

Knebworth Primary and Nursery School 2022-2030 Strategy

At Knebworth Primary and Nursery School we have **Deep Roots and High Aspirations**. We have been connected to our community for over a hundred years, teaching and preparing our children for the next stage of their educational journey. We want our children to be the best they can be. To stand out, to dream big and to lead successful, fulfilling lives.

Our Vision

To enable us to continue to deliver the best possible educational experience for our children, both now and in the future, we have set a clear strategy for how Knebworth Primary and Nursery School will continue to evolve and grow. This strategy starts with our vision for the school. Our vision sets out what our children, parents, staff governors and local community will know the school to be, how they'll talk about the school to others, and how we will celebrate the school together as a community.

By 2030 Knebworth Primary and Nursery School will consistently...

- Be known and recognised for the provision of excellent teaching and learning with specialist, reflective practitioners and a culture of collaborative professional development focused on inclusive, mastery practice.
- Be known and recognised as an inclusive school of choice, where a holistic approach to every child's development ensures that all their needs are met, that they feel valued and included in all aspects of school life and beyond.
- Be known and recognised as a school that promotes diversity, equality and equity, and inclusion in all its forms and whose curriculum is constructed to teach understanding and acceptance, encouraging informed and insightful conversation, and preparing children for life in a multicultural society.
- Be known and recognised as a school connected to its community in every way, proactively engaging on important local issues and supporting the village as it grows and changes in the coming years and leading by example on global issues such as the environment, sustainability and diversity and inclusion, and physical and mental wellbeing.



Our Goals

To deliver our vision, we need high aspirations. We have set ourselves challenging goals with clear measures to ensure we remain focused in our progress over the coming years.

By 2030 we will...

- **Deliver a broad, balanced curriculum which is tailored to the needs of all our children and consistently demonstrates excellent educational outcomes for all.**
- **Deliver a holistic curriculum, rich in cultural capital, which focuses on the personal development of every child and allows them to grow as individuals and as members of our school community.**

We will know we have achieved this if...

- ❖ 90% of children will be at the expected standard by the end of KS2 in Reading, Writing and Maths.
- ❖ The percentage of children achieving the expected standard by the end of KS2 will be consistently above the national average.
- ❖ We have achieved an outstanding rating from Ofsted.
- ❖ All our children regardless of background or need will be able to evidence their knowledge and understanding of the **golden nuggets (powerful knowledge)** in all curriculum areas.
- ❖ There will be no difference between the attainment of disadvantaged and non-disadvantaged children.
- ❖ Individual pupil profiles will evidence bespoke packages of support for individual children and demonstrate excellent personal development and achievements against their starting points.
- ❖ An equality strategy will be in place, developed in partnership with children, families, staff and governors which is understood, adhered to by all and is deemed as exemplary practise across the county.
- ❖ Our stakeholders and the wider community will praise the school for its range of curriculum and extra-curricular opportunities on offer which allows a broad range of subjects and experiences for all.



By 2030 we will...

- **Provide an environment in which to teach and learn that delivers a positive and enjoyable school experience for all children, parents, and staff**

- **Become the school of choice for parents, children and staff in our region irrespective of their specific circumstances and needs**

We will know we have achieved this if...

- We can demonstrate significant investment into the school buildings that goes beyond just essential maintenance
- We can demonstrate a continuous significant investment in all our teaching and non-teaching staff.
- We can demonstrate a staff and governor recruitment process that appropriately considers a wide range of diversity and inclusion criteria and challenges conscious and unconscious bias.
- The school's IT strategy is continuously reviewed and updated, investment is evident and all staff say they feel fully supported in their application of any new resources.
- We are a carbon-neutral school and have a plan in place to become carbon positive.

- We are always fully subscribed for each year group
- Parents and carers work in partnership with the school, feel comfortable providing open feedback and know that concerns and improvement ideas are acted on.
- Over 90% of parents and carers would be very or quite likely to recommend Knebworth School to friends or family.
- Pupil voice demonstrates that children enjoy attending Knebworth Primary School
- Staff voice demonstrates that staff enjoy working at Knebworth School and feel valued and supported.
- We are able to recruit and retain high quality staff for every available role.





By 2030 we will...

- **Create strong and lasting connections with our local community for the benefit of parents, children, local community groups and the school**

We will know we have achieved this if...

- We can evidence robust transition arrangements with local Nursery and Secondary Schools
- We can evidence regular and positive contributions to relevant local community groups and initiatives
- We can evidence strong links with local industry that provide safe, insightful, and aspirational opportunities for our children
- We proactively promote the voice of our children in the local community and engage them in shaping the future of the school and its local environment



Delivering on our Strategy

Our Strategy is made up of our Vision and our Goals. Our Vision defines the type of school that Knebworth Primary and Nursery School will continue to work towards becoming over the next 8 years.

Our Goals are deliberately long-term and highly aspirational, in line with our school values. They are directly linked to our Vision and have clear measures of success to allow us to identify how well we are doing and how closely we are following our strategy.

To make sure that we are actively working towards our goals, we will:

- Once a year create a single list of initiatives encompassing the action the school's staff and governors will take to make progress towards each of our goals
- Review the progress of the previous year's initiatives and analyse the impact these had on progressing our goals
- Evaluate whether any internal or external factors should change or add to our Goals or trigger a wider strategic review
- Publish the strategy and each year's initiatives / review of past years initiatives on the schools' website and proactively share it with parents
- Every two years we will review the full strategy, including the Vision statements and decide whether any refinement or changes are required



HIGH ASPIRATIONS



DEEP ROOTS