



The Spire Federation

East Wold & North Cockerington CE Primary Schools



Strategic Plan
2021 – 2026

Introduction

- We are pleased to present our long-term strategic plan for The Spire Federation.
- This is the Federation's first 5-year strategic plan and its purpose is to set out and communicate our vision, ethos and long-term direction for the school, it reflects our values and outlines what children will leave the school having learned.
- It has taken into account the views of many key stakeholders including staff and governors. Some of the initial ideas and background thinking can be seen within the Appendix section.
- It is a working document, which sets out a range of goals, actions and priorities; we will use it to inform our day-to-day work, judge our progress and help us to decide how best to use our resources.
- The strategic plan is complemented by the School Development Plan, a shorter-term operational plan for the coming 12 months. The School Development Plan is developed by the senior leadership team and sets out in operational terms how the long-term strategy of the school is to be achieved.
- Our strategy for the next 5 years is clear and aspirational, but it will also allow us to take advantage of any new opportunities that might arise to make this a truly fantastic school for the whole community.
- We are incredibly proud of the school's achievements and values and it is our intention that the Spire Federation schools will remain some of the most popular schools in the Louth area by providing even better opportunities for our children to be successful and happy.

Where Are We Now?

- The Spire Federation of East Wold and North Cockerington CE Primary Schools was formed in July 2015, following a successful two-year informal collaboration between the schools.
- Children, their parents and the staff are proud to be members of the school community and children are happy and keen to be in school.
- The Spire Federation has a clear vision and a unique ethos, creating an incredibly inclusive and nurturing environment.
- OFSTED inspection in May 2018 at East Wold, and December 2019 at North Cockerington, both schools maintained 'Good' grades.

The quality of education at the school has rapidly improved and pupils across the school are currently making good progress in reading, writing and mathematics.

The school is attractive and inviting, both inside and in its outdoor spaces.

The leadership and management of the school, including governance, is securely good.

East Wold Ofsted Report

This is a happy, little learning environment.

Pupils learn, and experience, new and exciting things.

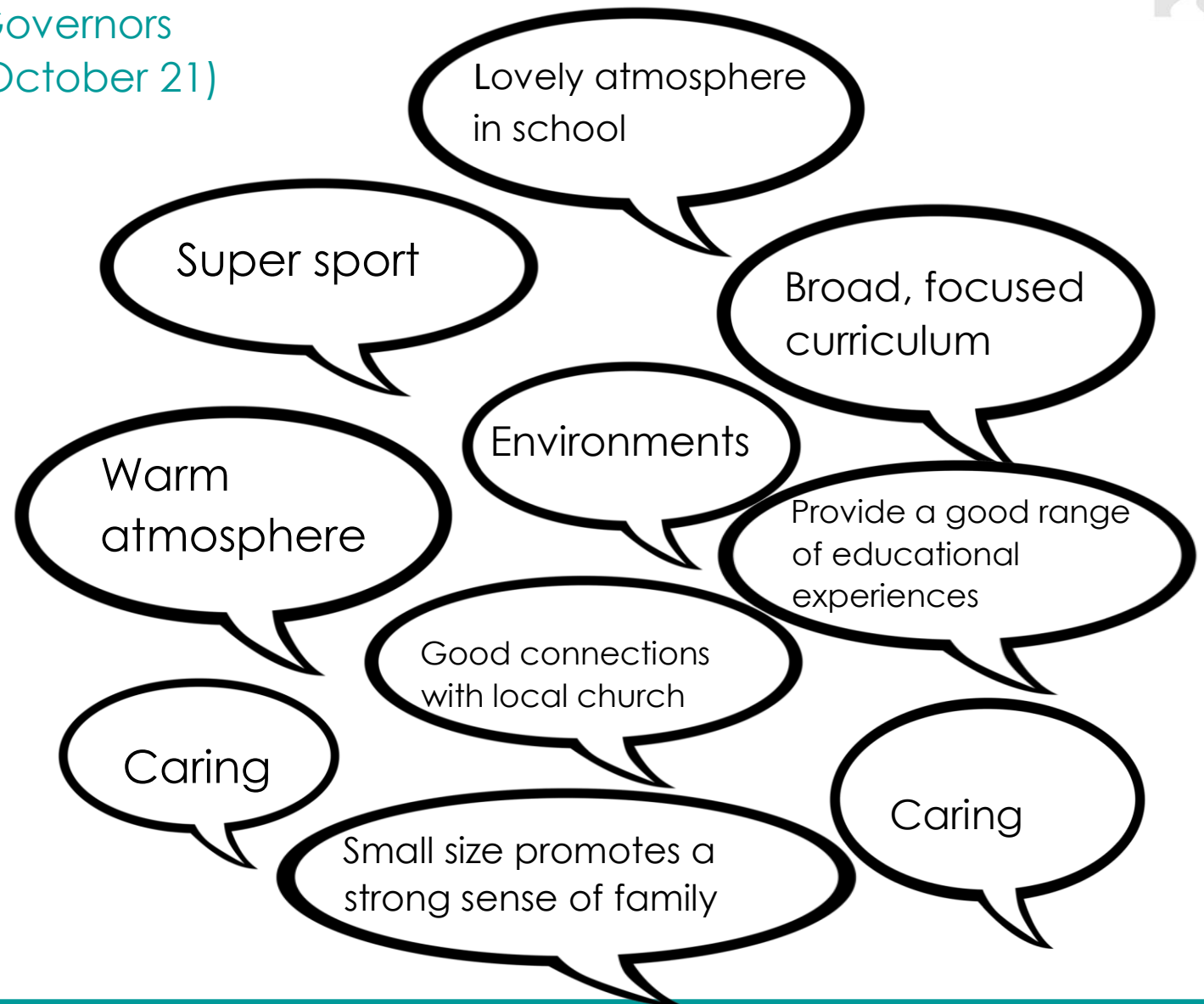
Pupils are well behaved. They pay attention in class and work hard.

The school is welcoming and inclusive.

Leaders and staff work hard to meet the needs of all groups of pupils.

North Cockerington Ofsted Report

Soundbites from Governors Strategy Session (October 21)



Our vision and values

Our school community has developed both a vision and a set of values that underpin our aims and expectations of behaviour at The Spire Federation. These are essential to the ethos of our school and form the basis of our five-year strategy.

Our small school community welcomes everyone. We aim to achieve this by providing a challenging and supportive learning environment, where each one of us can flourish. With our foundation of Christian values, we strive for excellence in all that we do. We seek to empower our community to be excited about the future.

Empowering all to flourish and succeed.

Our Values:

Thankfulness

Peace

Trust

Forgiveness

Compassion

Friendship

Our strategy is essentially a system and a process for achieving this vision.

Our Aims

In order to achieve our vision for the Spire Federation we have identified a number of key objectives to ensure that every child is given the very best chance to succeed;

- To provide a welcoming, friendly, safe and stimulating environment, in which Christian values are central to the ethos of the school.
- To promote high expectations to allow every child to reach their full potential.
- To develop knowledge and skills through an exciting and creative curriculum which fosters a lasting enjoyment of learning.
- To ensure pupils are happy, confident, independent and proud of themselves and their achievements in all areas of their life.
- To show respect and empathy towards others which enables pupils to make positive relationships with a wide range of people.
- To make a positive contribution to the community.
- To develop skills and Christian values to enable pupils to be responsible citizens now and in the future.
- To develop a sense of wonder and harness creativity.
- To celebrate diversity and promote the British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of all beliefs and cultures.
- To ensure children have a toolkit to unlock their curiosity.
- To provide opportunities to extend pupils' cultural experience.

Important influences on education

This strategy cannot operate in isolation from the social, economic and political changes that take place in any 5-year period and we recognise that a variety of issues will influence our school. Whilst we will endeavour to plan accordingly, the following have been identified as key areas of influence over the next 5 years:

- Impact of new technologies
- School funding formula / funding restraints
- COVID-19
- Globalisation / BREXIT
- Environment and Sustainability
- Changing world of work
- The curriculum and the future of learning
- Demographic changes
- Government initiatives and educational changes to childhood and meeting learners' changes wider needs
- GDPR
- Recruiting and retaining staff
- LEA Partnerships

Strategic Plan 2021 - 2026

To be recognised as a centre of excellence in the Louth area

Outcomes for pupils	Parents & families Community	Staff & Resources
To ensure we have an exciting & broad curriculum that remains relevant to our children	To be the parents school of choice	To ensure the school is a place where staff want to work
To enable pupils to acquire the skills to build knowledge and raise their ambitions	To provide first class communication with parents to promote dialogue and strong relations	To invest in staff by providing good continued professional development for staff
To personalise the learning pathway	To ensure our ethos and values are evident throughout the school community	To support staff well-being to support staff retention and motivation
To promote curiosity in our pupils	To maintain a safe, calm, nurturing environment that is responsive to the needs of the school community	To manage the budget to ensure sustainability
To develop EYFS provision to give children the best start	To ensure governors are engaged in school community activities	To ensure the governors are effective both in supporting SLT and holding SLT to account
To ensure consistently high quality teaching & learning	To develop pupil voice via School Council and Faith Followers	To ensure staff have time to effectively lead subjects
To ensure pupils make progress in every subject		To further develop cross school collaboration
To ensure every pupil is challenged to be the best they can be		To develop school resources to promote excellence
To have above average attainment and progress		To maximise the use of technology

Implementation and monitoring

- The strategic plan sets out strategic priority areas and gives long-term direction for implementation. The school development plan developed by the staff team describes how this strategy is to be implemented in the short to medium term.
- The governing body monitors the development and implementation of the school development plan to ensure the school is progressing towards meeting each of the strategic priorities.
- Governors will be aligned to each priority area and report back to the Governing Board on a regular basis. Overall progress is recorded and used to both challenge and support the school towards achieving its ultimate aims.
- The plan will be reviewed annually at the first Full Governing Body meeting of the school academic year. It will be revised every 3 years, whilst maintaining a long-term perspective, extending over 5 years.

Appendix

What do we want a Spire Federation child to be like when they leave at the end of year 6?

