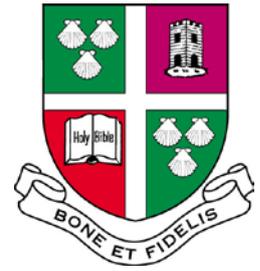


# Woodhouse Grove School Strategic Plan 2016-2021

---



*I am Grovian*

Strategy Owner - Chair of Governors  
Strategy Lead – Headmaster

## Purpose, values and ambition

---

Woodhouse Grove School is an independent, co-educational boarding and day school founded by the Methodist Conference in 1812 for the education of the sons of ministers. Situated between Leeds and Bradford on a 70 acre campus with extensive grounds yet conveniently located close to major air, railway and motorway networks, Woodhouse Grove provides a first class all round education for boys and girls. We hope that our pupils will go into a world of opportunity with the confidence born of achievement in the range of activities open to them, and with the strength of character developed by their sustained exposure to challenges and experiences in a caring and secure setting.



In pursuing this mission the School's activities, behaviours and decisions are underpinned by the following distinctive aims which are core to life at Woodhouse Grove.

- *To promote academic excellence and realise the full potential of every individual to be the best that he/she can be*
- *To foster mature, caring behaviour and high standards of social responsibility*
- *To encourage leadership, adventure and self- discovery*
- *To endorse the values of integrity, loyalty and commitment, and uphold the School's Christian heritage*
- *To pursue excellence in the creative arts*
- *To prepare our pupils for a world they will encounter when they leave school*
- *To promote sporting excellence and develop fitness, well-being and healthy competition across the whole school*

Woodhouse Grove School is a member of the Methodist Independent Schools Trust (MIST) and derives many benefits from this membership. The school's aims should all be seen in the context of the Methodist ethos and character, seeking to contribute to diversity in education. Methodist Schools are inclusive and unpretentious communities where individuals are valued, good order is respected, relationships cherished, and where excellence in its widest sense (academic, co-curricular, lifestyle) is pursued. Methodist Schools encourage a sense of belonging, seek to improve lives and boldly expect the impossible.



The Methodist Independent Schools Trust's aims:

- *to be caring Christian family communities committed to the development of the full potential of each individual, having regard for their personal attributes in addition to their academic aspirations*
- *to maintain high educational standards in all their academic, cultural and sporting activities, stimulating excitement in learning and requiring discipline in study whatever the ability of the child*
- *to work with and in the communities they serve*
- *to worship as Christians in the Methodist tradition; to uphold Christian values in practice as well as in theory and to make religious education a strong feature of the curriculum, whilst welcoming members of other faiths (and none) in a spirit of openness and tolerance*
- *to encourage pupils in a critical examination of the standards and values current in society and to discover and develop a personal faith to guide them throughout their lives*

### **Our ambition**

Our ambition is to achieve national and international recognition as the school of choice for parents seeking an outstanding all-round and full education for their children. We will achieve this by maximising academic outcomes in relation to ability, and by building on our existing strengths of pastoral excellence underpinned by state-of-the-art facilities and a breadth of opportunity.

We will ensure that all of our activities are focused on pupil benefit; that we invest in our estate and modern technology to provide outstanding facilities and learning resources; and that we maintain the financial sustainability required to deliver this.

## Excellence in teaching and learning

---

*'At the heart of the School's values is the promotion of academic and pastoral excellence; opportunity, breadth and challenge in the co-curriculum; and the cultivation of an international outlook'.*

James Lockwood, Headmaster

Excellence in teaching and learning will be measured by:

- achieving a positive value-added score measured by the CEM independent standardisation;
- **>90%** of pupils who apply for Higher Education going to the institution of their choice including Oxbridge, Russell Group universities and international equivalents
- **> 40%** of pupils attaining places at Russell Group Universities or equivalent
- **90%** of y13 leavers securing graduate level employment within 5 years of leaving WGS



Our aim is to offer our pupils an outstanding educational experience encompassing the academic, pastoral and co-curricular aspects of school life. Excellence in teaching and learning is focused through 6 whole-school goals with the overall objective of discovering and developing the full potential within each individual:

1. Positive relationships: *to ensure that the well-being of pupils and staff is at the heart of decisions made in the School.*
2. Bright, enquiring and independent minds: *to ensure that pupils of every ability are stretched and challenged and that they take responsibility for, and enjoy, their own learning as well as accepting responsibility for their own behaviour.*
3. Differentiated and innovative academic programmes: *to ensure that WGS provides outstanding opportunities for pupils of a range of abilities.*
4. A caring and connected community: *to ensure that WGS develops each pupil's identity within the year group and broader School community, supporting each person's growth and development, retaining the distinctiveness of WGS as a boarding and day school.*
5. Balance and challenge in the co-curriculum: *to further the WGS ethos, which identifies capacities in each young person and provides the nurturing and resources to unleash this potential.*
6. Our place in the world: *to ensure that concepts of place and context are challenged by changes in local, national and international communities.*

With these 6 goals in mind, we seek to promote and to cultivate Grovian values in all our students such that they leave school:

- Inquisitive and Curious
- Enterprising and Resourceful
- Kind and Generous
- Honourable and Respectful
- Committed and Resilient



## An inspiring place to learn

---

Our aim at WGS is to deliver a distinctive pupil experience founded upon the following 10 **points of differentiation** from the regional and national independent school competitor market:

- Rooted in the traditions and values of our Methodist founders the school focuses on individual character and commitment seeking to give all our pupils the confidence to be the best that they can be.
- A safe, self-contained 70 acre site sitting in the broad Aire Valley and enjoying a lovely rural setting which belies its convenient urban situation.
- Realising the full potential of each individual through excellence in teaching and learning.
- Being academically ambitious and academically sensitive.
- A thriving, flexible boarding community across the full age range offering a broad social and cultural mix, ensuring the school has a national and global outlook which stretches well beyond the confines of local experience.
- An excellent pastoral model meeting the individual needs of every pupil.
- A friendly and purposeful community.
- Being at the forefront of technology, learning resources and facilities in enhancing teaching and learning.
- An acknowledged centre of sporting excellence.
- A strong musical and dramatic tradition underpinned by state-of-the-art facilities and a breadth of opportunity.

Through creating an environment which promotes a transformative learning experience and allows all our young people to realise their full potential, we are determined that our pupils should:

<p><b>ENGAGE</b></p> <p>Global citizens with an awareness of international issues and an appreciation of social and cultural complexities</p>	<p><b>INSPIRE</b></p> <p>Passionate and caring young people with a clear vision, a strong set of values, and a love of life</p>
<p><b>CHALLENGE</b></p> <p>Independent learners with bright and enquiring minds, and the confidence to succeed in a fast-moving digital world</p>	<p><b>LEAD</b></p> <p>Leaders and team-players who possess the qualities of courage and integrity and value the importance of service</p>

## WGS School shape and size

---

Brontë House currently has **334** children on roll: 92 in the EYFS and 242 in Key Stages One and Two.

Using current and projected accommodation, modest growth is possible to a point where there would be 100 in EYFS and 260 in Key Stages 1&2

Up to Year Five, a maximum class size of 20 suits both the provision and the local market. In Years Five and Six there is the flexibility to increase these numbers through a mixture of additional sets and classes as required. This allows us to safeguard the entry at Y7 to WGS. A target for this would be 50 children transferring each year to Senior School.



The Grove currently has **701** pupils of which 64 are boarders in years 9 to 13 and 637 are day pupils in years 7 to 13 (academic year 2015/16).

If the School is to deliver its mission of excellence in teaching and learning, the pupil numbers will need to remain between 725 and 750 with 10% of this number in the boarding community to ensure WGS has the critical mass required to support a financially sustainable school that is able to invest in the refurbishment and capital development of its estate, facilities and learning resources.

Our commitment is to grow our boarding community to around 75 boarders by 2020 and to maintain this and up to 650 day students as a steady state for the life of this Strategic Plan. The strategy for growth and consolidation will be delivered by:

- An increase in international Tier 4 pupils to a target of the boarding community representing 7% of the school roll.
- Promoting the concept of “affordable boarding for everyone”, emphasising the beneficial nature of boarding by renewing our focus on junior boarding in the first instance and offering opportunities for the conversion of day students to boarders without compromising quality or diversity.
- increasing conversion of pupils into year 12 to >80%.
- maintaining an excellent value for money approach to the quality of service provided.
- maintaining a commitment to affordability issues, public benefit and being socially inclusive.

## Supporting sustainability

---

Our aim is to ensure that the WGS activities which are not in themselves educational are focused on supporting the delivery of excellence in teaching and learning. In order to achieve this, the School will:

- implement robust financial systems and procedures including debt collection; generate levels of surplus sufficient to meet the School's financial obligations and MIST's financial targets, and to support investment in the human, physical and intellectual resources of WGS; and optimise the profits generated by commercial lets through WGS Enterprises without compromising the core activities of teaching and learning
- invest in the refurbishment and development of buildings, facilities, technology and learning resources
- recruit, develop and retain exceptional teaching staff, support staff and governors with a cultural focus on teamwork and high performance
- deliver charitable and socially responsible objectives including:
  - offering means-tested bursaries to support public good
  - enhancing the regional economic impact of the School
  - promoting environmental responsibility
  - developing effective partnerships with all stakeholders and in particular the local and regional community, our feeder schools, WGS alumni, and parents.

