisation with other club members.</p> <p>We will provide a holiday club for our pupils.</p> <p>We will provide a happy, safe and stimulating environment for all pupils.</p> |  |

|  |  | Safeguarding will be effective   |   |   |
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| Teaching and Learning  | Catholicity, Personal Development and Behaviour and Attitudes  | Leadership and Management  | Building and Premises   | Finance and Community Facilities  |
| Strategic Actions  |  |  |   |   |
| <p>To embed the intent and implementation securely and consistently across school.</p> <p>Continue to ensure the curriculum is coherently planned, and sequenced towards cumulative knowledge and skills.</p> <p>Continue to evidence how pupils with SEND achieve exceptionally well with the knowledge and cultural capital to succeed in life.</p> <p>Continue to ensure feedback shows systematic, identification of misconceptions with clear, direct feedback that is acted upon.</p> <p>Continue to build in recap and recall in lessons to help pupils know and remember more of curriculum content.</p> <p>Continue to use assessment to help pupils embed and use knowledge fluently, and to check understanding and fluency.</p> <p>Continue to ensure reading attainment is assessed and gaps are addressed quickly and effectively for all pupils.</p> <p>Continue to ensure the teaching of grammar, punctuation and spelling enables quality writing.</p> | <p>To continue to facilitate pupils in making a highly positive and tangible contribution to the life of St Vincent's and wider community.</p> <p>Develop pupil led worship across school so that our pupils continue to lead worship.</p> <p>Further develop the role of the Mini Vinnies to include community links.</p> <p>Further develop pupil voice across pupil groups and school council to increase pupil feedback.</p> <p>Continue to ensure systems identify and support families to have high levels of attendance and low persistent absence across school.</p> <p>Continue to promote respect for others where difference is valued and celebrated through our curriculum, resources speakers and representation in groups. Bullying or discrimination is not tolerated.</p> <p>Further enhance the taught aspects of physical and mental health. Pupils will look to see how they can lead physical and mental health and wellbeing and community initiatives to raise awareness and help others.</p> <p>After school club and opportunities take up to be high and will continue to have 100% take up of those with SEND and PP.</p> | <p>Continue the professional development programme for all staff focusing on curriculum expertise in knowledge and skills to ensure effective, quality teaching.</p> <p>Continue to provide support and guidance for Early Career Teachers by offering high quality support for curriculum and behaviour management.</p> <p>Continue to support and train new SLT members.</p> <p>Continue to train new governors. Continue the associate governor succession planning, being mindful of minority representation.</p> <p>Formalise and use risks on our risk register to systematically identify, assess and prioritise potential threats or opportunities, by using proactive management and informed decision making.</p> <p>Identify and develop leadership capacity through subject leadership, middle and senior leadership training.</p> <p>Continue to support manageable workload and positive wellbeing for staff.</p> <p>Know the White Paper agenda so we are informed of educational changes for the future.</p> <p>Use the Green Paper findings to further enhance SEND provision parental support.</p> | <p>We will build the classroom suite to suitable environmental standards.</p> <p>We will work through our H&amp;S audits and reviews and update our refurbishment and maintenance plan. This will be a costed plan focusing on the following:</p> <p>Replace the junior department boiler.</p> <p>Refurbish the junior hall.</p> <p>Refurbish bathrooms across school.</p> <p>Replace external doors across the site.</p> <p>Update the frontage of school with a sign and lighting.</p> <p>Redesign the outdoor reception area</p> <p>Use extra resource to provide capacity to maintain the site in the form of gardeners, joiners and maintenance people.</p> <p>Ensure the site is secure and CCTV is effective in monitoring those onsite.</p> <p>We will review the kitchen appliances and devise and cost a renewal plan.</p> <p>We will continue to submit bids to fund building development.</p> | <p>We will put further cyber security measures in place. We will gain the Cyber Security Essentials Plus accreditation.</p> <p>We will continue to ensure training on finance is available for staff.</p> <p>We will endeavour to ensure a balanced budget.</p> <p>We will further audit and cost a digital plan ensuring the infrastructure can support the needs of the curriculum.</p> <p>We will continue to support our PTA in order to provide additional funding.</p> <p>We will set up a holiday club to provide support to families over the school holiday time.</p> <p>We will refurbish bathrooms in the nursery and school and address drainage in the nursery.</p> <p>We will review the use of communal areas, focusing on the Y5/6 corridor. We will consider extending this area to the front of the junior department.</p> <p>We will review the effectiveness of the staff package in recruitment and retention.</p> |

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|  | Continue to promote positive behaviour based on positive reinforcement and reward effort.   | Continue to provide safeguarding advice for pupils, parents and staff about being safe online.<br><br>Continue to educate Pupils in an age appropriate way about healthy relationships using our RSE scheme of work.  |   |  |
| <b>Strategic Measures</b>  |   |   |   |  |
| Pupils continue to build knowledge and show they know and remember more through their output of work and in their recap and recall assessment.<br><br>Our curriculum continues to be effective in maintaining well above average attainment in all statutory assessment points and in all year groups. | Pupils are taught to be aware of and how to look after their physical and mental health.<br><br>Attendance is high and at least 96% Persistent absenteeism is low.<br><br>The Mini Vinnies continue to lead fundraising, representing a range of charities our families have used.<br><br>Take up of extra-curricular clubs is high, with 100% of those with SEND and PP accessing clubs and opportunities. | Pupils are safe and feel safe.<br><br>Leadership talent is supported through training. Staff progress to promotion internally and externally.<br><br>Training packages for ECTs, governors and staff are effective in ensuring high quality teaching and learning.<br><br>The Risk Register is effective in prioritising informed actions for identified threats and opportunities. | The classroom suite is built<br><br>The bathrooms are refurbished.<br><br>The reception outdoor area is replaced.<br><br>Communal areas have been refurbished.<br><br>We use sustainable products where possible. | There is a balanced budget.<br><br>We have achieved the Cyber Security Essential Plus Accreditation.<br><br>The holiday club offers activity and childcare over school holidays.<br><br>The PTA is strong and provides additional funding. |