



John O' Gaunt School Strategic 3 Year Plan - Context

Our vision is to be an outstanding learning community, where our core values ensure outstanding achievement for all in an environment of challenge, creativity and opportunity. John O'Gaunt School has the potential to be extraordinary; it has committed staff, is ambitious for every child and relentless in its approach to raising standards.

Context

At the present time John O'Gaunt School 'requires improvement', with an A* - C with English and maths figure of 50% and an overall A* - C of 83%. This dip in the key measure with English and maths reflects a year of huge staffing instability and change in leadership, following the arrival of the new Headteacher in September 2012. All inadequate teaching staff left in August 2013. A strong and experienced team of teachers and support staff are now leading change at John O'Gaunt School.

Our strategy is to build aspiration, skills and resilience in our learners from Year 7 and a cohesive approach to raising achievement throughout all classrooms and faculties. Consistently good teaching to facilitate outstanding learning is our priority and our focus.

The quality of new staff is excellent; they come with experience, passion and an excellent track record of success. It has been encouraging to be able to recruit from strong fields of applicants each time. We have 4 new middle leaders; Heads of English (and new second in English with responsibility for Literacy across the Curriculum), Humanities, Visual Arts and a new Head of Sixth Form. The Senior Leadership Team has been restructured and the Middle Leadership Team streamlined to create faculties. Therefore, we begin 2013/14 with a strong and committed team, a clear sense of purpose and shared vision: John O'Gaunt School will be outstanding.

The number of students currently on roll is 441, including a small sixth form cohort. The PAN for John O'Gaunt is 120 per year, with an average of around 77. In September 2013 we welcomed 85 students into Year 7, which is a good sign that the local community is beginning to see the school as a good prospect for their sons and daughters. However, the cost effectiveness of this number is having a detrimental impact on the staffing and resources we can offer our learners. If we are to be innovative and creative in our approach to get the best possible results from our children, we need to have the funds to invest in our school. John O'Gaunt School needs 520 students in its 11-18 cohorts to be financially secure, but there is an opportunity with the shortage of places in the primary provision in Hungerford, to expand the school to become a 4-19 setting for learning.

The attached is a strategic overview of the steps necessary for us to move to becoming an 'outstanding' and financially viable school.

Key Outcomes:

- All students make at least 'good' progress and learn exceptionally well
- Teaching is consistently 'good', often 'outstanding' and demands learners to be independent and resilient
- All students meet basic literacy and numeracy standards, achieving a minimum of 3, often 4 and sometimes 5 levels of progress at the end of KS4

- The gap is narrowed between key groups, notably boys and those in receipt of Pupil Premium funding
- Recruitment in KS3 and KS5 is raised and sustained
- Confidence from the local community that John O'Gaunt School is the right school for their child
- All students leave ready for working life as active members of society, understanding their place and the contribution they can make to their communities
- John O'Gaunt is a 4-19 school
- John O'Gaunt School is financially viable, delivering good value for money