



The Hertfordshire & Essex High School and Science College

VISION

Provide a world-class education to rival that of any selective or independent school.

Enable our students to leave us with full CVs: excellent progress, optimal outcomes, and a breadth of experiences including leadership opportunities.

Facilitate the best student destinations post 16 and post 18: prestigious universities and courses, higher level apprenticeships, Russell Group or other appropriate pathway.

Ensure students are brimming with confidence and self-belief, that their characters are well-rounded and that they have an acute sense of the importance of equality and fairness, ready to participate successfully in the wider world.

HOW?

1. Culture and ethos:

- Motto, mission statement, values
- Create a climate and ethos which embodies high aspirations and ambition
- High expectations in all aspects
- Challenging target grades and rigorous tracking towards them with effective interventions where necessary
- High quality assemblies in which expectations and values are emphasised
- Celebration of success
- Excellent behaviour; zero-tolerance approach to certain behaviours.

2. Excellent teaching, learning and personalised support:

- High quality, well-qualified and well-developed staff (teaching and support)
- Excellent pastoral care
- Strong and effective governance
- Teaching & Learning strategies which are rooted in evidence-based research (eg Lesson Study) and take advantage of informed modern practice (eg Oracy)
- Sharing of best practice and high quality resources (eg Firefly)
- Tailored, high-quality CPD and coaching.

3. Lead the profession; be the experts in the field:

- Maths Hub (Matrix)
- Science Learning Partnership
- Our Leaders undertake outreach work and create a culture of outstanding collaboration
- Introduce other schools to our Trust.

4. Create sustainability:

- Short-term expansion to 1400 (6fe and 500 in the Sixth Form)
- Possibility of longer term expansion to 1700 (8fe and 500 in the Sixth Form)
- Purchase more land to facilitate expansion
- Create new twenty-first century teaching accommodation (along the lines of our sports development)
- Improve the fabric of our existing buildings
- Retain open minds when offered new opportunities as a school.