



# Chamberlayne 2021

*'Expect More, Achieve More'*

Our Strategic Vision 2017 - 2021

## Introduction

Chamberlayne 2021 is an ambitious four-year strategic plan that aims to establish the clear and tangible priorities that honestly reflect the vision and shared understanding for Chamberlayne College for the Arts. It sets out what we are striving to achieve between 2017 and 2021.

Chamberlayne 2021 is based squarely on our understanding of the school's strengths and areas for development. It has been informed by what we know, what the local authority have reported (Dec 2016), what Ofsted have reported (Feb 2017), parental consultation at parent forums and staff and student consultations.

This is an exciting time in the school's development. At the time of writing the school has been judged as Inadequate in all four Ofsted categories and it has been deemed to require special measures. It is awaiting an Academy Order to be issued and its GCSE outcomes are well below the national average (2015 and 2016). This Vision document is designed as the overarching vision from which all school improvement will be derived from.

There are four key areas that this document focuses upon:

- Transformational Learning Experiences
- Developing Staff and Student Leadership
- Community Engagement
- Sustainable Future

Chamberlayne College for the Arts has the potential to be a remarkable school as we strive to provide the best possible education for the students of Southampton. Our aim is to be the school of first choice for all parents on the Eastern side of the city and we will be absolutely relentless in our pursuit of excellence for the young people of Chamberlayne.



Nick Giles  
Headteacher

## Our Motto

***‘Expect More, Achieve More’***

## Our Vision

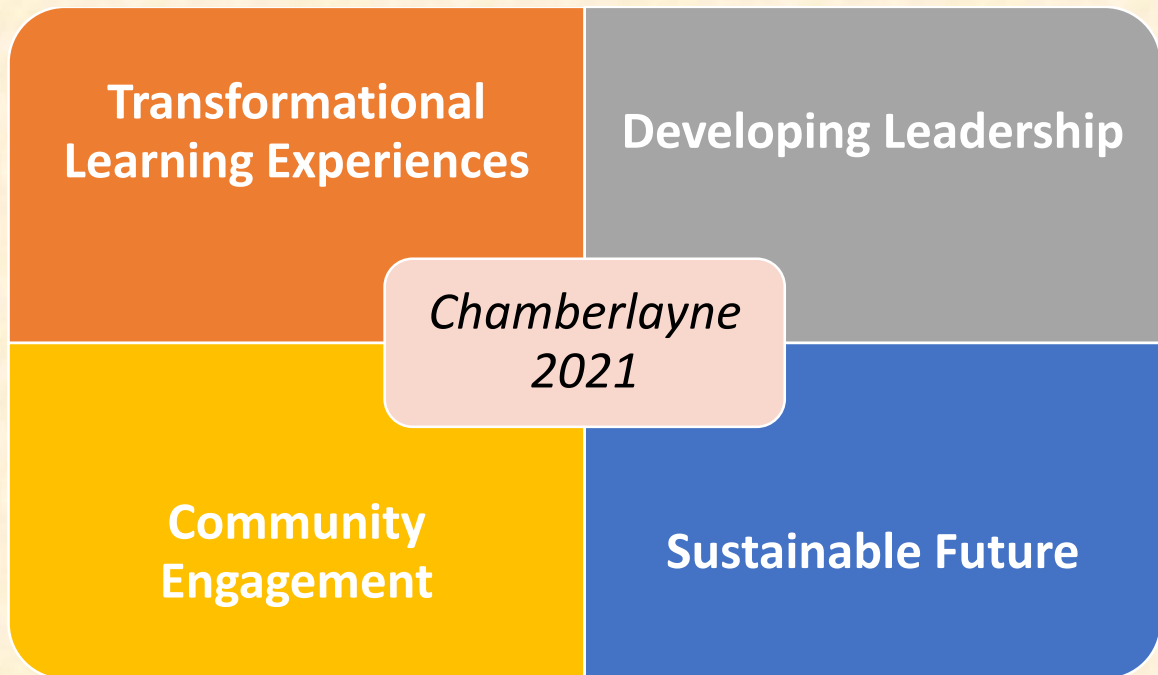
**To provide an education system that *truly* serves those it educates by always refelecting on and addressing individual needs, strengths and interests.**

**To create a dynamic and energetic learning community that values tolerance, respect, compassion and enthusiastic engagement, thus leading to varied and exciting opportunities in the future**

Our strategic Vision

# Chamberlayne 2021

Is based on four key principles to achieve our vision



# Our Key Priorities:

## Transformational Learning Experiences

1. Chamberlayne curriculum and pedagogy inspires through affording fresh exciting experiences
2. Assessment that drives further success through sharp, accurate, clear feedback to students and parents
3. Expectation that all students will achieve their full potential with nobody left behind
4. Co-curricular activities that supplement and deepen learning and widen experiences
5. Pathway learning for those with particular needs or interests

## Community Engagement

1. Chamberlayne is a place of safety, support and guidance
2. A place for community celebration of local success
3. Charity is put before personal gain
4. Community voice is heard, valued and acted upon
5. Facilities are provided for community use

## Developing Leadership

1. Chamberlayne governance that is perceptive in its view of the school and is determined in its pursuit of excellence
2. Student leadership that contributes significantly to school improvement
3. Leadership opportunities and activities for each student every year
4. Staff leadership to be realised and grown through strong CPD and brave delegation
5. Staff leadership opportunities to be made available to all with potential and/or desire

## Sustainable Future

1. Chamberlayne maintains a sustainable well balanced staffing profile that meets our evolving needs
2. Create and sustain long term financial health
3. Sharply focused and prudent budgeting, spending on those most in need
4. Explore and develop further avenues of revenue
5. Develop and sustain dynamic teaching and learning environments



# TRANSFORMATIONAL LEARNING EXPERIENCES:

In this strategic priority we highlight our commitment to high standards of academic and personal development. We *expect* all students to aim for excellence in everything they do and we *expect* all staff and parents/carers to enable all students to achieve high.



Chamberlayne students from year 7 through to year 11 will grow into confident, articulate and impressive young people ready to take their place in society.

They will learn how to be masters in their subjects writing, speaking and listening like geographers, musicians, historians, designers etc. They will become adept at identifying their strengths and weaknesses and learn that with commitment, and energy comes success.



The curriculum will follow a traditional academic curriculum with alternative pathways for students whose strengths lie in other areas of a curriculum. Students who need additional pastoral support will be afforded it, so that they can better access the school curriculum. Each subject area will

convey clearly to students and parents the highest expectations in their subject.

Here at Chamberlayne we recognise that true transformational learning happens inside and out of the classroom. In addition to academic study, Chamberlayne students will learn through co-curricula activities more about themselves thus enabling the development of well rounded citizens who can compete for the top jobs, university and college places.

We will place a high value on the arts here at Chamberlayne and we will support all students who wish to develop those skills beyond compulsory study.

Above all, all staff will persistently endeavour to use fascinating methods, topics and resources to open up new ways of thinking, new ideas and new futures for our young people.

## DURING 2017-2021 OUR STRATEGIC PRIORITIES ARE:

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4. Co-curricular activities that supplement and deepen learning and widen experiences
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# DEVELOPING LEADERSHIP:

This strategic priority outlines our dedication to developing excellent leadership at all levels in the school alongside a commitment to grow leadership skills and attributes in students so that they can become influential members of society.

Through honest self-reflection and humility we will, as a school, become adroit at recognising our weaknesses and skilled and rapid at improving. Governors will be relentless in their high expectations of senior leaders. Leaders will lead with the ethical and moral values of openness, honesty, social responsibility and compassion for others. Leaders will lead with optimism and integrity and an absolute unerring determination to ensure that all students are successful.



These values will espouse the way students experience leadership. Student leadership will become a cornerstone of school improvement with students taking on a range of leadership roles across the whole school. A strong and influential student council will be formed whose key purpose is to give student voice to decision making. All students will be encouraged to build leadership and team building skills through co-curricula activities, residential trips and tutor programmes.



We believe that all staff are leaders and we expect all staff to share the vision of the school. This shared vision allows leadership to be distributed bravely, leading

to a collective ownership of our vision. This will ultimately, and most importantly, ensure that Chamberlayne students achieve high academically whilst maturing into confident, socially aware and articulate members of the community.

Staff with leadership aspirations beyond their current skillset will be afforded CPD in order to help them refine leadership skills and seek promoted posts internally or externally.

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### Developing Leadership

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# COMMUNITY ENGAGEMENT:

This strategic priority frames how we intend to become more involved in the community that we serve. Chamberlayne should be seen as a hub of the community where safety and social responsibility can be relied upon.



We will be an organisation where local people can come without fear of criticism or judgement. We will offer pastoral care and counselling to students in consultation with parents but in addition we will offer support to families in need.

Our termly newsletters will outline our community work which will be driven through tutor groups and pastoral teams. Students will be afforded opportunities to raise money and awareness for a range of local, community charities. Students will learn the importance of social responsibility,

compassion and tolerance through supporting local charities and those people in need.

Chamberlayne will become a place to celebrate and we will stage a number of music, dance and drama performances across each year. Local residents will be invited to attend.

Parents and local residents' voice is important to Chamberlayne and so we will continue to build further on parent forums, questionnaires and parents' consultation evenings. Our termly newsletter will be made available to all parents and local residents. We will also develop our market garden and will encourage local support.



We will look for further ways to support the local community and ways to further help families in need either through advice and

guidance or by providing a safe place to talk.

Our website will become a hub of information for all parents, staff and students. It will reflect our pride and professionalism thus enabling closer ties and better communication with parents.

## DURING 2017-2021 OUR STRATEGIC PRIORITIES ARE:

### Community Engagement

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# SUSTAINABLE FUTURE:



This strategic priority dictates our determined approach to ensure that quality education is sustained through prudent management of funds and resources.

We will continuously reflect upon and evaluate staffing levels across all aspect of the school to ensure that value for money is guaranteed and quality education is provided. Staffing will reflect the curriculum offer and the SEN or pastoral need. While we will endeavour to keep class sizes relatively low, we will also ensure financial stability by balancing numbers in classes.

We will always run an in year balanced budget. We will also during year 1 and year 2 run a deficit recovery plan in order that by April 2019 we will be running a fully balanced budget. Our spending will be closely monitored by senior leaders and will be strategically allocated from a central decision making mechanism. This will ensure that money is spent on those students and areas that are most in need.

We will become the local school of first choice for all parents. This will be achieved through the Transforamtion Learning Experiences priority. We will also deepen our relationships with our



primary school partners to ensure that our education is a natural progression from theirs.

We will explore a vast range of other avenues in order to increase our revenue and

provide even more opportunities for our young people.

The school site will always be clean, tidy and well kempt in order to provide dynamic learning environments for all. We will explore further investment in IT infrastructure in order to improve student access to the world through modern technology.

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### Sustainable Future

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**KEY  
STRATEGIC  
PROJECTS  
2017 - 2021**



## Key Strategic Projects 2017/18:

### Teaching and Learning:

- Foster academic rigour through close assessment of learning and monitoring of progress
- Align all subject curriculums to enable cross curricula links to support student mastery
- Develop and embed the Chamberlayne Scientist, Artist, sportsperson etc. for each age range
- Adopt energetic and engaging classroom learning opportunities



### Co-Curriculum:

- Year 7 – Year 10 Residential trips to build on experiences
- Establish and embed the Duke of Edinburgh Award Scheme
- Develop a pathway learning programme to cater for the needs of all
- Develop a whole person learning programme
- Undertake annual drama, music and dance performances



### Pastoral Care:

- Develop SEND in to a hub of excellence for all students with additional needs
- Develop a culture of fundraising and charity
- Provide superb career and further education opportunities
- Establish fruitful and supportive business links
- Promote healthy living and lifestyle



### Sustainability:

- Create a user friendly and informative website that keeps the community updated
- Establish stronger links with primary partner schools
- Explore and bid for additional financial support for projects

