



# Grovelands Strategy 2019-22

September 2019

We will be an ambitious, inclusive, first-choice, nursery and primary school; where children achieve excellent learning outcomes, and develop exceptional personal, social and emotional skills; in a safe and supportive environment

Excellent learning outcomes and a broad, balanced curriculum delivery that we are proud of

School budget is managed with fiscal prudence that assures funding is available to achieve strategic priorities, and which will not be run as a deficit.

Ensure that our premises, grounds and infrastructure are appropriate for our needs, to meet all strategic priorities.

Retain, attract and develop staff that deliver results and who are committed to our culture, ethos and vision

Develop a strong, ambitious and cohesive governing body that owns, delivers and improves on these objectives

On leaving Grovelands, all pupils have a love of learning and have achieved their full potential.

Grovelands diversifies its income in order to sustain a resilient budget, achieving value for money on all spend.

Grovelands school satisfies and complies with all regulatory and legal standards.

Grovelands' school values permeate through everything we do, are recognizable to anyone who enters the school and which are lived and endorsed by our staff

Governing in an efficient and effective way

- 1 All pupil progression is evidenced from Reception to KS1 through to KS2
- 2 All pupils have a love of learning
- 3 A broad, balanced, engaging curriculum is taught

- 4 School operation is delivered within a balanced budget
- 5 All monies invested in Grovelands deliver a return on investment and benefit
- 6 Income is generated and set aside for planned projects
- 7 A budget surplus will be maintained

- 8 Health & Safety statutory requirements and legal obligations are complied with
- 9 Minimum operating standards for temperature, cleanliness and security are met 100% of the time
- 10 All staff and pupils are safe, secure and enjoy their environment

- 11 A clear culture that is understood and embodied by all
- 12 Teachers understand pedagogy, have access to and take advantage of, a range of innovative professional development that is based on latest research, which supports and is linked to whole school priorities
- 13 Grovelands retains and attracts talented staff through its leading edge staff proposition

- 14 Governing boards have outcome-focused discussions with good effective decisions made which align to the key planned decision points
- 15 Governors have the appropriate governing organizational structures and board information available to them, which provides adequate reporting information to facilitate decision-making
- 16 Attract, retain and engage experienced governors that share and display the Grovelands values and culture of how we do things

### Funding

Our finances will come under increasing pressure. Exemplary financial management will, on its own, not be enough to deliver our vision - to achieve our goals we need to find additional sources of income

### Technology

Technology will be a central part of our children's future. We need to embrace technology, not just as an aid to teaching, but at the core of everything we do

### Staff

Excellent learning outcomes are delivered by excellent staff. To attract and retain the best staff we need to ensure Grovelands is a place where the best staff want to work

### Community

Our school is part of our local community. We want to reach out beyond the school gates and make our contribution to a better society