



Oldfield School

Vision & Strategy

2025 - 2030

Be Kind Be Ambitious Be Resilient

Introduction

At Oldfield our vision is to ***teach our pupils the values, skills and knowledge they need to live flourishing lives and make a positive contribution to society.***

We are committed to creating a school and wider community that supports all learners, with a focused effort on reducing barriers for our most disadvantaged students. Guided by our core values, '***Be Kind, Be Ambitious, Be Resilient***', we aim to cultivate a learning environment that is inclusive, aspirational and *sustainable*.

We want our leaders to be visionary and driven, creating the best possible opportunities for our students, creating a thriving learning environment for students and staff.

This 5-year vision and strategy is intended to set the ambition and strategic direction for the school with the school improvement plan, owned by the school leadership team, providing the detail of how we will deliver within each academic year, and the specifics of what we will measure to know we are on track.

The Governing Body and its Committees monitor delivery of the school improvement plan through the formal governance structures and meetings in place.

As the Chair of Governors and the Headteacher we can confidently say the school can achieve the ambition set out in this document.

Please contact me at (t.darr@oldfieldschool.com) if you have any questions about this plan.

Tahir Darr (Chair of Governors, Oldfield School)

Andy Greenhough (Headteacher, Oldfield School)

Be Kind Be Ambitious Be Resilient



Pillar 1: Teaching & Learning

Quality teaching and learning is the cornerstone of any school. We will seek to continuously improve the education we provide to all students by having the right level of staffing with the right skills, delivering within a consistent and robust teaching framework.

What we will do

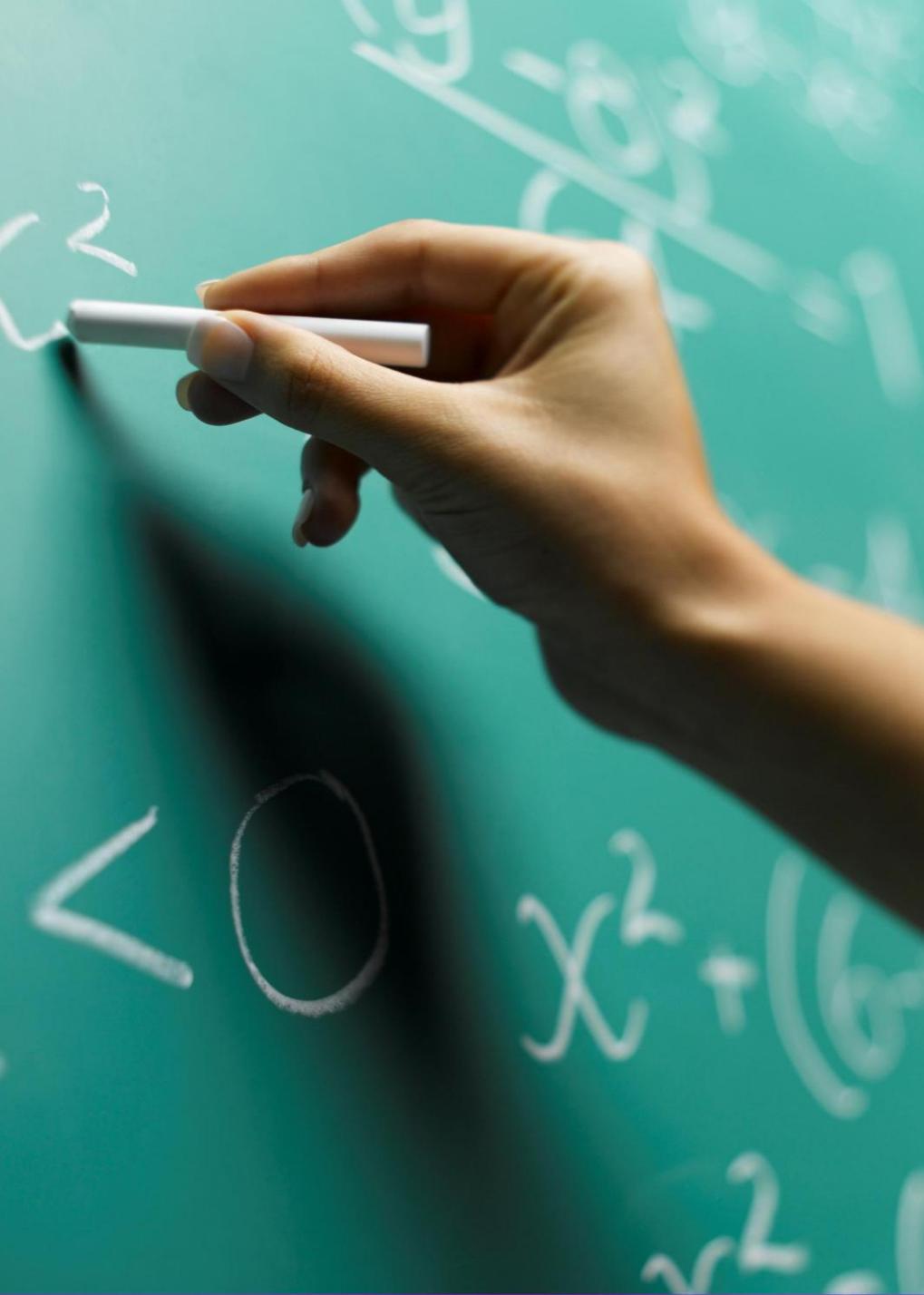
We will provide a high-quality adaptive teaching and learning environment with a well thought out, broad, sequenced curriculum that helps all students build knowledge and skills over time.

How we will do it

Leaders will have a quality assurance system allowing for support and challenge, creating a culture of reflection, innovation and improvement within our staff body, supported by research informed professional development.

How we will know we have done it

We will have quantifiable consistently high-quality teaching standards leading to strong exam results for all students. We will also close the outcomes gap for our disadvantaged students.



Pillar 2:

Behaviour & Attendance

An effective approach to behaviour and attendance is paramount to successful outcomes for students and management of the school. We will continually strive to embed and maintain the highest standards of attendance and behaviour in and out of school.

What we will achieve:

Our school and classroom culture will be inclusive, positive, calm and purposeful. Our students will feel safe and secure, attending school every day, particularly our most disadvantaged. Our staff will form positive relationships with students to support their development. We will increase attendance levels through targeted interventions.

How we will do it:

We will implement strategies to increase attendance across all year groups and promote good behaviour through praise and rewards and the consistent application of the school's behaviour policy

How we will know we have done it:

Attendance will be above national averages. Poor behaviour incidents will reduce year on year. Survey results will reflect a positive, supportive and inclusive student experience. Our local community's perception of our students will be positive.



Pillar 3:

Physical and Digital Environment

Having made significant improvements in our physical infrastructure in recent years with multiple classroom construction projects alongside improvements to other areas of the school, we will continue to make investments to add value to our students' education and support independent learning.

What we will achieve:

We will maintain the condition of the school estate and invest (including in technology) where there is a clear value proposition for our students' education and/or welfare. We will deliver the outcomes expected from our recent investments in the school estate.

How we will do it:

We will develop, evolve and deliver a campus plan over the next 5 years. We will continue to manage our budget in a way that allows us to allocate an amount for capital investment and a rolling refurbishment and maintenance programme. We will continue to develop our digital literacy resources and programmes to allow our students to be future-ready.

How we will know we have done it:

Our school estate and the technology we deploy will be fit for purpose and value-adding to our students' education. Every year we will deploy ring-fenced capital funds and prioritise through our governance how this will be spent, and quantify the return we expect in terms of outcomes and improvements.



Pillar 4

Staff & Student Welfare

Students and staff should feel supported at Oldfield. We are a diverse school, and it is imperative that our pastoral care reflects that diversity of need and creates the conditions for every student to reach their potential.

What we will achieve:

All students and staff at Oldfield will feel safe and secure with their mental and physical wellbeing supported. They will know where to go to get support and have confidence in the support they will receive.

How we will achieve it:

A comprehensive safeguarding provision in place to ensure the safety of all students. We will offer a wide and responsive range of enrichment activities and cultural opportunities, and our students will have the necessary life skills to allow them to thrive on leaving Oldfield. Leaders will regularly engage staff and consider staff wellbeing in all decisions.

How we will know we have done it:

Our staff and student survey results will continue to show a positive upward trend. Our staff retention rate will remain positive, and we will be an attractive employer, evidenced through the volume of applications received for vacant positions.



Pillar 5: Financial Sustainability

We have a strong record of financial management at Oldfield, In the last 5 years we have been able to invest over £1m in the school, enhancing the learning environment and meeting the needs of our school, whilst maintaining our financial resilience.

What we will achieve:

We will deliver a balanced 5-year budget considering carefully the need to invest in staffing, infrastructure and technology with the need to maintain our financial resilience. Our financial management will be compliant with our policies and our obligations.

How we will achieve it:

We have robust financial governance, policies and procedures in place, and we will make informed budgeting and investment decisions based on insight and evidence, always investing for maximum impact. We will monitor the impact of our strategic investments to ensure they deliver the return expected in terms of outcomes and/or improvements.

How will we know we have done it:

We will deliver a balanced budget every year, always maintaining reserves in line with our policy, whilst investing in our priorities to maintain and improve the school environment.