

***A Community Seeking Excellence for All***

*Excellence for every person, every day*



Robert  
May's  
School

# VISION 2027



## About our School

When Robert May drew up his will in 1694, he was making a precious gift of education to future generations then unknown and unforeseen. Since that time several schools of different types and sizes have continued to serve the local community in Odiham and surrounding villages under the Trust Deed that he set up.

The most recent incarnation, Robert May's School, was built in 1976 to house 670 students on its current West Street site. Due to its academic success and to local demographic demands, the school grew to its current size of over 1,300 students aged 11-16. The school is fully comprehensive and takes all eligible children, regardless of ability, who live in the Hart catchment area and who attend one of our named feeder schools. We are proud of our history and are committed to a sustainable future to ensure that we can serve the people in this community for generations to come.

Robert May's School is a Single Academy Trust. The Trust Board supports and challenges the school leadership to achieve the school improvement plan, by holding them to account for the effective leadership and management of the school. Trustees oversee the delivery of the vision to ensure successful outcomes for every student and member of staff at RMS, creating a community of excellence, for every person, every day

At Robert May's School we are proud of our ethos, which is characterised by an unfailing belief that all students can succeed in their chosen paths and that each person in the learning community is capable of achieving excellence every day in whatever they do.

We pride ourselves on our academic success which is built on the endeavours of our students and the hard work and commitment of our talented teaching team and support staff. Our high-calibre subject specialists work closely with all students to ensure that they are challenged and supported to achieve their potential. Lessons are varied and planned to meet the needs of individuals. Our students thrive in this atmosphere of mutual trust and excellence.

We recognise that Great GCSE results open doors but education is about more than just what happens in the classroom. We recognise the importance of character and want to ensure that our young people leave us confident and capable, having achieved the best they can within and beyond the classroom, poised for success and ready to make a difference to the lives of those around them.

In addition to mainstream education, the school runs a dedicated Resourced Provision for up to 13 students who have Autistic Spectrum Disorder who are fully integrated into the life of the school. Admissions for this provision are run separately from the main school Admissions processes.

Our young people leave Robert May's School to go on to places such as Peter Symonds College, Alton College, Sixth Form College Farnborough, FCOT, Queen Mary's College, BCOT, undertaking A Levels, apprenticeships or further training. Nearly all go even further, taking their talents on to Oxbridge, Russell Group Universities, Conservatoires, other universities, colleges and trades.

## Vision 2027 - Year 333

In 1694, Robert May, a local merchant, donated money for the purpose of educating twenty-five boys to be taught at the school. This act of philanthropy set in motion a school which has had a long and vibrant journey to become the high-achieving comprehensive it is today. 2027 marks 333 years of Robert May's School.

***Our aim is to continue the work of our Founder, to strengthen his legacy and to be both the anchor and kite for the community we serve.***

## Inspired by our Founder

- We are proud of our traditions and give back to our community
- We educate the whole person
- We recognise and develop the talents of all young people as unique individuals within a diverse community
- We look forward and embrace modern ideas
- We operate in a sustainable way to ensure we can continue to serve our community for years to come

We aim to support our students to:

- Achieve the very best academic outcomes
- Develop into well-rounded adults
- Know how to live safe and healthy lives
- Be happy

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## Our Community

**All** who work and study at Robert May's are part of the Robert May's community. Our community believes in:

- Creating a happy, friendly and kind environment that **all** can enjoy
- Nurture and opportunity for **all**
- The importance of a broad curriculum which celebrates achievement for **all**

***"If you don't have a community or a place you feel welcomed you would feel scattered, like you don't fit in. If you are part of [the RMS community] they will put you back together again, you are a happy person"***

*Year 8 student*

## The Robert May's Way


Being a student or member of staff at Robert May's means something special. It means you are part of a community and are proud of that community.

*"At Robert May's we..."*

**RESPECT** ourselves and each other

**MOTIVATE** ourselves and each other

**SUPPORT** ourselves and each other

THE ROBERT MAY'S WAY	
 <b>Respect</b>	<ul style="list-style-type: none"> <li>• Respect yourself and others by following instructions from all members of staff</li> <li>• Respect the school environment by keeping it clean and tidy</li> <li>• Respect yourself and others by celebrating our differences and considering all people as equal</li> </ul>
<b>Motivate</b>	<ul style="list-style-type: none"> <li>• Motivate yourself to be the best you can be in your learning and your conduct</li> <li>• Motivate others to do and be their best</li> <li>• Motivate yourself to go beyond expectations</li> </ul>
<b>Support</b>	<ul style="list-style-type: none"> <li>• Support yourself and others by asking for help and guidance when needed and providing that help and guidance to others</li> <li>• Support each other by being kind and thoughtful in words and actions</li> <li>• Support yourself by exploring, investigating and researching information to help with knowledge and understanding</li> </ul>

Lived well, our values will ensure that we are able to:

- Act as a pillar for the community we serve and foster aspiration within it
- Recognise and develop the talents of all the young people as unique individuals within a diverse community
- Foster a culture of effort to go beyond oneself
- Educate towards a kinder and more sustainable future

*"Children are the living messages we send to a time we will not see."*

*Neil Postman*

## What do our stakeholders say about us?

- *"There's something for everyone at Robert May's" (Student)*
- *"They can be who they are, they are not forced into a mould.....she has been allowed to find herself, her talents have been validated" (Parent)*
- *"They help you in any way they can, it's the love and support that they give you and the fact that you are part of the Robert Mays family... They push you and make sure you try everything you can". (Student)*
- *"I have always been impressed that you can walk down the corridor and say hello to a child whether you know them or not, you can have a conversation and it's mutually respectful – this is the first school where that has happened - it makes it such a nice place to work" (Teacher)*
- *"Every member of staff has been fabulous, whatever I have asked has been dealt with brilliantly, they have come back to me and made sure others do too. The communication between home and school has helped me feel really confident that my child is safe and happy." (Parent)*

## Achieving the Vision

**Strategic Objective 1:** *To build a strong **Academy Trust** which serves its local community, fosters strategic forward-looking partnerships and works towards a more sustainable future.*

Proud of its heritage, the Academy will remember the Founder and foster purposeful relations with its alumni, the community and local and national organisations. Everyone in the Academy Trust is focused on achieving the best possible outcomes for the young people and every decision regarding resources and estates is centred on this priority.

**Strategic Objective 2:** *To offer outstanding **pastoral care** which prepares all of our young people to live safe, happy and healthy lifestyles.*

We will have a mental health programme in place which ensures that we have an accurate understanding of the mental health of all staff and students and are able to put in place opportunities to support excellent emotional health and well-being. At Robert May's we believe in kindness above all else and aim to foster an environment where everyone looks out for one another and gives back to the community.

**Strategic Objective 3:** *To build an inclusive and stretching **curriculum** which best suits the needs of a comprehensive intake.*

We will facilitate increased numbers of students undertaking the EBACC and recognise those who achieve this mark of success. We will ensure that students have access to a range of pathways which best suit their needs within an inclusive system which prioritises effort. At Robert May's we adopt a broad definition for curriculum: every opportunity a child has to learn in the school day. The curriculum and the extra-curriculum go hand in hand - both are designed to take a young person beyond themselves.

**Strategic Objective 4:** *To invest in the **continuing professional development** of our staff so that **teaching and learning** is consistently high-quality and evidenced informed.*

Great organisations are made up of great people; we will invest in our staff at all levels to ensure that they are able to create an environment whereby all students are inspired and able to flourish. Staff will be supported to develop within and beyond the classroom to achieve excellence for all. The school is committed to the creation of life-long learners. We will operate in an outward-facing manner, with a commitment to sharing best practice and investment in leadership at all levels.

**Strategic Objective 5:** *To embed a strong **extra-curriculum** and **education for character** framework so that we are able to create well-rounded young adults ready to take their place in the world.*

With the implementation of our House system we will foster school pride and encourage healthy competition within and beyond the school. A range of extra-curricular opportunities including sports, music, art and drama will be available and engagement incentivised. A Robert May's student will recognise they are part of something bigger than themselves and will be aware of the importance of giving back. Character values will be embedded in all that we do and a strong careers programme will ensure that our students are well-prepared for the future.

# Five Beacons of Excellence

**Over the next five years, we will be working hard to achieve our strategic priorities. We want to be known as a 'Beacon of Excellence' for:**

- 1) Our Academy
- 2) Our Pastoral Care
- 3) Our Curriculum
- 4) Our Teaching and Learning
- 5) Our Extra-Curriculum and Education for Character

Beacon of Excellence	By 2027, we want to...	Over the next 5 years we will be:
<b>The Academy Trust</b>	Show we are proud of our <b>HISTORY</b> and have built upon the legacy of our founder	<ul style="list-style-type: none"> <li>● Embedding the values of our Founder</li> <li>● Developing relations with our alumni</li> <li>● Fundraising to improve facilities for students</li> </ul>
	Have strong <b>PARTNERSHIPS</b>	<ul style="list-style-type: none"> <li>● Continuing to operate with the Trust Board in an open and transparent way for the good of all staff and students</li> <li>● Working on establishing secure and purposeful partnerships to enrich pupil and staff experiences, link with the local community and engage with regional and national organisations</li> <li>● Understanding our position as a Single Academy Trust within the Multi Academy Trust landscape</li> <li>● Implementing new platforms to improve our communication with stakeholders</li> </ul>
	Continue to manage our <b>FINANCES</b> and <b>RESOURCES</b> efficiently to secure and sustain the best provision and opportunities for the future.	<ul style="list-style-type: none"> <li>● Ensuring the Academy has sustainable budget over the medium term and manages its resources for the benefit of its students</li> <li>● Becoming a fully digitalised school</li> </ul>
	Have a <b>REPUTATION</b> as a great place to <b>WORK</b> .	<ul style="list-style-type: none"> <li>● Responding to the changes in the labour market to ensure that we are able to recruit and retain the best people</li> <li>● Implementing the RMS 'Workload Charter'</li> <li>● Building a strong staff wellbeing committee</li> <li>● Listening to and responding to our stakeholders</li> <li>● Developing our CPD programmes for non-teaching staff</li> <li>● Ensuring that performance management of all staff is designed to meet our developmental aims</li> </ul>
	Have an <b>ESTATE</b> which all in our community can be proud of and be working towards a <b>SUSTAINABLE</b> future including a carbon net zero status.	<ul style="list-style-type: none"> <li>● Implementing our decarbonisation plan</li> <li>● Creating a pastoral hub to support mental health and wellbeing</li> <li>● Renovating toilets</li> <li>● Improving the visual impression of our outdoor and indoor space</li> <li>● Updating signage</li> <li>● Improving and developing our sporting facilities</li> <li>● Refurbishing our Food Technology area</li> </ul>



Beacon of excellence	By 2027, we want to...	Over the next 5 years we will be:
Pastoral Care	Be able to confidently say that all students at Robert May's are <b>SAFE, HAPPY, HEALTHY</b> and <b>PROUD</b>	<ul style="list-style-type: none"> <li>● Creating a culture of excellent behaviour and recognition for this beyond the school gates</li> <li>● Educating students through an outstanding PSHEE programme</li> <li>● Working towards achieving national recognition for our work on pupil wellbeing, mental health and anti-bullying</li> <li>● Developing relationships with alternative providers</li> <li>● Delivering more parent workshops focused around safety and wellbeing</li> </ul>
	Have excellent levels of <b>ATTENDANCE</b> for all	<ul style="list-style-type: none"> <li>● Working on all students achieving above 95% attendance with no significant variation between sub-groups</li> </ul>

Beacon of excellence	By 2027, we want to...	Over the next 5 years we will be:
Curriculum	Ensure <b>ALL</b> students make good and exceptional <b>PROGRESS</b>	<ul style="list-style-type: none"> <li>● Training Heads of Department to use an evidenced-based approach to evaluate the impact of their curriculum</li> <li>● Accelerating rates of progress</li> <li>● Working to ensure that we maximise the achievement of key groups including HPA, PP, SEN</li> <li>● Supporting a greater number of students to achieve grades 7-9</li> <li>● Addressing any underachievement from Key Stage 3 onwards</li> </ul>
	Have appropriate curriculum <b>PATHWAYS</b> in place to maximise potential for all	<ul style="list-style-type: none"> <li>● Aiming for 75% of students to follow an EBACC pathway</li> <li>● Creating a love for languages within the community</li> </ul>
	Develop <b>VOCATIONAL</b> programmes	<ul style="list-style-type: none"> <li>● Supporting those students who would be better served with a more vocational pathway</li> </ul>

Beacon of excellence	By 2027, we want to...	Over the next 5 years we will be:
Teaching and Learning	Be a fully <b>DIGITAL</b> school	<ul style="list-style-type: none"> <li>● Updating our curriculum and training staff so that laptop devices are used seamlessly within lessons</li> <li>● Working towards all students having a device within their basic equipment</li> </ul>
	Deliver <b>HIGH-QUALITY</b> and <b>INCLUSIVE</b> teaching and learning by providing excellent opportunities for <b>TEACHER DEVELOPMENT</b> so that teachers feel <b>EMPOWERED</b> to try new things and <b>SHARE BEST PRACTICE</b> within and beyond school	<ul style="list-style-type: none"> <li>● Ensuring that routines and expectations are thoroughly embedded within the classroom</li> <li>● Supporting students to develop as independent learners by having clear expectations for the setting and completion of homework</li> <li>● Developing our quality assurance programmes so we always have an accurate picture of our strengths and development areas</li> <li>● Facilitating CPD which helps us to achieve our organisational aims whilst also ensuring we provide opportunities for staff to meet their personal aspirations</li> <li>● Working closely with our partner primaries, local schools and wider partnership to share and develop best practice</li> <li>● Working on achieving the Inclusion Quality Mark Centre of Excellence</li> </ul>

Beacon of excellence	By 2027, we want to...	Over the next 5 years we will be:
Extra-Curriculum and Education for Character	Have a <b>HOUSE</b> system in place which students feel proud to represent and which serves to reinforce the importance of <b>COMMUNITY</b>	<ul style="list-style-type: none"> <li>● Fully embedding the RMS House system</li> <li>● Offering more opportunities for students to learn about and give back to their community</li> <li>● Fostering a spirit of healthy competition</li> </ul>
	Have an <b>EXTRACURRICULAR</b> programme which students <b>ENJOY</b> demonstrates our commitment to education	<ul style="list-style-type: none"> <li>● Increasing access to a range of extracurricular activities</li> </ul>

	beyond the classroom	
	Be a leading state school for <b>CHARACTER</b> education	<ul style="list-style-type: none"><li>● Embedding the Duke of Edinburgh scheme</li><li>● Aiming to have achieved national recognition for our character programme</li><li>● Developing our student leadership pathways</li></ul>

