



*'Together we care, learn and thrive'*



**Welton St Mary's Church of England**  
**Primary Academy**

**3 Year Strategic Plan**

**September 2024 – August 2027**

## Our school vision

*'As an **inclusive** Christian community we **value each person**, seeking to release everyone's full potential as promised by Jesus Christ. We seek to provide a safe, inspiring and creative learning environment providing opportunities for **all to flourish**. Through challenge, support and care, we **strive for excellence** in all that we do; always building on the foundations of shared values with consistently high expectations **rooted in God's love**. Together we are encouraged to be **agents of positive change** in this world.'*

**'May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit.'** Romans 15:13

- **Inclusive** 
- **Value each person** 
- **All to flourish** 
- **Strive for excellence** 
- **Rooted in God's love** 
- **Agents of positive change** 

## Our School values



### Trust

Trust in the Lord always, for the Lord God is the eternal Rock. Isaiah 26:4



### Love and Friendship

So now I am giving you a new commandment. Love each other. Just as I have loved you, you should love each other. John 13:34



### Peace

Then you will experience God's peace, which exceeds anything we can understand. His peace will guard your hearts and minds as you live in Christ Jesus. Phillipians 4:7



### Respect

So in everything, do to others what you would do have them do to you. Matthew 7:12



### Forgiveness

Even if a person wrongs you seven times a day and each time turns again and asks forgiveness, you must forgive. Luke 17:4



### Responsibility

Share each other's burdens and in this way obey the law of Christ...For we are each responsible for our own conduct. Galatians 6:2,5

## Our School Rules



Be kind.



Be responsible.



Be Safe.

**Our key driver – Opportunities**

<b>School:</b>	<b>Welton St Mary's Church of England Primary Academy</b>	<b>Headteacher:</b>	<b>Nicola Gough</b>	<b>Date:</b>	<b>May 2024</b>
		<b>Chair of Governors:</b>	<b>Andy Johnson</b>		
<b>Previous Inspection</b>	<b>Full inspection July 2013 Good</b>	<b>Previous SIAMS Inspection</b>	<b>March 2016 Outstanding</b>		
	<b>Short Inspection January 2022 Good</b>		<b>January 2024 Welton St Mary's Church of England Primary Academy is living up to its foundation as a Church school</b>		
	<b>Areas for improvement:</b>		<b>Areas for improvement:</b>		
	<ul style="list-style-type: none"> <li>The curriculum has not yet been implemented in school for a full academic year. Subject leaders have not yet been able to fully evaluate its impact. They do not know precisely which areas of the curriculum pupils have learned and which areas they have not. Senior leaders should ensure that subject leaders receive the necessary time, support and training for them to effectively check the impact of the curriculum in their subject area(s).</li> <li>The support plans for pupils with SEND are not sharp enough. They do not contain precise enough information. Details around which adults will provide the extra support for pupils and when pupils' targets will be evaluated are missing. Senior leaders should ensure that the future support plans contain this information, which will help pupils with SEND to be better supported in their learning.</li> </ul>		<ul style="list-style-type: none"> <li>Embed a shared, explicit understanding and language of spirituality across the school. This is to ensure that the curriculum and collective worship enable the spiritual flourishing of all.</li> <li>Develop monitoring and evaluation of the provision of religious education (RE). This is to support consistency in delivery and improve the effectiveness of the curriculum.</li> </ul>		

**This year, 2024/5 , our key priorities are:**

**Priority 1** How do we know the impact of our curriculum?- meeting the needs of all learners, ensuring all can thrive. (curriculum design and pedagogy)

**Priority 2** That we are striving for EXCELLENCE in everything that we do – in school, extra curricular, at unstructured times as well as in the classroom, presentation ( in books, classrooms learning environment and around the communal areas of school) and for meeting the needs of SEND. That the culture within our staff team is about EXCELLENCE.

**Priority 3** For Welton St Mary’s Church of England Primary Academy to maintain and further develop as outstanding with a focus on the implementation and impact of RE teaching and collective worship

	What will this look like in July 2027?
<p><b>Strategic Goal 1</b></p> <p>All members of our school community are valued; to live out a ‘you can’ outlook supporting each individual to achieve their best self and for all to thrive</p>	<ul style="list-style-type: none"> <li>• Each member of the staff team has been given the opportunities to grow and be the best they can be.</li> <li>• Professional development opportunities are provided for all staff, ensuring they are invested in and encouraged to develop; staff are retained and those who wish to seek leadership opportunities in other schools are supported in doing so.</li> <li>• We collaborate with other schools and governing bodies to learn from best practice</li> <li>• Continued commitment to developing staff from apprenticeship</li> <li>• We encourage risk-taking for pupils and staff in a supportive environment</li> <li>• All achievements, whether academic or extra-curricular, are celebrated and encouraged</li> <li>• A strong working partnership with parents</li> <li>• Continued opportunities for our parents to be involved in our school community, their child’s learning and to grow spiritually</li> <li>• Curriculum will provide opportunities to build character and resilience – outdoor learning, forest school collective worships and developing play</li> <li>• Curriculum will be designed to learn through experiences and hands on learning</li> <li>• Governing body skills are used to inform planning and succession</li> <li>• Character and personal development, building resilience and skills to be successful and positive contributor to society</li> <li>• All members of our school community have the opportunity to grow spiritually, morally, socially and with cultural awareness and understanding</li> <li>• Our pupils and staff are exposed to the wonders of our diverse world.</li> </ul>

<p><b>Strategic Goal 2</b> All members of our school community feel safe</p>	<ul style="list-style-type: none"> <li>• A robust and monitored safeguarding plan communicated to all</li> <li>• Learning behaviours are conducive to children learning</li> <li>• High quality pastoral and safeguarding support is provided for all children and families to ensure they feel safe both in their digital and real world, valued and are ready to learn</li> <li>• A culture in school of high expectations of behaviour and safety communicated to pupils and parents</li> <li>• A high quality PSHE and online safety curriculum regularly reviewed and reflecting the everchanging world in which we live</li> <li>• A strength in oracy skills – so everyone has a voice, their voice is heard and injustice is addressed</li> <li>• A nurture space</li> </ul>
<p><b>Strategic Goal 3</b> Each child to achieve well from their starting point</p>	<ul style="list-style-type: none"> <li>• High aspirations for all pupils including SEND and PP so that all can achieve well</li> <li>• Talents and strengths are identified for all our learners and nurtured</li> <li>• A strength in oracy skills – so everyone has a voice, their voice is heard and injustice is addressed.</li> <li>• A curriculum which is hands on, provides experiences enabling all to thrive</li> <li>• Opportunities both in and beyond the classroom for all children to grow in character, academically and personally</li> <li>• An extra curricular offer where all children are encouraged to participate</li> <li>• Every child is a reader</li> <li>• Attainment is above national. FS data is above 90% GLD, KS1 and KS2 data in RWM combined is significantly above national expectations</li> <li>• Progress measures are positive in all core subjects</li> </ul>
<p><b>Strategic Goal 4</b> Well-managed finances for a thriving school, enabling our leaders to provide the best opportunities for the children we serve</p>	<ul style="list-style-type: none"> <li>• Investment in the learning environment to meet the needs of the learners- intervention spaces / nurture room, outdoor learning, sensory room, art studio so that the curriculum can be well-delivered.</li> <li>• Providing high quality learning space to enable capacity on roll</li> <li>• Finances to be able to increase visits , visitors and experiences for all</li> <li>• Reduced its carbon footprint. (recycle, buy local, energy efficient, avoid food waste, avoid water waste)</li> </ul>
<p><b>Strategic goal 5</b> Consistently high quality teaching and learning across each class, in each subject</p>	<ul style="list-style-type: none"> <li>• A high quality curriculum which addresses and celebrates the diverse world in which we live</li> <li>• A high quality curriculum, regularly reviewed to address the needs of the community in which we serve</li> <li>• Continue with the focus on excellent teaching</li> <li>• Be an Evidence informed school, using research to inform school improvement</li> <li>• Educational visits, visitors and activities are interwoven through the curriculum and enrich knowledge and understanding for all.</li> <li>• Technology is an enabler for high quality teaching and learning</li> </ul>

	<ul style="list-style-type: none"><li>• <b>Our curriculum educates our children for the future</b></li></ul>
<b>Strategic goal 6</b> <b>For school to be outward-facing and an active member within the community</b>	<ul style="list-style-type: none"><li>• <b>Our relationship with St Mary's church and the local community is visible and celebrated</b></li><li>• <b>Collaboration with other schools</b></li><li>• <b>Hub of the community – involvement in and leading on community activities</b></li><li>• <b>We have strong and purposeful links with other schools locally, nationally and globally</b></li></ul>