

Norwich School Development Plan summary

Ethos

Learning and scholarship are at the heart of the broad education that Norwich School provides. Christian values - notably love and compassion for one another - underpin our activities and relationships.

Aims

- producing scholarly, reflective young people who are capable of handling difficult concepts and expressing profound thought;
- providing a rich, varied and broad education that develops the diverse talents of the boys and girls;
- equipping pupils for leadership and service.

Vision Statement of rolling 5 year Development Plan

Norwich School: a beacon in the East of all-round educational excellence

We seek to fulfil our ethos and aims for the short and long-term interests of each pupil in our care. By doing so, we trust that our outstanding all-round practice maintains and develops our local, national and international profile as the leading school of any type in East Anglia and one of the best co-educational day schools in the United Kingdom.

The achievement of the above will stem from an appropriate strategic development plan under the following headings and measurement criteria:

PUPIL EXPERIENCE

Academic provision

- We seek to provide outstanding learning and teaching:
 - Lesson observations, work scrutiny and pupil tracking from HoDs and SMT demonstrate the quality of our practice
 - Survey feedback from pupils and parents is positive
 - There is continuing improvement in classroom craft from participation in and leadership of teacher training schemes
- We seek to create outstanding pathways for leavers:
 - Appropriate balance of ambition and pragmatism is achieved through:
 - 80% to 1st choice institution via UCAS; 90% to 1st or 2nd choice
 - monitoring of calibre of leaver destinations (eg. 30% to Times HE Top 10 institutions; 60% to top 20; 80% to top 30)
 - At least 10% of the cohort go to Oxbridge
 - HE and Careers advice is excellent, including appropriate celebration of non-HE routes
- We aim for outstanding public examination results:
 - A Level: 25-30% A*, 65-70% A*-A, 85-90% A*-B
 - GCSE: 45-50% A*, 75-80% A*-A

Co-curricular provision

- We aim to offer outstanding co-curricular opportunities, both for pupils who aspire to excellence and for all those who wish to be involved:
 - Numbers involved in co-curricular programmes remain healthy
 - Elite provision is strong and is appropriately celebrated
 - Specific development plans exist for sport, music and drama
 - There is extensive outward-bound provision, including 8th Norwich Sea-Scouts and DoE
 - There is consolidation and, where appropriate, expansion of clubs and societies
 - There is a large number of off-site trips for pupils of all ages, both during term and in the holiday
- We intend to offer an array of opportunities for both leadership and service:
 - Extensive 6th Form community service scheme
 - Leadership opportunities throughout the co-curricular programme at all ages
 - Specific pupil leadership opportunities are available, particularly towards the top of the Lower and Senior Schools (eg. prefectship, Charities Committee, peer mentoring, Horatio Society)

Welfare provision

- We aspire to offer outstanding pastoral care for each pupil through the blend of :
 - a vertical House structure, where parental and pupil concerns are followed up quickly and resolved appropriately
 - a horizontal system with Heads of Section, where pupil tracking is outstanding, both for individuals and groups (eg. tutor group, year-group, G&T, SEN, EAL, etc)
 - the availability of a support network, including appropriate expertise (peer mentors and teaching staff but also Chaplain, school nurses, Counsellor)
 - Excellent PSHEE and general studies provision

OPERATIONAL MANAGEMENT

Effective Governance

- We seek to have appropriate stretch and support from our governing body through:
 - Ever improving focus of sub-committees and governor champions
 - Keen awareness of new ISI criteria about governance
 - Establishment of governor communication portal and even closer links with different constituencies among the school community

Staff welfare and development

- We recognise that our staff are a precious resource and therefore seek to support and develop both teaching and non-teaching staff through:
 - Significant budget provision for staff INSET and CPD
 - Termly meetings about matters of mutual interest with representative groups for Senior School, Lower School and Support Staff
 - Establishment of regular contact with governing body about staff issues

Comprehensive site maintenance and support services

- We seek to have appropriate support and infrastructure around the Cathedral Close site, particularly via:
 - Improvement in IT provision
 - Maintenance of high standards of support to teachers and pupils during construction projects of the Development Plan

WIDER COMMUNITIES

Development Office

- We are engaged with the planning and delivery of significant multi-stage site development leading up to 2020 and beyond
- The first stage, the development of the Blake Studio as a medium-sized plenary space, is under construction. Further stages include:
 - Development of facilities in the Lower Close to allow for larger number of pupils in the Lower School
 - Significant development of the Bishop's Palace Lawn area of the site
 - Establishment of staff facilities appropriate for leading 21st century school
 - Expansion of science provision at Horsefair House
 - Reorganisation of some departments, including design and music
 - Movement of school reception into School House range
- We continue to seek support to enable us to offer as much means-tested assistance as possible so that children can enjoy a Norwich School education who would otherwise not have access to it

Outreach

- We enjoy very strong links with the wider community and seek to develop them further, with many initiatives recognised as examples of best practice:
 - Continued flourishing of outreach courses such as Universities Summer School and GCSE Easter Revision Course
 - Consolidation and, where appropriate, growth of collaborative schemes (eg. Young Norfolk Arts Festival, Young Norfolk Sports Academy, MCC Hub and Making Musicians)
 - Continuing development of weekly Community Service programme for 6th form pupils and expansion towards younger years

- Judicious use of staff-share schemes such as Ogden Physics Teaching Fellow and Sports Outreach Officer
- We have established a successful international 6th form homestay scheme which we seek to consolidate and embed into the operations of the school
- We continue to explore links with external partners to enhance the educational experience and financial stability of the Norwich School community

Marketing and Communication

- We seek to communicate well with constituencies both inside and outside the school in the interests of smooth operational efficiency, transparency and positive public relations, via:
 - Maintenance and development of school profile in local markets and further afield through a specific marketing plan
 - Embedding of new systems of communication with parents via MSO and School Post

2016/17 summary

In pursuance of the above strategic objectives, the major operational project areas in the 2016/17 academic year will be:

Whole school issue

- Preparation for ISI inspection under new regulations

Pupil Experience

- Implementation of changes to the structure of the school day in September 2016
- Implementation of continuing public examination reform, especially at A Level
- Smooth absorption of larger pupil numbers in the Lower School through development of facilities in the Lower Close

Operational Management

- Development of IT provision for both teaching and support functions
- Completion of Blake Studio as medium-sized plenary space
- Preparation for and execution of internal departmental moves, including Design, Music, History and the Bursary

Wider Communities

- Fundraising for and execution of the 2020 Site Development Plan
- Consolidation of international 6th Form homestay scheme and exploration of further development with external partners