Chelmsford County High School for Girls

School Strategic Development Plan

2022-2026

SCHOOL ETHOS

A progressive grammar school community, committed to excellence in girls' education and empowerment

We amplify, and so fortify, our School vision and aims, as well as pursue links between subject disciplines, to cultivate core values, which direct and drive our work: citizenship, distinction, challenge, duty, imagination, enlightenment, and diversity.

- **CITIZENSHIP** – inspiring future citizens to think for themselves and to act for others. *(Amplification of School Vision – 'Developing the leaders of tomorrow')*

- **DISTINCTION** – students will be provided with an outstanding education, and we expect them to do their best in all endeavours. *(Amplification of School Aim 1 – 'The pursuit of excellence')*

- **CHALLENGE** – students will be stimulated to acquire new knowledge & understanding and motivated to develop new skills & attributes. *(Amplification of School Aim 2 – 'Fulfilling individual potential')*

- **DUTY** – students will always conduct themselves with civility and compassion, supporting each other and looking beyond themselves. *(Amplification of School Aim 3 – 'Contributing to the community')*

- **IMAGINATION** – enable students to explore new ideas and empathise with the thinking of others, without limitation or risk. *(English, Sport and Arts subjects)*

- **ENLIGHTENMENT** – equip students with the insight and determination to embrace new ideas, technology and innovation, enabling them to contribute to the ever-changing natural and physical world around them. *(Mathematics, Computer Science and Natural Sciences subjects)*

- **DIVERSITY** – provide students with the tools to respect and celebrate the great diversity of cultures, backgrounds and beliefs, within and beyond the school, whilst recognising that we have more in common than that which divides us. *(Humanities, Languages and Social Sciences subjects)*

1. CITIZENSHIP:

DEVELOPING THE LEADERS OF TOMORROW – **CITIZENSHIP**: INSPIRE FUTURE CITIZENS TO THINK FOR THEMSELVES AND TO ACT FOR OTHERS.

- The School's centre of gravity will remain the **safeguarding of our students**, by reforming our pastoral personnel, including a new role of Senior Pastoral Leader, refining our deputy designated safeguarding lead system, and ensuring key staff undertake specialist training.
- The School will evolve the 'Find Your Voice' project to the **'Stand Up, Speak Out'** initiative, across Years 7-11, to enable students to engage in lessons, assemblies, prefect roles and enrichment activities, with honesty and integrity, including honing public speaking and advocacy skills.
- The School will implement and develop the **CCHS Citizenship Programme** for Years 7-13 to strengthen understanding, respect and co-operation within and between year groups, to make face-to-face interactions a force for respectful exchanges of ideas, broadening horizons, and forging lasting friendships; and make social media interactions a force for positive engagement, supporting one another, and celebrating successes.
- The School will provide opportunities, through our **Global Citizenship Programme**, for students in all year groups to engage with charity projects, locally, nationally and internationally, to develop their experience and knowledge of the wider world and current affairs.

2. DISTINCTION:

THE PURSUIT OF EXCELLENCE – **DISTINCTION**: PROVIDE STUDENTS WITH AN OUTSTANDING EDUCATION, WITH STUDENTS DOING THEIR BEST IN ALL ENDEAVOURS.

- The School will provide staff with **evidence-based training and development opportunities**, including a leadership programme, to support career progression and secure succession planning, and realise our CPD vision: from teacher training to educational leadership – nurturing and inspiring the teachers and leaders of tomorrow through excellence in personalised training and development.
- The School will pursue **research-informed teaching & learning practices**, validated by our Prince's Teaching Institute Subject Leadership Mark projects, to inspire all students to achieve their best, including meeting the particular requirements of students with SEND.
- The School will pursue the next stage of our **campus development** journey – a Sixth Form Centre – by producing a building vision, finance/grant strategy, and publicity-fundraising campaign.
- The School will explore **Multi-Academy Trust options**, with the Governing Body, to ensure our heritage is respected, our ambitions are progressed, and our commitment to excellence in girls' education and empowerment is preserved.

3. CHALLENGE:

FULFILLING INDIVIDUAL POTENTIAL – **CHALLENGE**: MOTIVATE STUDENTS TO ACQUIRE NEW KNOWLEDGE & UNDERSTANDING AND STIMULATE THEM TO DEVELOP NEW SKILLS & ATTRIBUTES.

- The School will review and update the **CCHS KS3 Curriculum**, informed by our work with the GSHA and SSGS, across the content, concepts, connections and competencies curriculum architecture, to strengthen the integrity of its breadth, balance and challenge.
- The School will maintain, and modernise as necessary, **GCSE and A level courses** in all subject areas, informed by our work with professional subject associations and networks.
- The School will apply for and secure the **NACE Challenge Award**, demonstrating our commitment to excellence in girls' education and empowerment.
- The School will achieve **outstanding examination results** at GCSE and A level to place CCHS at the top end of similar schools within Essex and nationally.

  - GCSE examination outcome targets 9-7

Year	2022	2023	2024	2025	2026
Target					

  - GCSE Progress 8 targets

Year	2022	2023	2024	2025	2026
Target					

- A level examination outcome targets A*- B

Year	2022	2023	2024	2025	2026
Target					

- A level, Level 3 value added targets

Year	2022	2023	2024	2025	2026
Target					

4. DUTY:

CONTRIBUTING TO THE COMMUNITY – **DUTY**: ENSURE STUDENTS CONDUCT THEMSELVES WITH CIVILITY AND COMPASSION AT ALL TIMES, SUPPORTING EACH OTHER AND LOOKING BEYOND THEMSELVES.

- The School will develop **pastoral provision**, including the Pastoral Hub, counselling support and the school nurse service, to ensure that students are cared for and barriers to learning are overcome.
- The School will continue to annually review the **CCHS PSHE Programme**, from Years 7-13, informed by our leading work with the ICGS and membership of the PSHE Association, to support the needs and entitlements of our students.
- The School will develop the **House system** to ensure vertical relationships across the school are positive and supportive, given the context of our growing school and the recent establishment of Angelou House.
- The School will develop relations with the **CCHS Alumnae**, through social media and onsite reunions, to bring speakers and role models to the CCHS Institute.

5. IMAGINATION:

ENGLISH, SPORT AND ARTS SUBJECTS – **IMAGINATION**: ENABLE STUDENTS TO EXPLORE NEW IDEAS AND EMPATHISE WITH THE THINKING OF OTHERS, WITHOUT LIMITATION OR RISK.

- The School will identify and pursue **public speaking activities** for our students to engage with, including the Jack Petchey Speak Out Challenge, English Speaking Union competitions, the Magistrates' Court Competition, and the Bar Mock Trial Competition, to share and celebrate what able girls have to say and contribute.
- The School will complete and secure **Artsmark** Gold Award reaccreditation, demonstrating a commitment to creativity across the entire curriculum, modelled on STEAM (Science, Technology, Engineering, the Arts and Mathematics).
- The School will develop the existing **Arts Award** provision from the bronze award to the silver and then gold award opportunities, to enable students to connect with and participate in the wider arts world - from fashion to digital art, pottery to poetry.
- The School will realise a vision of **excellence in sport**, capitalising on our new and extensive facilities, providing a programme of ambitious sports provision for junior and senior students, across district, regional and national competitions.

6. ENLIGHTENMENT:

MATHEMATICS, COMPUTER SCIENCE AND NATURAL SCIENCES SUBJECTS – **ENLIGHTENMENT**: EQUIP STUDENTS WITH THE INSIGHT AND DETERMINATION TO EMBRACE NEW IDEAS, TECHNOLOGY AND INNOVATION, ENABLING THEM TO CONTRIBUTE TO THE EVER-CHANGING NATURAL AND PHYSICAL WORLD AROUND THEM.

- The School will provide **STEM opportunities** beyond the formal curriculum, including the Industrial Cadets programmes, the Biology, Chemistry and Physics Olympiads, to inspire our students to realise personal ambitions and to collectively challenge gender stereotypes.
- The School will ensure full compliance with and implementation of the **Gatsby Benchmarks**, though work with designated expert colleagues and our parent body, to provide students with career pathways and inspirational opportunities.
- The School will formally introduce the HPQ course to GCSE students, to complement and strengthen the EPQ offer for A level students, creating a coherent and challenging **academic project provision** across KS4 and KS5.
- The School will develop the **CCHS Institute** – a brand for academic engagement, enquiry and enlightenment – as an initiative to provide a coherent programme of academic enrichment and extra-curricular activities, as well as a home for new initiatives, which speak to our prioritising and prizing of academic endeavour.

7. DIVERSITY:

HUMANITIES, LANGUAGES AND SOCIAL SCIENCES SUBJECTS – **DIVERSITY**: PROVIDE STUDENTS WITH THE TOOLS TO RESPECT AND CELEBRATE THE GREAT DIVERSITY OF CULTURES, BACKGROUNDS AND BELIEFS, WITHIN AND BEYOND THE SCHOOL, WHILST RECOGNISING THAT WE HAVE MORE IN COMMON THAN THAT WHICH DIVIDES US.

- The School will provide a programme of **educational trips**, local, national and international, across all year groups to provide opportunities for all students to learn beyond the classroom.
- The School will progress our **Fair Access and Partnership Plan**, through onsite and offsite activities, to ensure that admissions support is provided to families and familiarisation experience is provided to pupils, ensuring able girls, irrespective of their social background, are admitted, including introducing a new entrance test as an instrument of fair access to serve social mobility.
- The School will advance our **change@cchs initiative**, guided by the four pillars of our Equalities Framework – leadership & management, curriculum, teaching & learning and pastoral – to advance our mission to be a progressive grammar school community.
- The School will pursue a **Sixth Form Retention and Recruitment Plan**, including inhouse communications, external publicity, and providing experiential opportunities for prospective students, to ensure our Sixth Form is a beacon of excellence, where girls have every opportunity.

- FAPP PPG admissions targets

Year	2022	2023	2024	2025	2026
Target					

- SEND Progress 8 targets

Year	2022	2023	2024	2025	2026
Target					

- PPG Progress 8 targets

Year	2022	2023	2024	2025	2026
Target					

- SEND Level 3 value added targets

Year	2022	2023	2024	2025	2026
Target					

- PPG Level 3 value added targets

Year	2022	2023	2024	2025	2026
Target					

- Year12 admissions targets

Year	2022	2023	2024	2025	2026
Target					