



BLACON HIGH SCHOOL

SUCCESS THROUGH PARTNERSHIP



STRATEGIC FIVE YEAR PLAN 2019 - 2023




Ofsted
Good School

VISION

Our strategy is informed by our vision, mission and values and we are very proud of our inclusive culture. Blacon High School will remain the school of choice for the local community and, increasingly, attract students from outside the area.

What we aspire to achieve

Blacon High School values everyone, is driven by excellence and transforms lives. We will inspire ambition, promote independence, encourage resilience and develop confident individuals who are committed to positive futures by:

- being a centre of excellence that holds the highest academic aspirations for its students, underpinned by a strong community ethos.
- supporting outstanding progress through the superb relationships between staff, students and parents.



MISSION

How we will achieve the vision

We will offer a rich, broad and fully inclusive curriculum, matched to the needs and aspirations of all our students. This will enable them to unlock their full potential, excel academically and achieve the best possible post 16 destinations to underpin successful futures. We will achieve this by:

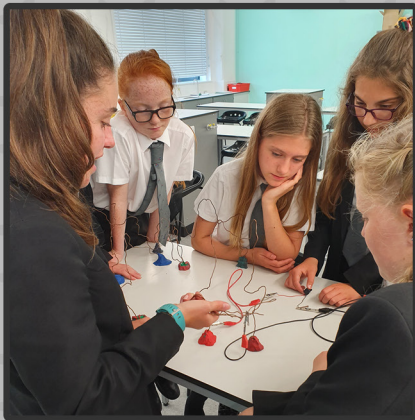
- providing enriching, appropriately challenging and fulfilling learning experiences within and beyond the classroom
- working collaboratively with all stakeholders to enhance life chances and to ensure that all students achieve their full potential



Why we behave the way we do

All young people are entitled to equal opportunity and we fully acknowledge our responsibility to secure this for the students in our care by consistently offering the highest standards of teaching, developing an ethos of teamwork and creating a cohesive school community. We will nurture the core values of respect, honesty, trust and integrity and remain resolute in our commitment to achieving excellence by:

- raising expectation and encouraging the highest aspiration, and by developing independence, resilience, confidence and pride in order to secure success
- challenging stereotypes and removing barriers to learning through partnership and collaboration: relationships that are founded on trust



WHAT DO WE STAND FOR?

Blacon High School believes in the power of education. We place the student at the heart of everything that we do in an environment where everyone is valued for the contribution they make. We are driven by an absolute commitment to excellence through inspirational learning and teaching, appropriate challenge and robust self-evaluation. We will:

- sustain our relentless commitment to excellence in all areas of practice
- nurture the values of respect, honesty, trust and integrity
- create a culture of independence, resilience, confidence and pride
- encourage an environment of open dialogue between all stakeholders
- be open and responsive to feedback, challenge and questions
- maintain close partnership working with the Blacon Educational Village (Blacon High School, Dee Point, St Theresa's, JH Godwin, The Arches and Highfields Primary Schools) and further develop relationships regionally, nationally and internationally



HOW WILL THE VISION BE ACHIEVED?

SIX STRATEGIC GOALS FOR 2023

1) To raise levels of attainment, standards and progress to outstanding and to close gaps in performance between disadvantaged and non-disadvantaged students nationally.

KPIs:

Progress 8 score 0 - 0.1

English and Maths 9 - 4 - 60%

English and Maths 9 - 5 - 40%

English 9 - 4 - 70% and 9 - 5 - 60%

Maths 9 - 4 - 70% and 9 - 5 - 60%

Progress 8 matching non-disadvantaged nationally for Maths and English

Pupil premium 0 Progress 8



2) To develop an inclusive, broad and balanced curriculum that will underpin progress and ensure all students achieve their maximum potential.

KPIs: Achieve Open Bucket Progress 8 score of 0.2.

Improve attendance to national average - 95%.

Achieve 80% sport participation, 100% Learning outside the classroom.

Ensure students are entered on to the most appropriate courses through regular curriculum review and by extending the curriculum.

Increase participation rates in the Duke of Edinburgh Award Scheme and explore further opportunities to extend learning outside the classroom: enhanced cultural capital.

Develop key, personal qualities: aspiration, motivation, confidence, independence, resilience.



HOW WILL THE VISION BE ACHIEVED?

3) To develop and sustain the BEV partnership by exploring every opportunity for collaboration and the sharing of good practice.

KPIs: 90% of families from the 5 schools within the BEV to apply for Blacon High School as first choice.

Achieve progress in line with or exceeding national average between KS2 and KS3.

Enhance opportunities for curriculum delivery in BEV schools to support effective transition (Core subjects, PE, Music, MFL).

Share good practice within and beyond the BEV.

4) To ensure the school remains financially viable, meeting demand and providing successful progression for students.

KPIs: Agreed surplus (3 - 5%) and maximum % of budget (70%) spent on staff using benchmarking data from similar schools.

Capital investment in building to meet demand for projected numbers by 2020. (PAN 150 - School of 750)

Feasibility study of 6th Form provision at Blacon through collaboration by 2023. Develop a plan for 6th Form and capital investment for additional extension.

50 - 60% of KS4 Year 11 to enter 6th Form provision.

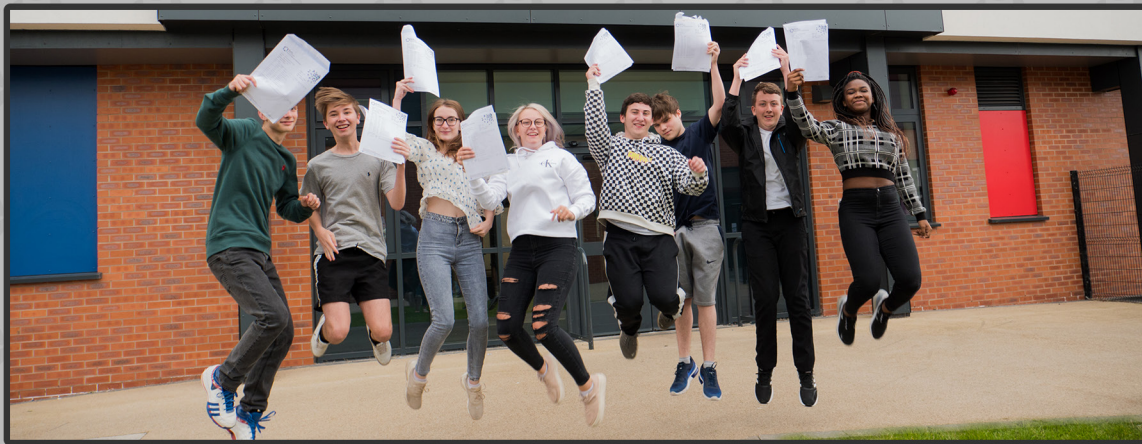


5) To ensure successful transitions at all stages of a student's life.

KPIs: High satisfaction rates of parents, students and partner primary schools on KS2/3 transition - 90% and above.
60% of Year 11 onto Level 3, A Level, Applied & Technical courses.
40% of Year 11 onto Level 2 and Foundation courses.
0% NEET - not in education and employment.

6) To support staff to the highest standard of professional development along with physical health, mental health and well-being in order to secure high quality learning and teaching.

KPIs: Staff absence figure of 3 days per year or less.
80% or above satisfaction rates in staff surveys.
Quality of teaching - 90% good and outstanding.
Develop a bespoke programme of professional development based on whole-school, departmental and individual priorities to achieve the highest standards in learning and teaching.



BY 2023 BLACON HIGH SCHOOL WILL:

- achieve progress scores in line with the top third of schools nationally
- ensure that disadvantaged students perform in line with non-disadvantaged students nationally
- secure good and outstanding progress for the students of Blacon High School
- cater for 750 students in KS3 and KS4 with the aim of introducing 6th Form provision for a further 150 students either on site or in partnership
- ensure that students secure high quality destinations by competing for places at the best colleges, universities, on high quality apprenticeships and by securing effective routes into employment
- prioritise staff well-being to secure a team of dedicated, highly motivated professionals who will ensure that Blacon High School earns a national/international reputation for success



'I would like to say thank you to Blacon High School for giving me the opportunity of a lifetime'
Marcel Aziamale – Eton College, Berkshire 2017-19. Studying at Deerfield College, Boston, USA - September 2019.

R**Relationships**

High quality relationships between staff, students, parents, carers and Governors are at the heart of everything we do.

E**Excellence**

Strive to be the best that we can be by instilling aspirations for excellence in our students and families.

S**Support**

Support everyone within the Blacon High School community to achieve success by breaking down barriers to learning and developing a sense of belief.

P**Partnership**

Work in partnership with parents and carers, governors, schools within the Blacon Educational Village (BEV), local businesses and all stakeholders to provide the best possible educational experiences for our students.

E**Equality**

Guarantee equality of opportunity for all students' learning both within and beyond the classroom.

C**Community**

Ensure that Blacon High School remains at the heart of the community, working closely with parents, carers and partners to achieve cohesion via a collective responsibility for the future life chances of the students we serve.

T**Teamwork**

Work collaboratively within and across teams to achieve the best possible outcomes for students.

Insist on mutual respect for students, staff and all stakeholders within a culture of acceptance and the celebration of individuality.



WESTMINSTER
FOUNDATION



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