

SCHOOL IMPROVEMENT PLAN 2023-2026



GEMS

Wellington School
QATAR

Strategic Planning

Achieving Excellence Together

The key priorities identified in this School Improvement Plan (SIP) provide a clear and transparent overview of the school's vision and agreed developments for the next three years. The formation and aspiration demonstrated within this plan has been a result of the successful developments that have occurred during the last 2 years and the feedback and input from all relevant stakeholders, overseen by the Senior Leadership Team.

Our planned actions and vision for the future take into consideration several factors. They are, however, all based around the core objective of continual school improvement. Key contributions towards our development plan result from our BSO Inspection and CIS Accreditations feedback, our HPL accreditation visits, 'Spotlight' Reviews, Cluster Support, Parent, Student and Staff surveys and our internal self-evaluation processes.

The successful achievement of our school improvement initiatives relies heavily on effective teamwork and a wide network of expertise. WSQ have therefore established key working parties, each focusing on specific areas of the SIP. These groups will be well supported and resourced to provide maximum opportunities to achieve their objectives, alongside being held accountable for the ongoing development of the school.



#beyondWSQ



Our Vision

Achieving Excellence Together

An aspirational and globally minded community of happy, high performing learners who achieve personal and academic excellence

Wellington School - Qatar, opened its doors in 2015, focused on providing a high quality education based on the National Curriculum for England. Under new leadership in 2021, WSQ embarked on a full review of its vision and Mission, to ensure it was staying true to its purpose and that it reflected the current needs and desires of its stakeholders.

It was important to ensure that our vision was simple to understand, yet bold and aspirational for all members of our community. Throughout the review process, what became clear was the desire to not only pursue academic success, but excellence in all its forms through high performance, whilst also ensuring and enhancing the overall wellbeing of all members of our school.

At Wellington, our community is central to all we do. This is encapsulated in our slogan of 'Achieving Excellence Together'. We celebrate the richness of diversity within our community, while at the same time, coming together as one, to ensure WSQ is always the best it can be.

*David Wilson
Principal / CEO*



*Ben Raybould
Vice-Principal*



*Yasmin Sherbaz
Head of Early Years*



*Shelley Anderson
Head of Primary*



*David Thiesen
Head of Secondary*

Our Mission

To create a truly inclusive school that effectively empowers each individual to contribute and maintain a consistently positive, harmonious and vibrant environment, conducive to high quality learning.



At WSQ, supported by a clear emphasis on moral values, proactive attitudes and positive behaviours, our students will celebrate diversity and will be well equipped to take their place in our ever-changing world.

They will be independent, resilient and innovative thinkers who will possess a strong sense of personal and global responsibility with the ability to shape their own destiny.

High Performance

To achieve our vision and mission, it is absolutely critical to create an aspirational culture, where all members of our community believe in the concept of high performance.

As a High Performance Learning school we place no limits on what our students can achieve. We strive to develop in them, a number of key learning characteristics based around cognitive science, supported by a set of values, attitudes and attributes conducive to becoming a high performer.

*Alana Brereton
Assistant Head*



*Tom Keech
Assistant Head*



*Emma Wright
Assistant Head*



*Oliver Marles
Assistant Head*



*Gemma Relph
Assistant Head*



Strategic Priority

Curriculum, Teaching and Assessment

At WSQ we believe that all students can achieve highly, regardless of their starting point. Our pedagogy is centred around the research-based High Performance Learning model, and our curriculum is designed to engage, challenge and immerse students in a knowledge rich experience. Our aim is to develop well-rounded students and success is measured in a number of ways.

Strategic Commitment	Timescale
<p>Deliver a curriculum which has knowledge and curiosity at the centre and uses our guiding principles to ensure students are globally minded, high performers and concerned for society.</p>	<p>2023-25</p>
<p>Ensure teaching and learning is consistently exemplary and meets the needs of all students</p>	<p>2023-26</p>
<p>Further refine the use of data to inform teaching and learning, curriculum development and design</p>	<p>2023-25</p>
<p>Further embed our Principles of Teaching and Development Drop-In process to ensure continued delivery of high-quality teaching</p>	<p>2023-24</p>
<p>Integrate a fully bespoke and personalised professional development model to ensure our teachers receive outstanding individual and collective development</p>	<p>2023-26</p>
<p>Achieve HPL World Class Status and continue to deepen understanding and impact of the HPL philosophy</p>	<p>2023-24</p>
<p>Achieve British Schools Overseas (BSO) inspection rating of Outstanding across all areas</p>	<p>2024-25</p>



Strategic Priority

Wellbeing, Culture and Ethos

At WSQ we believe wellbeing is where students feel safe, secure and happy with who they are, with a sense of belonging to something greater than themselves. Understanding that they will face challenges, they will be readily equipped to overcome these while maintaining perspective. At WSQ, we will ensure that stakeholders develop their physical, mental and social wellbeing through a healthy and supportive culture and ethos.

Strategic Commitment	Timescale
To continue to develop and expand our Wonders of Wellington (WOW) programme and establish a community learning hub	2023-26
Introduce and embed our own personalised wellbeing curriculum called GroWell across the school	2023-25
Complete and achieve the Optimus Education Wellbeing Award for Schools	2023-24
Expand our counselling provision to ensure our most at need students are catered for, with the growth of the school	2023-25
Review and enhance our current pastoral care policies and processes to ensure they effectively promote student wellbeing and are linked seamlessly to our school management systems	2023-25
Introduce effective systems to provide greater opportunity for student voice and increased student agency over their Wellington experience	2023-26



Strategic Priority

Digital Transformation

The use of technology in school's is an integral feature of each student's education. When used effectively it can enrich and enhance the overall learning experience. It must however be used responsibly and strategically to improve learning. This needs careful planning, hence being one of our strategic priorities.

Strategic Commitment	Timescale
Develop clear policy around the school's ongoing commitment to technology to support and enhance learning, and create fully connected classrooms	2023-24
Introduce LearnOS to better serve the key stakeholders of teachers, students and parents	2023-24
Develop our digital eco-system to improve our agility to assess and report in real time, ensuring parents are fully informed of their children's progress	2023-26
Revise our current IT infrastructure in terms of hardware and software to ensure the schools continues to stay at the forefront of ongoing developments	2023-26
Develop an online safety curriculum supported through partnerships with external agencies.	2023-24
Review our digital communication tools and internal procedures to refine efficiencies of current working practices	2023-25



Strategic Priority

Social Responsibility, Enterprise and Entrepreneurship

More than ever, it is essential that students understand the importance of their actions in creating harmonious communities and more sustainable ways of living. This must be done in a responsible and balanced way, while at the same time promoting the value of social enterprise and entrepreneurship to achieve such aims.

Strategic Commitment	Timescale
Introduce a team of sustainability champions made up of different stakeholders to improve the sustainable practices of the school	2023-25
Develop entrepreneurship opportunities within the curriculum, enhanced by further collaboration with external partners	2023-25
Provide further opportunities within curriculum and extra-curricula programmes for students to increase their awareness of social responsibility and service	2023-26
Embed and further refine the school's definition and approach to Global Citizenship and how success is monitored and measured - (CIS Recommendation)	2023-24
Be recognised within Qatar for our focus and commitment to sustainability, in line with the Qatar Vision 2030	2023-26

Annual Objectives

Strategic focus areas: Academic Year 2023-24

Inclusion (Quality education for all) - Develop a fully Inclusive culture, underpinned by quality first education

Wellbeing - Ensure well-being, culture and ethos are placed at the forefront of our community

Student Voice / Agency - Create opportunities for students to contribute to the further development of the school and have increased agency over their school experience.

Teaching and Learning - Achieve HPL World Class Accreditation.

Personal Development - To further ensure high-performance is reflected in student's personal standards / attendance / behaviour / organisation / self-control and regulation / presentation

Curriculum Development - Through the curriculum project, create learning experiences which are coherent, authentic and inspire curiosity

Governance - Implement a Local Advisory Board (LAB) to ensure greater monitoring and accountability of the school through a model of support and guidance

Student Outcomes - Student attainment and progress to be at least very good across all subject areas