

# Carre's

GRAMMAR SCHOOL  
STRATEGIC INTENT

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Respect - Resilience - Resourcefulness - Reflection



# Strategic Intent

## UNLOCKING HUMAN POTENTIAL

Carre's Grammar School has a long and proud history of achievement dating back to 1604, but we are focussed on meeting the contemporary needs of current and future students and preparing them for the world of tomorrow. We aim to provide opportunities at all levels for developing the character of the students and unlocking their potential through their participation in a wide range of educational experiences. This is provided by committed and professionally focussed staff who desire the attainment of excellence in teaching and learning outcomes. A culture of leadership and sense of community based on clearly expressed core values remains

a key focus. Our aim is to build upon the school's achievements, utilising the school's current strengths to improve the areas that need developing, whilst recognising the opportunities and potential threats that exist, and which we perceive. This will enable us to realise our vision of creating a learning community in which every individual has the opportunities to attain his or her potential, intellectually, socially and personally, in a mutually supportive environment.

This document will guide our direction in teaching and learning, in curriculum development, care, guidance and support, development of staff, and in building for the future.







**Great Fire of London**

- 1. Can you finish the sentence please?  
London?
- 2. Where did the fire start?
- 3. Which Cathedral is shown?
- 4. What part of London was destroyed?
- 5. What is the name of the tall pillar?
- 6. How many people died?
- 7. How long did the fire last for?
- 8. What happened to London on the 1st of September?

Carre's Grammar School fosters success and promotes enterprise, and imagination. It empowers all members of the school community to reach their potential.

We aim to provide the highest quality teaching and expect the highest standards of work and behaviour. We aim to maintain a safe, caring and happy environment in which all students and staff feel valued and cared for. We aim to cultivate resilient and confident young people who are resourceful and reflective learners, fully prepared for adult life and the world of work.

# Our Aims



# Our Values

The school is based upon the core value of respect - for the individual, for the school and for the community. We believe that every student has a right to the highest standards of teaching and learning in a caring, supportive and nurturing learning environment. We encourage diversity in beliefs and ideologies and place great emphasis on our relationships with our students, with our parents, and with the wider community. The qualities of honesty, tolerance, integrity, humility, equality and generosity are paramount to fostering these relationships.



# Our Vision

A tailored co-educational establishment on a new site with world class facilities where every learner continues to matter. At the heart of the local community, it will encourage diversity, and promote inclusion within a selective setting, adding real value to learners' educational experiences. It will continue to work with local schools and partners in education, health, the arts and business, to extend learning opportunities beyond the classroom, promoting collaboration, innovation and lifelong learning.

The students should be caring citizens who respect themselves and others, being consulted and listened to. They should take pride in themselves and their school, respecting others' rights to learn free from fear of failure or intimidation. They should be contributors to the cultural life of the school and community, participating in and leading the diverse range of extended opportunities made possible by the energy and enthusiasm of staff.

Students should see themselves as effective communicators and participators in their own learning. They are users of new technologies, extending their learning beyond the classroom. They should be equally confident as independent or team workers and are able to apply transferable and employability skills in our rapidly changing world.

Students should receive quality advice and guidance in order for them to make informed choices. Teaching should be inspirational and aspirational and take account of students' abilities, needs and ambitions in order to promote learning for life and achievement for all.

The school's main investment now, and always will be, for the benefit of the students, and therefore there is a big investment in the staff. The team adds value to the school and its students through their professional skills

and motivation. All colleagues should see themselves as lifelong learners, looking for opportunities to improve their practice and supporting others to do the same. All colleagues should be professionally confident partners in rigorous and robust self evaluation where there is a culture of accountability, identifying and removing barriers to learning, and engaging in partnership with parents and carers to maximise learner potential through a variety of approaches and support mechanisms.

Staff teams should actively seek ways to be at the cutting edge of educational thinking, constantly reviewing and analysing school performance. They foster a safe, healthy and stimulating environment, where learners enjoy and achieve. All members of the school community should believe in the school's capacity to learn, change and improve.

Expectations of self and others will be high and contribute to the ultimate aim of providing learning for life and achievement for all through support, challenge and positive relationships.

The curriculum will evolve to meet the needs of a dynamic society, diverse and motivational, developing and incorporating new approaches to learning and teaching. Management systems will support staff, empower students and inform parents about progress. The whole school approach will ensure consistent high standards across subjects, years and individuals and promote and deliver learning for life within our wider community, providing relevant, user- friendly learning opportunities.

The school experience should engender a lifelong fondness, attachment to, and pride in Carre's that will encourage continued contact for alumni and provide a continuity of educational excellence for future generations.

# Vision Statement

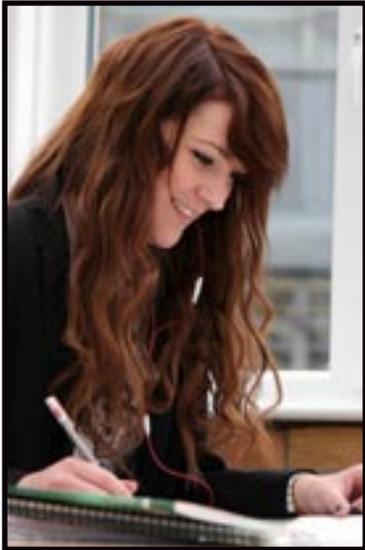
Carre's Grammar School will be the best it can be for the young people in its care, challenging all members of the school community to achieve excellence in a wide range of academic, cultural and sporting activities.





# Strategic Plan

The strategic plan outlines the key areas of focus for the 5 year period from 2012-2017 to enable realisation of the school vision. It is not a plan that covers every area of operation – this will come from more developed Faculty and Team development plans.



## 1. Teaching and Learning

### OBJECTIVE

To ensure that all students achieve to their potential through excellence in teaching and learning.

### STRATEGY

- Embed a culture of innovation in teaching and learning to meet the challenges of a developing society
- Embed core learning principles throughout the school
- Review, develop and expand the curriculum to ensure that it is fit for purpose and meets the needs of future generations
- Continue to build the capacity of the teaching staff to cater for individual student's learning differences, abilities and preferred learning styles in the classroom

## 2. Leadership and Management

### OBJECTIVE

To ensure that there is consistent high quality leadership at all levels to enable delivery of the school vision.

### STRATEGY

- Embed high quality monitoring and accountability processes, including clear management structures
- Ensure high quality professional development for all staff and governors
- Ensure that there is an effective recruitment and appointment process for all staff
- Develop succession planning at all levels
- Ensure that school governance makes a significant contribution to the work of the school

# 3. Care, Guidance and Support

## OBJECTIVE

To ensure that all students feel safe, valued and cared for, and to cultivate resilient and confident young people.

## STRATEGY

- Embed a shared and consistent understanding of CGS policy and practice across the whole school, including safeguarding, developing a culture where all members of staff embrace their collective responsibility to encourage and inspire all of the young people in their charge
- Continue to provide effective transition and pre-transition programmes for students entering the school
- Implement effective processes to monitor and evaluate the effectiveness of CGS care and guidance strategies and practice on learner attitudes and outcomes
- Continue to foster a culture of achievement founded on positive Behaviour for Learning
- To continue to foster a culture where learners are equipped and empowered to maximise their own learning, aspiring to achieve their full potential through the development of processes that challenge complacency and support robust self-review
- To continue to develop the school's specialist expertise to ensure that learners with additional needs are effectively supported



# 4. Staffing

## OBJECTIVE

To employ, develop and support people to enable them to become leading practitioners in their fields and who add significant value to learning experiences of the students in the school.

## STRATEGY

- Embed effective personnel procedures in the school, including Safer Recruitment principles
- Provide an effective CPD programme for all staff as a means of promoting and supporting their learning and enhancing their contribution to the school
- Embed a rigorous Performance Management process in the school
- Promote, recognise and reward excellence, and celebrate success

# 5. Community

## OBJECTIVE

To maintain positive and enduring relationships within Carre's and the wider community.

## STRATEGY

- Promote and embed a culture of philanthropy throughout the Carre's community
- Strengthen awareness and recognition of the school's programmes and initiatives in the wider community
- Maintain and enhance a profile in the wider community that ensures ongoing reputation and numbers on roll
- Develop and foster a strong alumni programme

## 6. Enrichment

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### OBJECTIVE

To fully develop students' skills, values, capacities and interests beyond the classroom.

### STRATEGY

- Embed the importance of enrichment in the culture of the school
- Develop the skills of staff and improve student leadership
- Develop and embed the values and spiritual health of the school both within and without the community

## 7. Building for our future

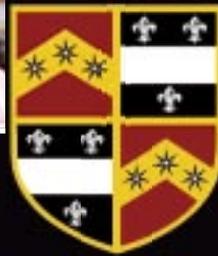
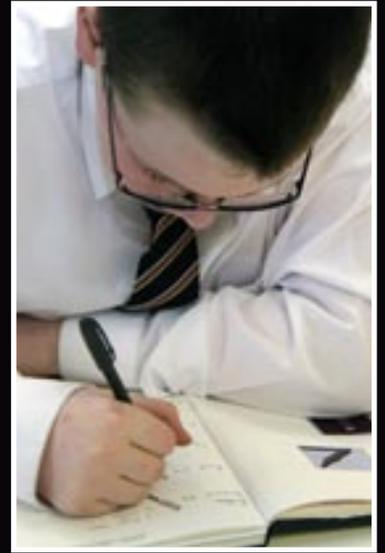
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### OBJECTIVE

To develop outstanding facilities and financial security to support the vision, values and moral purpose of the school

### STRATEGY

- Review and update a prioritised list of facility developments
- Develop an Environmental Sustainability Programme
- Develop the Academy Trust



# Carre's

## GRAMMAR SCHOOL

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