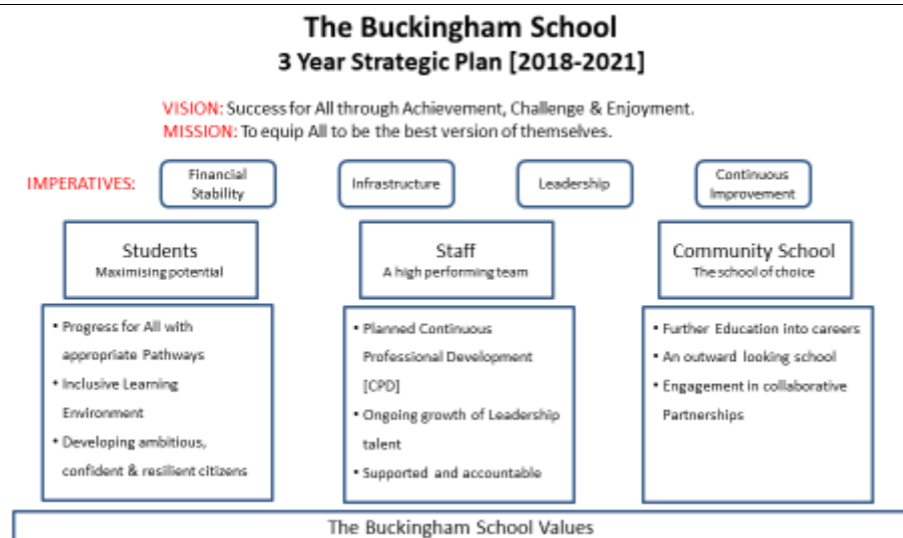# The Buckingham School SIP 2019/2020

Our Vision
Success for All through Achievement, Challenge & Enjoyment.

Our Mission
To equip All to be the best version of themselves.

The Buckingham School
3 Year Strategic Plan [2018-2021]

VISION: Success for All through Achievement, Challenge & Enjoyment.
MISSION: To equip All to be the best version of themselves.

IMPERATIVES: Financial Stability | Infrastructure | Leadership | Continuous Improvement

Students — Maximising potential
- Progress for All with appropriate Pathways
- Inclusive Learning Environment
- Developing ambitious, confident & resilient citizens

Staff — A high performing team
- Planned Continuous Professional Development [CPD]
- Ongoing growth of Leadership talent
- Supported and accountable

Community School — The school of choice
- Further Education into careers
- An outward looking school
- Engagement in collaborative Partnerships

The Buckingham School Values

Our Values
We strive for excellence in all that we do.

An ethos of care and challenge pervades all aspects of school life. We all thrive in a highly inclusive, supportive, mutually respectful and tolerant environment. Everyone belongs and everyone is valued. Trust and respect are values which underpin all work and relationships at The Buckingham School, together with a high sense of unity that is ensured by honest interactions.

Learning and progress are vital to our values. We promote a vibrant, exciting learning environment for everyone, encompassing flexible skill development, technological capability, skilful communication, and entrepreneurship, as well as providing breadth of knowledge, creativity, and sporting opportunities, both within and beyond the classroom, for all learners.

We invest in staff through high quality professional development.

We provide an environment where spiritual, moral, social and cultural understanding underpins all aspects of school life, and ensures that everyone understands their rights and responsibilities as British Citizens. Self-esteem, independence and resilience are fostered in all years.

Relationships with Parents / Carers, Staff and all Stakeholders are of paramount importance, with effective communication and collaboration leading to successful learning for all students.

We serve the community, valuing and respecting the needs of all.

1 Quality of Education

Aim	Strategies & Actions
An ambitious curriculum, delivered with expertise, resulting in success not solely defined by examination outcomes	Ensure that the school's curriculum offering is fit to meet the needs of all learners and their future opportunities
	Ensure that a clear leadership structure is in place to secure effective implementation, with leaders enjoying consistent, high quality opportunities to share best practice
	Ensure that teaching across the school meets the needs of all learners, including key groups, by continuing to develop high quality CPD
	Ensure that assessment is used effectively, and always serves the purpose of either embedding knowledge or to inform teachers' planning
	Well prepared for training at KS3 and KS4

2 Behaviours & Attitudes

Aim	Strategies & Actions
High expectations amongst staff and students, who work together happily in a safe environment	Ensure that safeguarding at all levels across the school is outstanding
	Develop a culture of exemplary behaviour, where staff skilled in positive behaviour management foster a pupil culture of high levels of self-regulation
	Ensure that the successful anti-bullying measures are developed to the extent that pupils respect and celebrate our differences
	Implement a multi-agency approach towards the educational and SEMH needs of all vulnerable and disadvantaged students

3 Personal Development

Aim	Strategies & Actions
Wider school life helps pupils develop character and prepares them for future success	A comprehensive enrichment, PSHE, Assembly and Tutorial Programme sec uses broader pupil development, using the vehicle of The Buckingham School Virtues to foster SMSC
	An extensive extra-curricular programme, underpinned by the house system further fosters development of The Buckingham School Virtues

4 Leadership & Management

Aim	Strategies & Actions
Effective and ambitious leadership has a strong positive impact upon the school and students' development and success	Ensure that a robust culture of safeguarding is embedded so that students are safe and feel safe; barriers are rapidly addressed and mitigated/removed
	Ensure that teaching consistently meets the needs of all learners across the whole school, including key groups
	Secure a distributed leadership culture with middle leadership empowered and skilled to drive improvement
	Ensure that performance management is linked to accountability, resulting in further development towards universally high quality teaching and learning
	Implement and embed a mastery culture, differentiating to ensure that all key groups, including disadvantaged, make high levels of progress
	Awareness of staff wellbeing, via consultation, is used to manage workload effectively; low impact tasks are revised or ceased
	Ensure that governors continue to develop their capacity and expertise, resulting in further improved challenge to the school's leaders

5 The Sixth Form

Priorities	Strategies & Actions
Students from all key learner groups make strong progress that is consistent across different subjects	Ensure students' progress is above average or improving in all subject areas
	Ensure learners without GCSE Grades 9-4 in English Language and/or Maths make progress
	Ensure that students are well prepared for the next stage of their education, employment or after KS5
	High quality pastoral programme that insists on high expectations of punctuality / attendance and behaviour. Learners are safe and feel safe. They make healthy choices and contribute to society

6 CPD

Aim	Strategies & Actions
All staff have access to Bespoke CPD program introduced that is differentiated and built around needs identified in progress walks	Differentiated CPD program established centring on needs identified by staff and from 7 Key Features analysis
	T&L Learning Briefing every Friday to celebrate best practice and offer mini-CPD
	3 waves of support to challenge and support those staff whose performance falls short of expectations