



HERNE BAY JUNIOR SCHOOL STRATEGIC PLAN 2023 - 2026

Our Values

These are the principles that underpin our ethos and decision-making in school.

- **We are forward thinking** - fear is not a barrier to change
- **We think 'boldly and bravely'** – we are pioneering and able to make courageous decisions
- **We set high expectations** - holding ourselves and others to account through professional and constructive dialogue
- **We are adaptive and reflective** - using evidence-based research to inform our practice
- **We enable opportunity** – by supporting continued professional development within a culture of equality, diversity and inclusivity
- **We are welcoming** - by providing a kind and safe environment for all
- **We budget effectively** - we allocate our funds strategically and prudently

Our Vision

This is what we want the school to look like in three years' time.

- Financially stable with the allocated Pupil Admissions Number being met.
- Outward facing, collaborating with local primary and secondary schools to provide a seamless pupil journey that recognises the correspondence between early years and KS4 intellectual and emotional competency.
- A high-level of educational aspiration and pride that is shared by pupils, staff and parents.
- Intrinsically motivated, curious pupils who all make expected progress or better in Reading, Writing and Maths.

- Fully embedded adaptive teaching practice to ensure that children with SEND fully access their education alongside peers and within the classroom.
- Highly skilled support staff who effectively contribute to the success of all pupils in their personal development and subsequent academic learning.
- National recognition for the strategies in place to encourage pupil and staff mental wellbeing.
- An outdoor environment that promotes educational freedom, self-discovery, personal risk management and team-working.
- An information technology capacity that is able to harness the benefits of digital enablement and artificial intelligence.

Our strategic priorities for 2023 - 2026

This is what we will prioritise in the next 3 years:

Sustainability:

- Build a budget that is resilient and can support our evolving priorities
- Develop a staff base and organisational structure that delivers outstanding performance
- Maintain a physical and digital environment that is tailored to the school's key objectives

Pupil Journey:

- Create a stronger alliance with local schools, in particular feeder schools, so that greater intelligence is shared to promote pupils' long-term outcomes
- Strengthen and advance lines of communication with parents to maximise their engagement

Curriculum:

- Strengthen the impact of support staff by restructuring roles and responsibilities so that pupils with a high level of SEMH need are able to access the curriculum more effectively
- Utilise high-quality, evidenced-based research to ensure that the curriculum is taught in the best way possible