

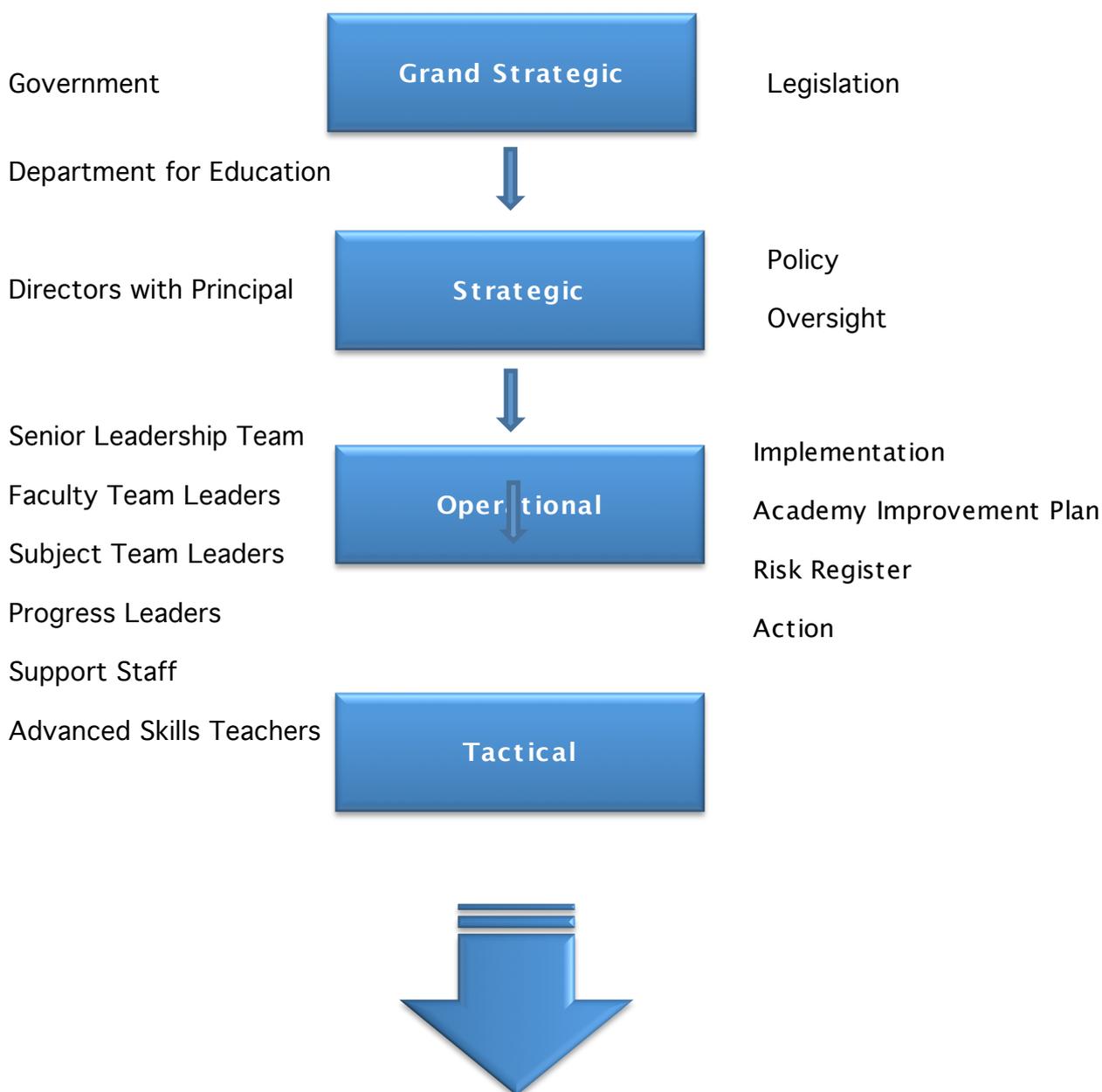
Huish Episcopi Academy

Strategy 2020

Our place

Who?

What?



“Inspiring all learners to be better citizens than they ever thought possible”

Our vision

Huish Episcopi Academy will be recognised and valued for:

- Producing students who have pride in their Academy and have both an appetite to know and a capacity to learn
- Employing staff who are proud to work at our Academy and have the ability to care for students with humanity and sensitivity while also nurturing, challenging and inspiring every student to fulfil their intellectual, imaginative and physical capacities
- Providing an exciting, innovative, broad and balanced curriculum which inspires curiosity, creativity, resilience and confidence at the same time as providing a world class preparation for life
- Achieving the highest academic standards for all students whilst simultaneously inspiring a lifelong passion for learning and a desire to contribute positively to society
- Providing a range of memorable learning opportunities which broaden cultural horizons and prepare them for life in a multi-cultural, global community, with an appreciation of other humans and our planet
- Working together with other Academies/schools and educational partners to provide an exceptional educational experience for our students
- The part our Academy plays in the development of healthy lifestyles and skills for our wider community, particularly given our rural setting

Our Core Principles

Respect
Excellence
Achievement
Collaboration
Humanity

Strategy Implementation

Strategic Objective 1 - 2020 Exceptional teaching, learning and educational outcomes from exceptionally well trained and motivated staff

SO1 - 2020

Every lesson taught at the Academy will be at least good on a consistent basis, producing results which show at least good progress at age 16 and 18 alongside deeper learning and a passion for their subjects.

Staff will be reflective practitioners, engage in Continuing Professional Development and consistently share our passion for pedagogy.

We will create a climate where staff are supported professionally and encouraged to focus on the development of classroom skills through a differentiated Professional Development programme which is responsive to their needs. A range of Quality Assurance measures will be in place to allow for diagnostic feedback for individual staff and to inform the wider professional development programme.

Support staff will play a vital and important role in achieving outstanding results and will be recognised for their contribution

Why do we want to do this?

Teaching and learning is at the heart of our institution. A key measure of success will be the academic achievements of our students and therefore to ensure our students can compete with the best they need to be taught by inspirational, dedicated and well trained staff who want to do their best for Huish students. Staff will motivate and personalise learning for students enabling them to go beyond what they thought was possible while still ensuring they are cared for with humanity and respect.

We will:

- Recruit the highest calibre staff and only those who share our passion for education
- Ensure that staff have access to high quality professional development that responds to their needs as well as the Academy's priorities
- Use data intelligently to diagnose and predict issues
- Implement strong systems of monitoring and where teaching is not at the appropriate standard act quickly and according to our core principles
- Make our expectations of what a Huish lesson should look like clear and consistent across and within all subject areas

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- Maintain and develop links with Initial Teacher Training and Continuous Professional Development organisations
- Provide high quality leadership training opportunities for staff

Strategic Objective 2 – 2020 An inspirational curriculum

SO2 – 2020

No student will become “Not in Education, Employment or Training” (NEET) and all students will progress on to worthwhile destinations that will further enhance their employment possibilities.

The completion rate within Post 16 education will be high without denying students the opportunity to study with us.

Student recruitment and retention will be high by making all curriculum transitions seamless and well supported alongside excellent careers advice

Provide a challenging, relevant and inspirational curriculum which, from age 11-18, is skills based but relevant and links seamlessly with the primary phase and Level 3 curriculum.

The curriculum will be underpinned by an assessment system which can be used diagnostically to improve student performance and enhances the support parents and carers can give to their child

Why do we need this?

The most important skill students need to have in life is the ability to learn. Our curriculum must focus on this in order to properly prepare students for their future personal and professional lives. The curriculum, alongside exceptional teaching and rigorous formative assessment, should enable students to progress well and become increasingly independent in their learning in readiness for later life. Consistently good teaching will ensure that gaps in achievement for more vulnerable groups are reduced to zero.

We will:

- Review current Key Stage 3 curriculum and assessment scheme
- Work with primary academies/schools to ensure consistency where possible
- Implement a new curriculum at Key Stage 3 based on skills development and preparation for study at Key Stage 4 and Post 16
- Review assessment and reporting schemes to ensure they are informative yet accessible
- Use assessment to provide for the early identification and subsequent support for students following high quality first teaching in all key stages

Strategic Objective 3 – 2020 Expanding the horizons of learners

SO3 – 2020

Every learner will have access to a wide range of differing opportunities to develop broader life skills and leave Huish Episcopi Academy prepared to make a positive contribution to society.

A curriculum offer will be developed that both allows for academic progress as well as involvement in memorable learning experiences. These experiences will lead to the development of skills such as leadership, teamwork and communication, as well as a greater awareness of emotional intelligence.

Evidence will show our students are well prepared for a safe and healthy life in a global society.

Why do we need to do this?

We recognise the need for students to develop softer skills and become rounded individuals in order to make their way successfully in the world. A cv with a host of good grades is not enough – we must give students the ‘Huish Edge’. We also recognise that students live in a global community and so will need to understand how other cultures work and have an understanding of other dangers such as extremism as well as an understanding and pride in fundamental British Values.

We will:

- Further develop the Huish passport to promote opportunities for all
- Outstanding leadership opportunities will be in place for all of our students
- We will continue to financially support music scholarships and other opportunities to ensure as many students as possible can take part
- Personal, Social and Health Education, assemblies and “tutor time” will be linked and monitored to ensure key messages around British values, extremism, dangers of the internet and healthy lifestyles are well understood by students
- We will link with other schools both nationally and internationally to provide cultural exchange and understanding

Strategic Objective 4 – 2020 An engaged community of learners

SO4 – 2020

Huish Episcopi Academy will deliver a high quality service to our community from parents through to Leisure users and other user groups.

Communication with parents will improve allowing them to be empowered to provide additional learning opportunities for their children

Provide high quality sporting opportunities through Huish Leisure and Huish Astro

We will invest in the fabric of our campus for the benefit of students and our community particularly around the provision of specialist rooms, sporting provision and expressive arts

Why do we need to do this?

We believe our Academy has an obligation to be a learning institute for students, parents and members of our community. Our core business is education and we should be prepared to share our expertise and resources wherever possible.

Engaged parents will help us to achieve more highly with students and so providing clear lines of communication and training will help parents help us to achieve our goals.

We will:

- Embed Huish Astro within the Huish brand and ensure that Huish Leisure continues to grow
- Continue to develop good communication streams with parents and provide them with more training to help them help their children
- Continue to be open to business opportunities that potentially offer growth beyond normal Academy operations
- We will continue to look for opportunities to further develop community learning provision

Strategic Objective 5 – 2020 Developing strategic partnerships and encouraging growth

SO5 – 2020

To maintain current networks while seeking to formalise relationships with other Academies/schools and put school-to-school improvement on a more rigorous basis.

We will develop international networks and links with private education for the benefit of both staff and students

We will ensure that the Academy is well placed in relation to other Academies/schools, national and international networks, to both contribute to, and benefit from, those connections which could relate to issues ranging from Academy organisation to curriculum enhancement.

Why do we want to do this?

With an increasingly complex educational system it is more important than ever for Huish Episcopi Academy to play a leading role. We need to develop strong networks across all of our organisational functions to allow us to learn from other excellent providers as well as making our own contribution to these networks. There is a clear expectation from the Department for Education that high performing Academies/schools will play a key role in the improvement of other academies and schools.

We will:

- Actively explore the possibility of formally working with other educational providers
- Increasingly influence networks such as South West Academies Group, Leading Schools South West, PiXL, Incyte, Somerset Challenge
- Further develop international links to impact on the learning of the student body and enrich their experience

Strategic Objective 6 – 2020 Campus development

- S06 – 2020** To ensure provision of rooms and in particular specialist subject rooms such as Drama, Art, Music, Science and Design Technology is at an appropriate level to match the demand for places at the Academy
- To develop more covered and seating areas for students around the Campus
- To ensure that windows and roof areas are energy efficient and sound
- To consider the next stage of development of Leisure facilities which may include covering the swimming pool, improving swimming pool facilities and tennis court areas and potentially covering the tennis courts
- To consider more energy efficient lighting and heating across the Academy
- To maintain the purchase of high quality ICT equipment to ensure early adoption of emerging technologies
- To consider the addition of additional eating facilities and redevelopment of the lower school refectory
- Provision of high quality art work throughout the campus

Why do we need to do this?

Students have a right to expect the best possible environments for learning and as an Academy we need to constantly be exploring opportunities to give our students an advantage.

Undoubtedly high quality learning environments and modern ICT equipment, alongside high quality teaching, leads to higher achievement and a more positive learning experience.

Prospective parents and students expect the best facilities and so in order to maintain our competitive advantage we must do our best to meet those expectations.

Student feedback will contribute to the strategic development of the campus.

We will:

- Continue to listen to student view and prioritise works accordingly
- Balance the views of our customers with the need to make sure that the site is as energy efficient as possible
- Plan campus development strategically and endeavour to access additional grants and monies wherever possible
- Ensure projects provide value for money as well as improving learning and providing further opportunities to raise revenue