

# KING'S

**GLOUCESTER**

Independent Day School  
Girls & Boys 3-18 Years

2023-2028

STRATEGIC DEVELOPMENT PLAN

## *The origins of an Abbey School on this site:*

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“ In the year of Our Lord 1072 after the death of Abbot Wilstan of the Gloucester church ... there succeeded to him the same year, the reverend father Lord Abbot Serlo, finding there were only two monks of full age and about eight little boys.”

HISTORIA, MONASTERY OF ST PETER, GLOUCESTER, 1390

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# *From the* **CHAIR OF GOVERNORS AND HEADMASTER...**

*Dear Pupils, Parents and Staff,*

We are delighted to share this new Strategic Development Plan with you.

It is important to have a plan to define and shape the school's development. However, if the last five years have taught us anything, it is that unexpected events arise and plans have to be adapted swiftly. In the lifespan of the last Strategic Development Plan there was a series of tumultuous events, including Brexit, the COVID-19 pandemic, an economic recession and many societal changes. I am sure that we all hope for a somewhat calmer period ahead.

Whilst the school roll has grown in recent years, we remain true to our ethos and to the values detailed in this Development Plan. In particular, King's will always differentiate itself from other local schools by being a pupil-centred school, where distinctively small class sizes allow each child to be known well and treated as an individual. The unique nature of our school will continue to be cherished.

The key theme for this Development Plan is simply 'Foundations'. Dating back to at least 1541, with around 750 pupils from 3-18 years of age, and with significant recent investment in facilities, the school clearly has a proud history and also enjoys current success. The main aim for the next five years is therefore to build even stronger

foundations which will help the school to thrive for centuries to come.

A new feature of the Development Plan is the focus on a number of priority areas. These priorities will run through our reflections and planning in all aspects of school life. To give one example, the 'Digital' priority will ensure that we build on the significant progress which we have made courtesy of the COVID-19 pandemic to ensure that our pupils' learning optimises the new resources available.

There will doubtless be much to challenge us in the next five years, just as there has been in the last. However, with a clearly defined Ethos and Aims, allied to an ambitious series of objectives, we are confident that King's will continue to develop positively and to weather any challenges on the horizon.

We are very grateful to all members of The King's School community for their support. If you would like to discuss, or contribute to, the development of the school yourself in any way, please do get in touch with the Headmaster.



Mr Philip Dancey  
Chair of Governors



Mr David Morton  
Headmaster



# Our ETHOS

The King's School is a distinctive community. We are:



## *An independent,* COEDUCATIONAL DAY SCHOOL

We believe boys and girls learn best together, as they do outside the school gates. We value families: our pupils enjoy time at home as well as at school. We cherish our status as a truly independent school.

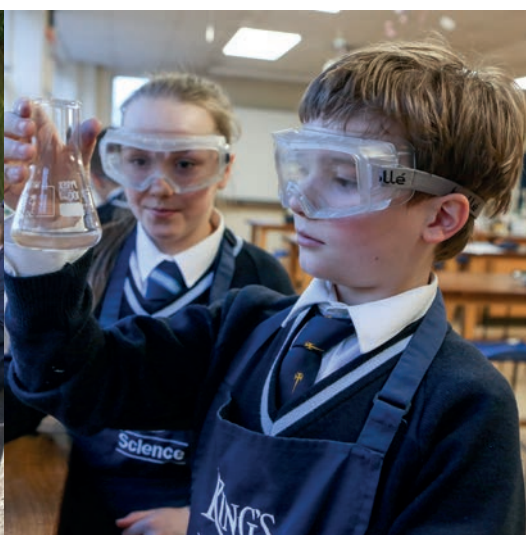
## *An historic* CATHEDRAL SCHOOL AND CHARITY

Founded by King Henry VIII in 1541, the school is one of the country's oldest charities. We have close links with Gloucester Cathedral, including the education of all choristers. We welcome pupils of all faiths and of none.

## *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, challenging and rewarding academic curriculum and superb range of co-curricular activities inspire each pupil to discover their flicker of talent, and to develop that talent to its full potential.

*Forward-thinking*  
**IN OUR  
 EDUCATIONAL  
 PHILOSOPHY**

Our pupils develop the skills and understanding to thrive and be happy in a rapidly-changing world.

*Delivering*  
**AN EDUCATION  
 OF CHARACTER**

Pupils develop the balanced set of values and characteristics required for future individual success and to play a full part in 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. King's School pupils will be encouraged to develop characteristics such as aspiration, integrity, creativity, inclusivity, reflection, resilience and independence.

- 1 **To maintain an emphasis on outstanding pastoral care,** prioritising pupil wellbeing and creating an environment where all pupils can thrive.
- 2 **To create an environment of teaching and learning centred around inspiration,** ambition and excellence, helping each pupil to achieve their full potential.
- 3 **To offer a broad range of co-curricular opportunities beyond the classroom** which spark our pupils' passions, promote their participation, nurture their talents and inspire them to be the leaders of the future.
- 4 **To further develop staff as reflective practitioners who are committed to the ethos and aspirations of the school,** and to be committed to supporting staff to achieve organisational and individual objectives.
- 5 **To ensure the ongoing financial success of the school,** thereby allowing continued investment to be made in our educational facilities and resources.
- 6 **To recruit pupils from a range of backgrounds** who will play a full, successful part in the life of the school.
- 7 **To develop Club1541** to encourage former pupils, parents and staff to maintain regular contact, be fully involved and support future developments in the school community.

*Our charitable purpose is defined thus:*

"The principal activity of the School is to admit girls and boys throughout the entire range of 3 to 18 years on sound educational, social and financial grounds for the advancement of education including the doctrines and practice of the Church of England."











# Key OBJECTIVES

## PASTORAL

- 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

- 1 To put teaching and learning at the forefront of department discussion, creating fun, engaging lessons in which all pupils make great progress.
- 2 To embed lesson observation and pupil voice so that teaching & learning is well-informed by effective feedback.
- 3 To offer an inspiring, challenging range of academic enrichment activities.
- 4 To develop our partnership work with other schools, including JS links, and institutions for the benefit of all pupils and staff.
- 5 To support pupils as individuals in their own learning through effective monitoring and intervention.
- 6 To develop the use of digital learning where it provides gains for pupils and staff.

## CO-CURRICULAR

- 1 To ensure the co-curricular programme offers a wide range of activities which meets pupils' interests and offers new experiences.
- 2 To embed partnerships with the wider community into our pupils' education to develop mutual, long-term benefits.
- 3 To regularly update the communications about activities at King's for our own and the external community.
- 4 To ensure that all staff contribute to the rich and varied life of the school.
- 5 To improve the ways in which students sign up to activities and to monitor participation.

# Key PRIORITIES

As the school develops in the next five years, seven key principles will be considered in our decision-making:



## SUSTAINABLE:

will this idea hold up in the long-term as well as the short-term?



## WELL-BEING:

what impact might there be on pupils and staff?



## ENVIRONMENT:

how can we reduce the impact of our school?



## DIGITAL:

can technology improve efficiency or deliver better learning?



## PARTNERSHIPS:

who could join us in this project from the wider community?



## LEARNERS AND LEADERS:

how can we involve and develop the pupils and staff?



## EQUALITY, DIVERSITY AND INCLUSION:

how can we keep improving?







The main aim  
for the next  
five years is  
therefore to build even  
stronger foundations  
which will help the  
school to thrive for  
centuries to come.”

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