



Downs Infant School

Strategic Plan, 2021-2025

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Introduction

- We are pleased to present our long-term strategic plan for Downs Infant School.
- Its purpose is to set out and communicate our vision, ethos and long-term direction for the school.
- It has taken into account the views of school leaders and governors, including staff governors, and draws on feedback from parents and pupils about their school experiences over the past 4 years since the appointment of the current headteacher.
- It sets out a range of goals, actions and priorities which will inform our day to day work, help us evaluate our progress and help us decide how best to use our resources.
- This strategic plan is accompanied by our annual School Development Plan (SDP), a shorter term operational plan for each academic year. This SDP is developed by the Senior Management Team of the school and sets out in operational terms the actions which will be taken to deliver the long-term strategy of the school.
- Our strategy for the next 5 years is clear and aspirational, and as a live document will also allow us to respond to any new opportunities as well as challenges that present themselves, so that Downs Infant School continues to be a successful and popular school serving our local community.



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Our Vision

Our vision is to create a welcoming and inclusive school community where children can be happy and excited about their opportunities. We want to give children a voice and a feeling of worth. We nurture a culture of wanting to learn, and an 'I can do it!' attitude.

Our strategy is the way we want to accomplish our vision for the school.



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Where are we now?

- Downs Infant School is now in its fifth year under its present headteacher, following some periods of short-term leadership.
- It is a warm, open and nurturing school, which has a deep commitment to a child-centred and unique infant education. It has a strong sense of community, which is inclusive of all, and teaches its children to be kind and the value of love.
- The school fosters close relationships with its families, who are supportive of the school; many volunteering in the school in various capacities.
- Staff here are skilled in infant practice, and the community is committed to the value of an infant school.
- There is a strong shared ethos among the leadership team and governing body.
- The governors are welcomed into the school to support the school in evaluating the impact of the work of the school.



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Important influences on education and our school

This strategy can not operate in isolation from the social, economic and political changes that take place around us, and we recognise that we will need to consider the following in relation to the strategic direction of the school.

- The impact of the pandemic and what ‘lost learning’ means for infant children.
- A changing society, the impact of Brexit and new technologies.
- Continuing to develop an inclusive school so that SEND/BAME/EAL children and families’ needs are met, and we challenge inequality in all its forms.
- Developing close relationships with all families.
- Challenges of resourcing and funding.
- Staff as well as pupil wellbeing.
- Environmental change.



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Our Strategic Aims

1. To become a beacon of exemplary infant practice where children thrive and have strong academic outcomes
2. Deliver the curriculum in a way which ensures all children are able to develop key skills of social interaction, speech and language, gross and fine motor skills alongside the EYFS and Primary National Curriculum.
3. Set *all* children up not just for the next stage of their education but for life long learning and success.
4. Become an anti-racist school and further develop genuine inclusion, along with critical thinking skills.



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Our Strategic Plan

- Ensure all staff and stakeholders understand the infant phase, 4-7 years old.
- Embed developmentally sensitive pedagogical approaches which will ensure that learning for children of this age is deep and long lasting, and meets their academic, physical, social and emotional needs.
- Nurture the characteristics of effective learning in our children and staff in order to promote learning, progress and satisfaction in life.
- Further develop the role of 'community' in the school.



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Milestones

- Staff development on EYFS/Infant sensitive pedagogy.
- Regular engagement with families on a range of issues which impact pupils' states of being and outcomes.
- Progress towards equalities objectives.
- Stakeholders understand what learning looks like at Downs Infants.
- Strong learning outcomes for pupils.
- Pupils make a good transition to their junior schools.



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Implementation and Monitoring

- The strategic aims and milestones will be reflected in the annual School Development Plan (SDP) which describes actions to implement the strategic aims.
- The governing body work with the leadership of the school to evaluate the SDP on a termly basis.
- Governors are allocated specific roles and report back to full governing body meetings.
- The strategic plan will be reviewed annually, and revised after 3 years, with a draft new plan in place for the next 5 years, 2024-2029.



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