

KING'S

GLOUCESTER

Independent Day School
Girls & Boys 3-18 Years



2018-2023

STRATEGIC DEVELOPMENT PLAN

“ Then, at the midwinter [1085], was the king in Glocester with his council... After this had the king a large meeting, and very deep consultation with his council, about this land; how it was occupied, and by what sort of men. Then sent he his men over all England into each shire; commissioning them to find out “How many hundreds of hides were in the shire, what land the king himself had, and what stock upon the land; or, what dues he ought to have by the year from the shire.

DOMESDAY BOOK



From the Chair of Governors and Headmaster...

Dear Pupils, Parents and Staff,

I am delighted to share with you the details of our new Strategic Development Plan. This Plan has been carefully formulated by the leadership team and governors, following consultation with the school community. The Plan in this booklet outlines the key development priorities for the school in the next five years. I hope that you will find these ideas inspiring, clear, ambitious and re-assuring in equal measure.

Our pupils range from 3-18 years of age, therefore both the Junior and Senior Schools are included in the pages that follow. With around 600 pupils currently at King's, the school is extremely popular. However, there are no plans to increase the size of the school significantly, nor do we desire to change those valued characteristics which give King's its distinctive ethos. The key aim of this Plan is to maintain what is great about the school and to enhance some features further still.

This document is deliberately broad in its scope, since the detail behind the Plan is very complex. We will ensure that parents and pupils receive regular updates on the specific improvements which are taking place each term at school. We actively encourage communication with the Headmaster if there are any aspects of the Plan which you wish to discuss further.

King's has a proud history and we aspire to ensure that the school thrives in the years ahead. By maintaining the much-admired ethos of this leading HMC school and also by developing exciting new initiatives in the next five years, King's will truly demonstrate "History in the making".

Thank you for your support of The King's School and those in its community.



Mr Philip Dancey
Chair of Governors



Mr David Morton
Headmaster

Our Ethos

THE KING'S SCHOOL IS A
DISTINCTIVE COMMUNITY. WE ARE:



A HISTORIC CATHEDRAL SCHOOL

Re-founded by King Henry VIII in 1541, the school is a Christian community with close links to Gloucester Cathedral, including the education of the choristers. We welcome pupils of all faiths and of none.

AN INDEPENDENT, COEDUCATIONAL DAY SCHOOL

We believe boys and girls can (and should) learn together, as they do beyond the school. We value families: our pupils enjoy time at home as well as at school. We are proud to be independent from ever-changing government regulation.



A MEDIUM-SIZED SCHOOL WITH SMALL CLASS SIZES

We offer an impressive range of academic subjects and opportunities, yet our distinctively small classes allow teachers to focus on each individual pupil.



This Ethos is delivered to our pupils through our 'Values and Expectations' in the Senior School and through our 'King's SMART' approach in the Junior School.



A PUPIL-CENTRED, INSPIRATIONAL SCHOOL

Our outstanding pastoral care, broad academic curriculum and superb range of co-curricular activities inspire each pupil to discover their flicker of talent, through our Keystones approach, and to develop that talent to its full potential.

FORWARD-THINKING IN OUR EDUCATIONAL PHILOSOPHY

A school with notable historic associations, we will continue to focus on the future, preparing our pupils for the rapidly-changing world ahead.



DELIVERING AN EDUCATION OF CHARACTER

Pupils focus on the skills and characteristics required for future success, both at a personal level and for the wider community.



Our Aims

We will help our pupils to become happy, confident and kind individuals who are well-equipped to play their part in a challenging and fast-changing world. The King's School pupils will be encouraged to develop characteristics such as aspiration, integrity, creativity, reflection, resilience and independence.

“ Education is the most powerful weapon which you can use to change the world ” NELSON MANDELA

Aim 1

To maintain the school's reputation for delivering outstanding pastoral care, always focusing on the well-being of each individual pupil

Aim 2

To strive for inspiration and excellence in teaching and learning, helping each pupil to achieve their full potential

Aim 3

To offer a broad range of co-curricular opportunities beyond the classroom, allowing participation and excellence for all pupils

Aim 4

To recruit, retain and develop the most suitably qualified staff who are committed to the ethos and aspirations of the school

Aim 5

To maintain and grow resources and income in order to ensure that the highest quality of facilities and education can be delivered

Aim 6

To recruit pupils from a range of backgrounds who will play a full, successful part in the life of the school

Aim 7

To develop a King's Community of former pupils, parents and staff who will maintain contact, relish continued involvement and support the future development of the school

“ Education is not the filling of a pail, but the lighting of a fire ” WILLIAM BUTLER YEATS





Strategic Development Plan 2018-2023

PASTORAL

AIM 1: To maintain the school's reputation for delivering outstanding pastoral care, always focusing on the well-being of each individual pupil.

OBJECTIVES:

1. To ensure that the needs of the pupil are always central to decision-making
2. To provide the staff and structures to support all pupils by creating an ethos of exemplary behaviour, openness and mutual support
3. In addition to meeting all statutory safeguarding requirements, to create a culture where staff and pupils are aware of, and engaged in, safeguarding.
4. To celebrate the talents, achievements and diversity of our pupils so that they can grow to be confident, happy individuals

ACADEMIC

AIM 2: To strive always for inspiration and excellence in teaching and learning, helping each pupil to achieve their full potential.

OBJECTIVES:

1. To continue to share and develop excellent pedagogic techniques within and between departments
2. To always prioritise excellent teaching, aided by academic research, lesson preparation and marking
3. To offer an inspiring, challenging curriculum and range of learning opportunities, including academic enrichment activities
4. To explore innovative teaching techniques and connect with experts outside school
5. To use data to closely monitor pupil performance and to inform pupils, parents and staff

CO-CURRICULAR

AIM 3: To offer a broad range of co-curricular opportunities beyond the classroom, allowing participation and excellence for all pupils.

OBJECTIVES:

1. To develop a new Co-curricular Strategy Plan for Sport, Music, Drama and Outdoor Education
2. To construct an all weather sports pitch for shared school and community use
3. To create a Music School with enhanced facilities for teaching and practice
4. To review Educational Visits procedures
5. To ensure that all staff contribute to the co-curricular life of the school

STAFF

AIM 4: To recruit, retain and develop the most suitably qualified staff who are committed to the ethos and aspirations of the school.

OBJECTIVES:

1. To ensure that staff pay and conditions are reviewed regularly to ensure reward and recognition of excellent performance
2. To ensure that staff well-being is central to long term decision-making
3. To ensure that professional development is actively encouraged
4. To appraise all staff in a biennial cycle of peer-led reflection and review

OPERATIONS

AIM 5: To maintain and grow resources and income in order to ensure that the highest quality of facilities and education can be delivered.

OBJECTIVES:

1. To review provision of Scholarships and Bursaries in order to broaden access to the school
2. To review and prioritise safety and security across the school site
3. To develop ICT systems which support and enhance administration and learning
4. To develop facilities which support first class teaching and co-curricular activities for the school and local community
5. To ensure that the non-teaching staff are equally valued, trained and supported in their crucial work at school
6. To establish links with local businesses to enhance further the development of the school

ADMISSIONS

AIM 6: To recruit pupils from a range of backgrounds who will play a full, successful part in the life of the school.

OBJECTIVES:

1. To develop a Marketing and Communications Strategy to target successfully both current and prospective parents
2. To offer a bespoke admissions process which considers each applicant individually and helps new pupils to thrive
3. To identify means of attracting talented pupils from a diverse range of backgrounds
4. To retain the vast majority of pupils through the school

DEVELOPMENT

AIM 7: To develop a King's Community of former pupils, parents and staff who will maintain contact, relish continued involvement and support the future development of the school.

OBJECTIVES:

1. To design a strategic plan which will support the sustainable, long term improvement of the school
2. To communicate effectively with all stakeholders in order to maintain strength within the King's Community
3. To identify opportunities to raise funds for the long term improvement of the school and to improve access to the school by those who require financial support
4. To ensure compliance with all Data Protection regulations





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