Strathmore Infant and Nursery School

Strategy for 2027 - 2030

Introduction and purpose of our strategy

Introduction

Strathmore Infant and Nursery School is a LA community school in the town of Hitchin rated 'good' by Ofsted (June 2023). The current number of pupils on the roll is 205, of which 29 are in Nursery. The school has a stable senior leadership team, teaching staff and governing board, and this context has provided a good opportunity for the governing board to develop this strategic plan.

The purpose of this 3-year strategic plan is to provide an overarching framework to guide the direction of continued school improvement, to guide investment into the school and to underpin the detailed operational plans for the school's future.

Implementation and monitoring

This strategy was developed by the governing body and senior leadership team in consultation with staff. The strategy sets out our key priorities for the school over which will be developed and incorporated into the School Development Plan (SDP) to cover the short to medium term implementation of the plan. The plan will be monitored termly through the SDP and / or specific project groups and updates fed back to the governing body on a regular basis.

Strategy review

We will review the strategy annually and adapt if circumstances or priorities have changed. This will be embedded into the annual programme of works. The strategy will be fully revised every three years.

Strathmore Infant & Nursery School: Strategic Focus 2027 – 2030

OUR MOTTO & VISION:	**Nurturing Brilliant, Resilient Minds** As members of the Strathmore family, our children will grow intellectually and emotionally in a supportive and stimulating environment. We foster a lifelong love of learning that is attentive to our students' needs and interests, ensuring learning that is both purposeful and creative. Our well-rounded curriculum promotes critical thinking, perseverance, and health and wellbeing, while nurturing independence and self-confidence in every child. They learn to respect and value themselves, others and the world we live in. Children are at the heart of our vision.
Strategic intent:	By 2030, Strathmore will be a thriving, financially sustainable school, recognised for delivering excellent outcomes through an inclusive and enriching curriculum, underpinned by safe, modern and sustainable learning environments that enable every child to flourish.

FOCUS AREA:	**FINANCE**	**CURRICULUM**	**ESTATE & ASSETS**
Goal:	Identify and implement a future business model which will deliver a financially sustainable school.	Embed an inclusive and enriching curriculum which meets the needs of all Strathmore pupils.	Create an estate programme that supports the school's future objectives and delivers an inclusive, sustainable and safe environment.
Success Measures	- Reduction of In Year deficit - Increased profitability of wraparound service - Increased contribution from other income generating services - Additional income secured through grants, partnerships and lettings. - Budget spend linked to support delivery of SDP priorities - Nursery occupancy maintained above agreed target - Controllable costs come in under budget	- Key educational data metrics meeting national targets - Clear measures of progress for children outside key metrics in place - Progress made against above measures in line with expectations - Attendance rates at or above national average - Pupil Happiness - Parent satisfaction	- Estate programme delivered against agreed milestones - Submission of grant / capital bids - Financial implications of future set up changes costed - Reduction in estate related costs - Increased income from use of assets - Local authority / local business partnerships - Clear link to asset management plan and budget planning - Environmental sustainability objectives achieved
Governance	- Head Teacher updates - Link Governor to attend re-forecast meetings - SFVS review - Admissions data - Updates on nursery & wraparound numbers via FGB meetings - FGB reforecast updates - FGB budget sign off	- Pupil progress meetings - Regular SENCO meetings - Pupil voice feedback - Parent survey feedback - Staff survey feedback - SEA visits - Subject leads update on how subjects are inclusive - Governor visits & reports	- Review of programme document - Head Teacher updates - Annual H&S reviews - Governor subgroup input and feedback - Budget sign off

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Year 1 activities	- 6 x updates to FGB across the year. - Regular meetings with HT and Governor Finance leads to review budget updates. - Sign off of SFVS by Governor Finance leads to monitor overall financial controls	**Inclusion:** - Clear systems and resources for SEND for all stakeholders, including new language for individual support plans - Consistent training on SEND for all staff - Create an inclusive mainstream strategy **Reading:** - To develop a love for reading in all aspects of the school day (using the reading framework) - Ensure interventions for reading are consistent and making an impact across the school - Ensure SEND and disadvantaged pupils have high expectations for reading **Writing:** - Raising standards in handwriting - Develop accuracy and automaticity in spelling - particularly tricky words - Oracy practice - Leadership of writing - Ensure high quality SEND provision for all pupils	- Governor subgroup to support SLT in creating Estates programme. - Year 1 objective to log asset and physical estate current status and likely requirements for next 5 – 10 years to allow discussion on priorities and likely costs.