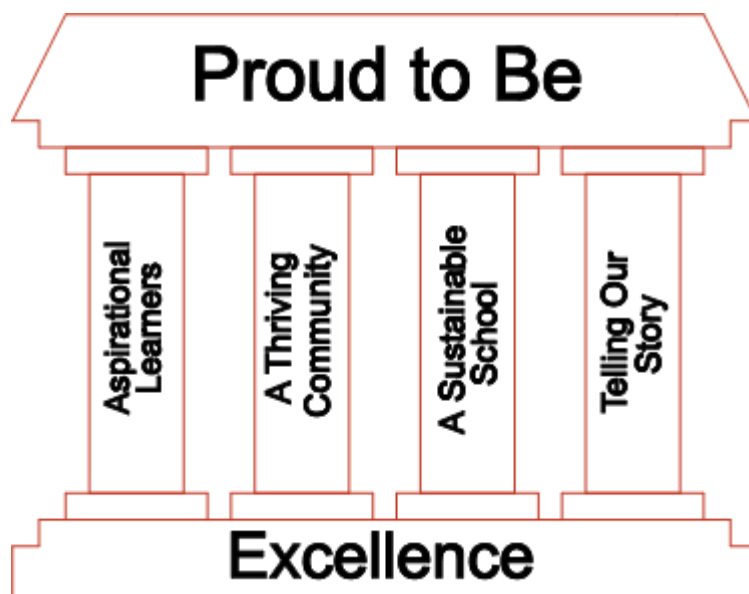


KLB2030 – Strategic Plan



ASPIRATIONAL LEARNERS

Teaching and Learning - students enjoy learning in calm, purposeful classrooms where they excel but also feel safe to make mistakes. Teachers are subject specialists who engage learners with enthusiasm and expertise. All staff can demonstrate their commitment to professional learning. Teachers employ a wide range of strategies to help students learn conceptually and to transfer this learning with confidence into new contexts. Standards in the classroom are monitored systematically and there is a high level of expectation.

Futures - the progress and outcomes of all students provide the springboard for their next steps. Through a strong careers programme, students are made aware of the range of opportunities to which they have access, allowing them to make well-informed decisions about their future pathways and to be aspirational in their outlook. Students recognise the deeper purpose of the school's values and commit to the pastoral and enrichment programmes as an integral part of their personal learning in preparation for adulthood and the world of work.

Curriculum - the curriculum is underpinned by the KLB vision and values. It is broad, balanced and inclusive and is enriched by activities outside of the classroom which are accessible to all learners. The provision meets the needs of all learners at all stages and is mapped both vertically and horizontally to allow for the development of learning connections and deeper understanding. Learners leave school well prepared to take advantage of opportunities and challenges that lie ahead. There is a seven year pathway available to all learners.

Inclusion there is a commitment to equity and individuals are given support that is proportionate to their needs, enabling them to access the rich learning opportunities in the school. Students from less advantaged backgrounds enjoy the same levels of access as all others and there is no statistical evidence of a negative correlation between student outcomes and their background. Understanding global diversity and the strengths and beliefs of other cultures is a core part of the KLB curriculum.

THRIVING COMMUNITY

Safeguarding - All students feel safe and free to express themselves, confident that they will not be discriminated against because of their background, identity or values. The culture of the school ensures that all staff remain vigilant at all times and act swiftly to protect children when necessary. The school is responsive to local and national issues which affect children and constantly ensures that the curriculum and school resources are adapted to protect children from emergent threats in school, in the community and online. The school works closely with parents.

Partners - the school has strong, well-established links with the businesses in the local and wider community bringing benefit to students through the wider curriculum. Robust links with key feeder primary schools provide for highly successful transitions for students joining KLB. Information sharing is well established and there is mutual respect and understanding about the benefits of creating continuity of the learning experience.

Parents - all parents recognise the value of engaging with the school. Communication channels are clear and attendance at school events is high. Engagement with parents of disadvantaged students is consistent with that of all parents. Parents use the available opportunities to provide regular feedback and they feel confident that their voices are heard.

Character and Culture - guided by the KLB values, the school prepares and encourages students to be engaged in the school and wider community. Students take an active interest in global issues and seek to make a positive difference to the world in which they live. There are opportunities for all students to lead, to take responsibility and to demonstrate the school's core values.

Wellbeing - students and adults at KLB are well supported to make informed personal decisions and are guided to make choices that will lead to safe, happy and healthy lives. Vulnerability and the need, at times, to call on the help of others is accepted as part of a healthy school environment. Adults and students support each other to create lives that are balanced and protected by boundaries. There is a culture of care.

SUSTAINABLE SCHOOL

Admissions - the school is fully subscribed and is considered the school of choice in the local community that will support learners for seven years. This includes those students with special educational needs and from disadvantaged backgrounds. The PAN is reviewed on a regular basis and adjustments made in the best interests of the school and its community.

Grounds and Buildings - the school grounds and buildings are fit for purpose and in excellent condition, regularly maintained to a high standard. The vision and values of the school are visibly promoted across the site. Use of all facilities is optimised to the benefit of the school and the community.

Finance - the school's finances are secure and planning reflects robust and accurate forecasting. Budgets are both strategic and responsive to need with clear links to the annual planning cycle. The school is attuned and responsive to the national funding picture. All significant changes are carefully modelled before implementation. The schools ensures that all funding streams are explored.

Recruitment & Retention - KLB enjoys a strong reputation as a supportive employer where staff are valued, nurtured and developed professionally. Competition for vacancies is strong. Longer serving staff take personal responsibility as leaders and role models but there is also a healthy staff turnover, maintaining the inflow of new ideas. A succession plan is in place to identify leadership opportunities and develop internal capacity. Strong relationships exist with teacher training institutions.

Net Zero - the school moves continuously towards its ambition of becoming a carbon net zero school. Adults and students are aware of this commitment and work intentionally towards developing the school as a beacon of sustainability in the community. Educational opportunities to support this goal are evident in both the curriculum and the enrichment programmes.

TELLING OUR STORY

Communication - all members of the community and those aspiring to join KLB are able to gain an informed and inspiring sense of the school, rooted in its vision and values, which is consistent with the reality on the ground. The school uses, actively, a wide range of media to communicate and to enhance its relationships, in particular with existing and new families, potential employees and partners. KLB students are storytellers and ambassadors for the school.