

# Holbrook 3-year Strategic Plan 2022-25

## *Aiming High, Succeeding Together*

*Updated January 2024*

### Introduction

At Holbrook, our ambition is to ensure that we offer every child the opportunity to fulfil their potential and to be happy and successful. We aspire for Holbrook children to have the confidence to aim high and work successfully with others. This plan outlines our strategic approach to achieve this. The purpose of this strategic plan is to provide an overarching framework that guides the direction of school improvement and future investment, as well as underpinning the school's operational plans.

### School Vision

We are committed to developing children to become:

- **successful learners** who enjoy learning, make progress and achieve
- **confident individuals** who are able to live safe, healthy and fulfilling lives
- **responsible citizens** who make a positive contribution to society

### Our school

#### A. Strong foundations

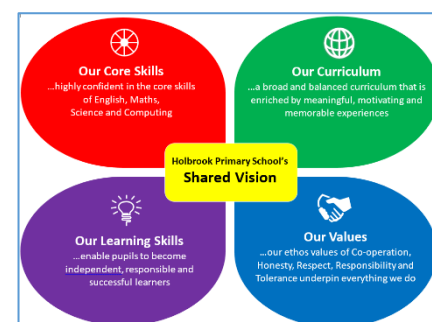
- Continuing to serve our local community by delivering the best provision possible
- A modern and well-resourced learning environment including attractive grounds for outdoor learning
- Maintaining financial stability to support the best educational provision
- Effective leadership and governance to maintain a strong safeguarding culture, senior leaders and staff and developing leadership in pupils
- Future proofing recruitment/retention of staff, governors, leadership and succession planning

#### B. The Holbrook way

- Educating the whole child with core skills and an inclusive broad/balanced curriculum, extra-curricular and enrichment opportunities
- Strong relationships with children underpinned by high expectations of behaviour and working in partnership with parents
- Meeting individual needs by understanding and recognising the strengths of every child, and enabling them to meet their full potential
- Wellbeing and resilience for pupils, families and staff including physical and emotional wellbeing
- Engaging and communicating with the local community in events and projects

#### C. Strategic objectives (to enhance our vision)

- Global community – engaging our pupils with global issues, the environment and cultural diversity
- Partnerships – working with the local community to forge closer links and enhancing our provision around transition
- Marketing – celebrating our achievements and successes with a wider audience, so that Holbrook is viewed as the 'go to' school in our local area
- Innovation – developing closer links with other local schools that share and seek best practice
- Environment – continue to ensure that the school environment is up to date, warm and welcoming



## Action plan

Strategic Priority	What we already do well	2022-2023	2023-2024	2024 onwards
<b>Global community</b> – engaging our pupils with global issues, environment, cultural diversity etc (e.g developing links with an international school)	<p>Our curriculum provides creative learning opportunities; coverage of the National Curriculum 2014 (breadth); demonstrates progression of learning across the school (depth); takes account of our community and is underpinned by the school's values. Pupils make good progress from starting points.</p> <p>Children have opportunities to participate in a wide range of extra-curricular and enrichment activities.</p> <p>Children engage with global and environmental issues, as well as having a growing awareness of cultural diversity</p>	<p>Complete progression documents for remaining subjects</p> <p>Review implementation of the EYFS framework curriculum at the end of the 1st year</p> <p>Post Covid, re-establish a wide range of clubs and enrichment opportunities within school</p> <p>Investigate links with more culturally diverse schools in the UK and/or internationally to enhance our curriculum</p>	<p>Next stage of three-year curriculum plan</p> <p>Review progression plans in light of Ofsted report</p> <p>Implement any changes following review</p> <p>Continue to grow enrichment opportunities including development of More Able activities with other schools. Science week and 'diverse' speakers welcomed into school where appropriate</p> <p>Audit existing 'ad hoc' links (eg penpals in Year 4, link with Senegal via CB (Governor). Investigate opportunities to establish personal links.</p> <p>School continues to have Diversity as a priority – see action plan.</p>	<p>Next stage of three-year curriculum plan</p> <p>Review curriculum plans</p> <p>Monitor effects of action taken 2023-2024</p> <p>School visits to different cultures e.g Y6 trip</p>
<b>Partnerships</b> – working with the local community to forge closer links and enhancing our provision around transition including workshops for	<p>We offer parents opportunities to become fully involved in their children's learning and school life. We offer opportunities for parents to access family and adult learning.</p> <p>We maintain links with local Primary and Secondary schools; we</p>	<p>Post Covid, re-establish ways to encourage parents to support their child's learning and development</p>	<p>Continue to develop ways to encourage parents to support their child's learning and development; be involved in the direction of the school and support access to family and adult learning.</p>	<p>Create further links with local pre-schools Make Holbrook well known and the school of choice</p> <p>Investigate possibility of a school nursery</p>

existing and future parents	have strong links with the local church, police and other organisations such as a local care home	<p>Explore further ways to enhance opportunities for transition into our EYFS setting pre-school workshops, coffee mornings, second hand sales (FOH), sharing of resources</p> <p>Cultivate further links locally with the community to create opportunities to recruit governors support pupils, staff and families to secure best outcomes for all.</p> <p>Create links with local business community to recruit potential governors 4 spaces</p> <p>Governors to work with the School Council to promote the school</p> <p>Look at Creating Little Leaders group within the school</p>	<p>Invite local pre schools to events such as Christmas productions Set up Mother and toddler group and develop workshop idea etc</p> <p>Develop further links with all feeder preschools.</p> <p>Cultivate links locally and globally with businesses and schools to create opportunities to support pupils, staff and families to secure best outcomes for all. Further cultivate links with local business community to recruit potential governors 2 spaces</p> <p>Ensure by monitoring the current situation that the school has a strategic role regarding locality developments</p>	
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Strategic Priority	What we already do well	2022-23 or short term	2023-24	2024 onwards
<b>Marketing</b> – celebrating our achievements and successes with a wider audience so that Holbrook is viewed as the 'go to' school in our local area	<p>Weekly newsletter</p> <p>Facebook &amp; Twitter feeds</p> <p>Website</p> <p>Active PTA (Friends of Holbrook)</p>	<p>Reformat newsletter for better mobile use</p> <p>Update website to give school greater control over content</p> <p>Publish more press releases to gain greater coverage in local press</p>	<p>Updating of media – photos/videos at least biannually</p> <p>Ensure display in St Mark's church is updated regularly. Advertise mother and toddler group in all relevant community spaces</p>	<p>Review and update photos and videos as required</p> <p>Celebrate and</p>

		Investigate effective use of Bromcom	Through social media celebrate school successes (sporting., music etc etc Develop and share Holbrook 100	
<b>Innovation</b> – developing closer links with other local schools through peer reviews that share and seek best practice	Active member of Horsham Schools Partnership  Initial stages of HSP Peer Review	Maintain active membership  Participate in Peer Review with two other schools and share best practice  Investigate linking with other Governors across schools in the locality  Development of coaching training for the head teacher to be used effectively across the school  Consider impact of political future – academisation? County priorities?	Review the peer process and participate with two new schools on new focus  Chair to attend County Chair's event and investigate possible links.  Investigate how Head's coaching qualification can be used to benefit the school and wider afield.  Continue to review and update risk register, especially in light of development of Bohunt to 2 form primary entry 2025	
<b>Environment</b> – continue to ensure that the school environment is up to date, warm and welcoming e.g new lobby area, continued investment in technology (computing suite, iPads etc)	School is secure with fencing and security gates  Rolling programme of refurbishment well-established  IT/technology rolling programme of replacement operating  Wish list of projects established if money allows	Consider replacing hedging with fencing  Entrance lobby, lighting project and velux windows  Continue to replace laptops, interactive whiteboards, iPads and desktops – ensuring that we are at the forefront of technological innovation  Ensure computing lead has the skills to be able to make this happen	Investigate electric charging points in the school car park  Remodel and develop EYFS area  Investigate longevity of current solar panels  Carry out audit of areas for development and prioritise for 2024-2025	Look into the option of leasing IT equipment

		Computing suite refurbishment		
<b>Recruitment and Retention</b>	<p>Teaching staff are settled and remain at Holbrook for many years</p> <p>Recruitment of support staff is difficult (national issue)</p>		<p>Investigate options for attracting staff Eg Subsidized child care, free school dinner if eat with the children</p> <p>In job adverts ensure we identify and celebrate Holbrook's USP</p>	