



## BEESTON HILL ST LUKE'S STRATEGIC PLAN

### **Our Mission Statement is our Vision:**

We believe in God the Father, Son and Holy Spirit

We thank God for his salvation, for his unconditional love towards us and we attempt to reflect such love and kindness through our school.

We seek to go 'the extra mile' (Matthew 5:41) with our children, our families, our staff and our community.

We are committed to achieving academic excellence with all our children and to removing any barriers to learning.

We ask for God's guidance, protection and blessing on this place and give him the glory for all the wonders he performs here.

### **Our Strategic Plan:**

This is St Luke's strategic plan and its purpose is to bring together the detailed plans needed to implement the school's vision. 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 to use our resources.

The plan makes clear where we are going and what we are trying to achieve in the period up to 2023. However, it will not prevent us from taking advantage of any unforeseen opportunities. The Governing Body will review the Strategic Plan on an annual basis which will usually take place at our Autumn meeting.

Our Strategic Plan falls into the following categories:

#### **Ethos**

- To maintain a culture where the teachings of Christ, and particularly kindness, underpin every action and interaction
- To maintain a school where pupils are treated as if they were our own children
- To prioritise the needs of our most vulnerable learners in the School Resource Provision(The Oasis)
- To prioritise and invest in positive relationships at all levels

#### **Leadership & Governance**

- To successfully integrate several new members into our existing team of committed and caring governors

- To ensure governors have specific knowledge about key aspects of school (via the sub committees) and to equip them with the knowledge to fulfil their responsibilities
- To continue to develop shared ownership of the SDP through distributed leadership of each action plan
- To continue to safeguard the current staffing through high morale and a positive culture, to ensure continuity and stability

### **Pupil Welfare**

- To increase opportunities to hear 'pupil voice'
- To increase resilience of all members of our community
- To support pupils' mental health following Covid and school closures
- To deliver and monitor the extracurricular and after school provision
- To provide for the specific and complex needs of pupils in the RP

### **Teaching & Learning**

- To maintain reading as the core of all teaching and learning
- To deliver a broad and balanced, cohesive curriculum which is thoroughly planned to maximise pupil progress and adapted to meet the specific needs of pupils with SEND
- To improve the speaking and listening of pupils across school and to increase their understanding of appropriate social etiquette
- To develop pupils' vocabulary in every lesson and at every opportunity including the 'academic Vocabulary'
- To deepen pupils' mathematical understanding beyond rote learning
- To rigorously monitor Teaching & Learning in all subjects leading to improved pupil progress

### **Achievement**

- To adapt curriculum plans and timetables accordingly to address gaps in learning due to missed teaching during school closures
- To ensure good progress of all pupils regardless of ability or other barriers to learning
- To complete the writing action plan in reception to help increase GLD outcomes
- To maintain and improve the percentage of children passing the Phonic Screening Check in year 1
- To close the gap between disadvantaged and non-disadvantaged across Key Stage 2
- To increase the number of pupils meeting the national expectations in SPAG at the end of Key Stage 2

### **Equality**

- To promote equality of opportunity
- To eliminate discrimination and harassment
- To value diversity and promote positive relationships
- To provide an inclusive education which enables all pupils to develop their full potential

### **Promoting British Values**

- To promote Democracy, Rule of Law, Individual Liberty, Mutual Respect and Tolerance of those with Different Faiths and Beliefs by actively addressing these values during planned whole school activities and through day to day interactions

### **Staffing**

- To maintain the excellent relationships enjoyed between staff and pupils and staff to staff
- To maintain staffing levels and increase where possible
- To ensure high quality CPD, particularly in the specialist knowledge required to meet the needs of pupils in the RP
- To appoint and integrate new members of staff following expansion
- To support team leaders to deliver the school development action plans
- To support the SENCO in establishing an outstanding specialist provision

### **Behaviour**

- To maintain the excellent behaviour in school
- To equip staff to safely and positively handle the sometimes violent and challenging behaviour of pupils in the RP
- To continue to fund out of hours support for pupils and families

### **Environment**

- To maintain the outstanding environment (nothing shabby or uncared for)
- To adapt and remain flexible with our environment to meet the needs of our most vulnerable learners
- To continue to manage the Asset Plan
- To manage the school expansion plan to avoid any decline in our environment

### **Our Community**

- To continue to work with, engage with and support our parents and families
- To continue to engage positively with St Luke's church and neighbouring Christian Churches
- To strengthen links with the local mosques and to work with the Interfaith Community Project
- To continue the positive links with Community Policing
- To maintain and explore new links with local organisations such as ; Holbeck Together, St Luke's Cares, Leeds United, with a view to improving the community space behind the school

Our strategic plan is complemented by the Self Evaluation process and our School Development Plan. Our SDP is an operational plan extending over a period of 1-5 years and is developed by senior staff and Governors and sets out in operational terms how the long-term strategy of the school is to be achieved.

The School Development Plan will be addressed through Action Plans which give details of the actions the school will take. The governor sub committees and senior staff regularly evaluate and review the progress made against our Strategic Plans and will report this to the Governing Body.

**SCHOOL DEVELOPMENT PLAN  
2021-**

<b>Objectives:</b>	<b>Timescale</b>	<b>Action Plan</b>
Early Years Development Plan	Easter 21- July 23	1
Oracy – To improve speaking & Listening skills & language understanding in all yr groups	Easter 21- July 23	2
To further develop the curriculum to maximise learning	Easter 21- July 23	3
To improve pupils’ knowledge and skills in spelling, punctuation and grammar	July 20- July 23	4
To improve the understanding of the mathematical concepts to close the attainment gap of children working below standard in Kst 2	July 23	5
To review the Spiritual, Moral social and Cultural provision across school and increase opportunities for personal development. Dev pupil citizenship	July 23	6
To reflect, support and embrace the increasingly multicultural Community of St Luke’s & to meet the needs of EAL students through quality first teaching	July 23	7
To establish an effective and inclusive Resource Provision for pupils with Autism	July 23	8
To establish an effective and inclusive whole school Feedback and Marking System	Sept 21- July 24	9
To evaluate and improve the quality of Teaching & Learning through effective CPD	Sep21- July 23	10
To effectively help children who are working below National Expectations to catch up with their peers	July23	11