



Chelmsford County High School for Girls

School Strategic Plan

2018-~~2022~~

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SCHOOL VISION

CCHS, a World Class School that prepares young women for a World Class Future; the school of choice for able girls from all backgrounds, for our academic success, pastoral support, and breadth of opportunity.

CCHS aims to “Develop the Leaders of Tomorrow” in the belief that our students will play a leading role in whichever field of their professional future and their personal life they choose.

We have three broad aims:

1. **The pursuit of excellence:** this pervades every aspect of our work; we expect the very best of our students and ourselves, and work with them to engender a lifelong love of learning.
2. **Achieving individual potential:** we support each student in recognising her unique talents and work with her across an exciting range of opportunities in order to help her fulfil her potential.
3. **Contribution to the local and global community:** we develop in our students a sense of responsibility towards others and encourage them to make positive contributions within their school and local community and beyond.

In order to achieve the school vision the Strategic Plan will need to address the following:

Link to:

1. Breadth of Curriculum and Rounded Education
2. Academic Results and retention
3. Financial Viability
4. Campus Development
5. Admissions Policy

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1. CURRICULUM:

Maintain throughout the School a breadth of curriculum that values equally the Creative Arts, Maths, Science, Humanities, English, Classics, Languages and Social Sciences in the Sixth Form.

- Within the financial constraints a competitive offer will ensure all students flourish and reach their potential, experience a well-rounded enjoyable education and within an orderly environment which celebrates diversity.
- The School will complete and secure Artsmark accreditation, demonstrating a commitment to creativity across the curriculum and the school. This will include a developed extra-curricular STEM offer, with the Science and Mathematics Faculties leading on this provision.
- The School will continue to develop confidence, leadership skills and provide outstanding pastoral support.
- The School will develop grit and resilience through a robust well-being programme.
- The School will plan for the expansion by one form of entry from 2020, address the implications for managing the curriculum and groups.
- Outstanding opportunities encourage participation in local, national and international conferences and competitions with the opportunity to hear from high calibre, inspirational speakers.
- Monitor through termly reports to governors and evidence through bulletin, newsletter.

2. ACADEMIC RESULTS AND RETENTION:

The Sixth Form of choice for able girls because of our track record in terms of experience, results, university preparations and success.

- The School will achieve outstanding examination results at GCSE and A Level that place CCHS at the top end of similar schools within Essex and nationally.
- This will continue to be achieved through the recruitment and retention of high calibre staff within the required succession planning.
- The new GCSE grading and A level rigour will be addressed in a robust way using ALPS and DfE evaluation tools, including the identification of addressing (Maths, Chemistry, Physics) in-school variations.
- The School will develop strategies to address the implications of the Fair Access Plan and put in place the one-to-one support required for students who have gaps in their prior learning.

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Year 12 Admissions Targets			
2018-19	2019-20	2020-21	2021-2022
135 in Year 12	145 in Year 12	160 in Year 12	165 in Year 12
Year 13 Results ALPS Targets			
Value added = 0 On average all achieve their targets	Positive A proportion achieve above target	Increased A high proportion achieve above target	Increased A high proportion above target

3. FINANCIAL VIABILITY: To achieve a balanced in-year budget by 2020-21

1. Implement range of cost reductions which include:
 - a. Keep all expenditure under close scrutiny.
 - b. Review staffing structure.
2. Generate additional income:
 - a. Admit additional students in Year 10.
 - b. Keep under review the opportunity for expansion to 6FofE.
 - c. Consultancy.
 - d. Links with China school and potential summer school.
 - e. Set up fee paying Maths GCSE revision – grade 4 and top grades.
 - f. Grow sponsorship across all school events.
3. Monitor through termly reports to Governors.
4. Monitor the financial impact of expansion to 6 FofE.

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4. CAMPUS DEVELOPMENT: Improve the quality of accommodation to highest standard across the curriculum area and address overcrowding

2018-19	2019-20	2020-21	2021-22
1. Consider sale of house/land to generate income. 2. Re-apply for CIF funding. 3. Continual review of in-house projects. 4. Manage successful SSEF bid.	1. Identify project(s) for parental contributions. 2. Re-apply for CIF funding for minor condition projects. 3. Continue to manage successful SSEF bid: a. New teaching block. b. Sports Hall. 4. Re-purpose the gym and the library floor.	1. Consider new in-house capital development projects.	Consider how to make better use of the current caretaker's house and Sixth Form house (build a new Sixth Form Centre)

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Sports Hall.

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5. ADMISSION POLICY: To increase number, quality and range of applicants to the School, ensuring that able girls, irrespective of their social background are admitted.

2018-19	2019-20	2020-21	2021-22
Analyse impact of 80/20 split on GCSE outcomes.	Analyse the impact of CEM on GCSE outcomes.	Build data analysis. Analysis impact of reduced number of GCSEs. Monitor impact of the 2020 admissions policy in the context of PP pupils sitting the test and achieving a place.	Continue close monitoring
Monitor impact of Previously or Looked After Children clause introduced in 2018.	Keep under review.		
Sixth Form: Remove the requirement for a GCSE Modern language entry requirement.		Sixth Form: Review the impact of removing the GCSE Modern language entry requirement.	Monitor the impact of increased numbers in Year 11 over 2 years.

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