

## MISSION

Through possibility, we reach for the best possible education and learning outcomes. We transform the life chances of our pupils through support to understand the world they live in, their culture and others, to live fulfilled lives and contribute positively to it.

## VISION

Working in partnership with the community it serves, Fynamore Primary School provides a safe, nurturing environment and the support every child needs to flourish. Our pupils develop a passion for learning and discovery and become confident individuals, kind and respectful of each other's differences. They enjoy a range of experiences both inside and outside the classroom and leave us with happy memories of primary school, ready for the next step in their journey.

#Partnerships #Meetingneeds #Ready #Happymemories

## STRATEGIC PRIORITIES

PARTICIPATION AND EQUITY	PROGRESS AND ATTAINMENT	WELLBEING AND NURTURE	PARTNERSHIPS AND COMMUNITY ENGAGEMENT	SUSTAINABILITY
<p>Together, we have embedded a long-term approach to participation and equity and have responded thoughtfully to the challenges and opportunities presented by the Covid-19 pandemic.</p> <p>We actively embrace diversity within the school, where everyone gets what they need to meet our collective interests and transform individual lives.</p> <p>Together, we foster a positive and inclusive environment, where inequities are challenged, that enables all pupils develop behaviours for learning and the good character needed to prepare them for their future in society.</p>	<p>Together, we inspire a culture of high standards and expectations that empowers pupils to discover their strengths and reach their own aspirations and goals.</p> <p>We have a clear curriculum intent and implementation plan for an exciting curriculum, led by high quality staff, and resulting in clear and measurable impact.</p> <p>Pupils are motivated and engaged in learning and are passionate about a broad and balanced range of academic interests.</p> <p>Together, we ensure a considered approach to progress, attainment and whole-child development in order to help pupils to flourish as learners.</p>	<p>Together, we take a whole-school approach to wellbeing. By protecting and improving the wellbeing of our community, we give our pupils and staff the best opportunity to succeed.</p> <p>We have resourced and comprehensively implemented a Thrive approach and are recognised as a leading Thrive primary in the area.</p> <p>Together, we recognise and address the physical, mental and emotional health needs of our staff, pupils and their families to provide a caring and safe setting.</p>	<p>Together, we make the most of our existing community and continually expand it to strengthen the capacity of the school, families, and the community to support our pupils' full development.</p> <p>Partnerships and engagement are reciprocal, where pupils, staff, governors, families and the community actively work together to establish a shared responsibility for pupil success.</p> <p>Together, we promote a school climate that is open, supported and respectful and that connects pupils to a broader learning community and the diverse world in which they live.</p>	<p>Together, we ensure the best use of resources to maintain and strengthen the capacity of the school community.</p> <p>We effectively deploy the school fund we in line with improvement priorities and invest in teaching and support staff through effective CPD.</p> <p>External financial threats are mitigated though resilient numbers on role and considered income generation.</p> <p>Together, we plan carefully to ensure we remain financially sustainable and a school of choice in the Calne community of today and tomorrow.</p>

## STRATEGIC PLAN

We will do this by:

PARTICIPATION AND EQUITY	PROGRESS AND ATTAINMENT	WELLBEING AND NURTURE	PARTNERSHIPS AND COMMUNITY ENGAGEMENT	SUSTAINABILITY
We will implement a plan to recover from the disruption of Covid, and this will put pupil and staff well-being at its heart.	We will plan and deliver a broad and balanced curriculum specifically designed for our children.	We will keep our children safe within school and maintain a whole-school safeguarding culture.	We will work closely with staff, parents and carers as well as community partners in realising our vision.	We will aspire to provide on-site wrap-around care for our children and others.
We expect and will encourage the very best learning behaviours possible for each individual child.	We will implement a curriculum which prioritises reading, writing and numeracy.	We will embed a Thrive approach within school. Adults will support the social and emotional development of the children we are working with.	We will communicate honestly and transparently to all stakeholders.	We will look for creative ways to help improve our income so that we can offer the children wide opportunities at our school.
We will work as a team to meet the needs of all our children and staff so that they can flourish here.	We will set ambitious targets for our children.	We will support the welfare of our staff and ensure that they have manageable workloads and an acceptable work/life balance.	We will welcome feedback on how we are doing so that we can improve.	
We will celebrate individuality and diversity.	We will be aspirational for all our children and will seek out opportunities for them to discover their talents.	We will teach, and model for the children, how to develop strong and empathetic relationships with others.	We will involve families in school life and help to support learning at home.	
We will work with others to secure resources to help our school, and will also share our resources with the wider community.	We will adapt our teaching for individual pupils to ensure they make the best possible progress.	We will teach our children to be resilient and to challenge themselves.		

We will become a leader school in supporting participation and equity.	We will prioritise Quality First Teaching and Continuous Professional Development (CPD) for our staff.			
	We will support excellent transitions for children between school years, including from pre-school settings and those leaving us for secondary school.			
	Our children will enjoy a wealth of extra-curricular activities both in school and in community settings.			
	We will provide experiences, inspiration and guidance to support future career choices.			

**SUCCESS INDICATORS**

Visitors to the school witness a calm learning environment with minimal disruption. Classroom behaviours are overwhelmingly positive.	Children are ready academically to successfully access their next phase of learning.	Safeguarding duties are wholly fulfilled.	There is clear evidence of effective collaboration among parents, families and school staff. This can be shown to benefit the pupils concerned.	The numbers on roll remain strong including Reception intake.
The school can provide examples of where it has worked collaboratively with others to secure or share resources.	There is clear evidence from pupil progress meetings and assessment data to show that pupils are performing well against targets. Each child is academically stretched according to their individual ability.	Children are ready pastorally to successfully access their next phase of learning.	The school demonstrates that it has been proactive in building external partnerships and involving the community in the life of the school.	The school budget is balanced and projected to remain so for at least 3 years. Revenue streams are increasing.

The school can provide examples of where it has celebrated individuality and diversity.	Records show that staff are accessing high quality CPD which develops their professional capabilities to the benefit of pupils.	The school enjoys high levels of attendance, well above the national and Local Authority average.	The new website is live and there is an increasing number of page views. Social media posts are being liked and shared within the community.		
An equity compass is being used successfully to evaluate the school's role in supporting socially just practice.	Each child has access to a variety of extra-curricular activities across a range of disciplines.	There are low incidences of pupil exclusion, well below the national and Local Authority average.	Feedback from parents and families is positive and constructive criticism is carefully considered and acted upon where appropriate in the spirit of continual improvement.		
Pupils with additional needs are receiving appropriate support and this is evidenced by individual progress against EHCP and ILP. Families are satisfied with the level of support being provided.		It can be evidenced through surveys and other feedback that staff are feeling happy, motivated and well supported. They are satisfied with their work-life balance.			
		The Thrive approach is embedded throughout the school and this is evidenced through pupil progress and feedback from children and carers. Feedback shows that children are feeling happy and well cared for.			

**OUR VALUES**  
Together, we are...

<b>Honest</b>	<b>Respectful</b>	<b>Kind</b>	<b>Courageous</b>	<b>Resilient</b>	<b>Wise</b>	<b>Aspirational</b>
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