

Vision and Aims

OUR VISION

Educational Excellence for All

OUR PURPOSE

To support all students to flourish, providing opportunities to achieve and be successful in all aspects of their lives #VerulamForLife

OUR AIMS

To ensure all students have access to an ambitious curriculum that is broad, balanced and flexible in meeting the needs of all learners and prepares them effectively for future life.

To deliver consistently excellent and personalised teaching and learning which is adapted effectively to ensure all students achieve ambitious outcomes and develop a love of learning.

To develop character and embed a culture of exceptional conduct and behaviour for learning which promotes an ethos of high aspirations, meaningful relationships and respect for everyone.

To grow and challenge all learners beyond the classroom, providing rich, inclusive opportunities to develop character, respect, resilience, wellbeing and a deeper understanding of the world.

OUR VALUES

EXCELLENCE

CHARACTER

RESPECT

OUR LEARNERS

We take responsibility for our learning, our behaviour and our attitudes; striving for excellence at all times

We celebrate and value the diversity of our school community. We build strong, fully inclusive relationships. We participate in the extra curricular life of the school, demonstrating ambition and developing resilience. We do our duty : 'Faire Mon Devoir;

Our community is built on mutual respect for ourselves and each other. We demonstrate respect at all times

KEY AREA TARGETS 2024-25

LEADERSHIP & MANAGEMENT

To develop and embed systems, processes and communications to move from 'Good' to 'Outstanding'.

QUALITY OF EDUCATION

To embed an ambitious curriculum that is implemented consistently well, is adapted effectively and leads to rapid progress for all.

BEHAVIOUR & ATTITUDES

To ensure consistently high standards of behaviour and attendance are fully embedded.

PERSONAL DEVELOPMENT

To embed the school values of Excellence, Character and Respect throughout school life.

QUALITY OF EDUCATION SIXTH FORM

To provide an ambitious and broad provision which leads to improved outcomes, destinations and retention.

Key Objectives

LEADERSHIP & MANAGEMENT

To develop and embed systems, processes and communication to move from 'Good' to 'Outstanding'

LM1. Continue to drive a culture of collective ownership and accountability, empowering subject and pastoral leaders to effect change and sustain high standards in their areas of responsibility.

LM2. Improve communication at all levels: amongst staff, to parents/carers and within school community. Make better use of digital platforms and foster a culture of openness and transparency.

LM3. Ensure the curriculum meets the needs of all students, including underserved learners, SEND students and those with high prior attainment. Create rolling faculty review programme to facilitate this.

LM4. Further develop robust measures of quality assurance for professional practice and leadership throughout the school to ensure consistent implementation and offer effective support and training.

LM5. To ensure evidence informed practice is at the heart of pedagogy and develop links across the Ambition Education Trust to develop and sustain excellent teaching.

QUALITY OF EDUCATION

To embed an ambitious curriculum that is implemented consistently well, is adapted effectively and leads to rapid progress for ALL.

QE1. Further develop our culture of excellence, with a challenging curriculum in all subject areas that reflects our diverse learning community. Ensure learners and parents/carers are clear on curriculum content and launch the super curriculum to foster passion and talent amongst students.

QE2. Ensure that our assessment and reporting processes will deliver what students and parents/carers need to secure academic progress, whilst being mindful of staff workload.

QE3. Provide all teachers with the skills to adapt their teaching effectively to meet the needs and engage all students, improving outcomes and progress in particular for underserved learners, students with special educational needs and those with high prior attainment. Ensure that a structured reading programme is available to all, tailored to needs.

BEHAVIOUR & ATTITUDES

To ensure consistently high standards of behaviour and attendance are fully embedded

BA1. Further refine our rewards and behaviour systems to ensure a positive, values-driven learning culture everywhere with the highest of expectations and improved consistency.

BA2. Take a forensic approach to analysis of behaviour and attendance data, identifying trends and hotspots and intervening to secure >95% attendance, reductions in persistent absences and suspensions/exclusions.

BA3. Sustain and further improve our safeguarding culture, with robust systems and effective working with external agencies to support children and families.

PERSONAL DEVELOPMENT

To embed the school values of Excellence, Character and Respect throughout school life

PD1: Ensure our extra-curricular and enrichment offer is broad and engaging, covering a wide range of subjects and accessible to all, resulting in deeper cultural capital and experiential learning for our students.

PD2: Sustain our excellent PSHE programme, underpinned by the DfE Character Education Framework, and ensure that equality, diversity and inclusion are interwoven throughout the curriculum and through assemblies, faith celebrations etc.

PD3: Focus upon the mental health and wellbeing of students and staff, ensuring that appropriate support is available and balancing work and learning with family life.

QUALITY OF EDUCATION SIXTH FORM

To provide an ambitious and broad provision which leads to improved outcomes, destinations and retention

SF1. Raise aspirations and expectations of all sixth form students, maximising outcomes at A-level to be ahead of Hertfordshire averages and to provide academic and vocational pathways to competitive universities, apprenticeships and employment.

SF2. Review the curriculum offer at post-16, in the light of reforms to BTEC qualifications and the introduction of Alternative Academic Qualifications. Ensure that the subject mix remains broad. Further deepen community partnerships.

SF3. Working with the BSV consortium, improve retention of year 11 students into Verulam sixth form and recruitment of increasing numbers of female and external students by creating a distinctive Verulam offer.