Mission
An inclusive school empowering every student to ACHIEVE excellence

Vision

The FPSS mission is achieved through three areas of focus:

Attainment - providing an excellent, challenging and broad curriculum

Character - developing the personal skills required to succeed ensuring everyone feels an equal and valued part of the school community

Our School - providing a sustainable environment where everyone can thrive

Values

ACHIEVE (Ambitious, Collaborative, Happy, Integrity, Endurance, Versatility, Excellence)

Focus Areas	3 Year Strategic Objectives (Sept 2024 – Aug 2027)
Attainment *(Quality of Education)* To ensure that all students can engage with the curriculum and to achieve to the best or better than their ability.	**Pupil Premium/Non-Pupil Premium gap** Narrow the gap between our PP and Non-PP students in the following areas • Attainment • Attendance • Behaviour • Enrichment
	SEND Improve outcomes and opportunities for SEND students • Identify barriers • Address challenges to learning • Demonstrate improvement
	Progress Improve Value Added for all students using targeted approaches to meet the needs of individuals • KS4 - increase Progress 8 differential both above the national average and compared to similar schools • KS5 - increase L3VA differential above the national average and compared to similar schools
Character *(Personal Development)* To cultivate individuals who are well-rounded and possess a deep understanding of how to contribute meaningfully to their community	**Enrichment** Increase opportunities for student enrichment to reflect our ACHIEVE values • Increase range of extra-curricular activities • Increase student engagement • Measure impact of enrichment
	Community Improve relationships with, and student involvement in, the wider community to help prepare for life after school • Increase engagement with businesses, local and national • Develop bidirectional relationships with local charities and community groups • Build strong and trusted relationships with parents and guardians

	Behaviour
	Enable a calm, safe environment through
	• Positive student engagement in learning and the school experience
	• Reduced impact of disruptive behaviour
	Prevention and intervention strategies to support positive behaviour
	Skills
	Equip students with study, life and character skills required to need to succeed in future life
	• Continually review skills required
	• Assess provision to develop skills
	• Understand impact of skills programs
Our School *(Whole School)* To create a culture of sustainable thinking in every aspect of school life and widening to the local community.	**Wellbeing**
	Our school is dedicated to fostering a culture of holistic wellbeing, ensuring both our staff and students thrive in an environment that prioritises:
	• Balance and Belonging
	• Personal and Emotional Growth
	• Happiness and Health
	• Attendance and Engagement
	School culture
	Embed a sustainability culture throughout the school
	• Increase energy usage awareness
	• Improve student attitudes towards protecting their environment
	• Incorporate sustainability topics throughout the curriculum
	Financial
	Ensure sustainability is reflected in school financial management
	• Develop energy efficiency initiatives to control energy spending
	• Examine strategies to improve the infrastructure of Sixth form provision
	• Review potential benefits of creating or joining a Multi Academy Trust

Strategic Priorities for Sept 2024 – Aug 2025

Priority	Objective	Committee
1. Reduce gap for Pupil Premium vs non-PP students	a. PP Students' Progress • P8 score -0.2 or above	Quality of Education
	b. PP Students' Attendance • 90% or above	Pupils & Parents
	c. PP Students' Behaviour • Increase positive/negative points ratio to 90% • Reduce percentage of PP students receiving at least one suspension to 15% • Reduce percentage of PP students receiving at least one isolation to 30%	Pupils & Parents
	d. PP Students' Enrichment • Increase participation: 50% of PP students to engage in at least one voluntary after school club (not to include academic intervention). • 0% gap in total % of PP v Non-PP students attending school trips. • 100% of PP students participate in at least one enrichment activity across all year groups.	Pupils & Parents
	e. PP Students' Destinations • Provide destinations/NEET trends for the past 3 years (% of students known to be in education, employment or training (to be updated in future years)	Pupils & Parents

Priority	Objective	Committee
2. Stakeholder Feedback	a. Feedback infrastructure • Build a process that allows monitoring and evaluation of strategic objectives by surveying stakeholders (staff, pupils and parents), involving a governor in the planning. • Present a plan for the year's stakeholder feedback activities by Dec 2024. • Present results of all stakeholder surveys at FGB in July 2025.	FGB
3. Whole School Behaviour	a. Low-level behaviour • 5% reduction in low-level disruption in classrooms across all years and including substitute teacher classes. b. Year 9 Behaviour • 10% reduction in incidents including isolations, call outs and hostings. • 93%+ ratio of positive to negative behaviour points across the year. c. Classroom Management • Improve consistency of classroom routines as per Expectations for Learning document. Measured by the school's QA process and feedback collected by Student Council.	Pupils & Parents
4. SEND	a. Alternative Curriculum • Develop alternative pathway options across KS3 and KS4 for those students who are unable to access the mainstream curriculum. • Report on number of students benefiting from this alternative curriculum and impact of provision in June 2025.	Quality of Education
5. Energy Use	a. Awareness • Increase energy usage awareness through a staff and student education programme. b. Cost Reduction • Reduce non-renewable energy usage by 5%.	Resources
6. Physical Environment	a. Toilets • Reduce vandalism so that the amount spent on toilets reduces by 10%. Measurable by student surveys and cost of repairs.	Resources

Priority	Objective	Committee
7. Vaping	a. Detection and reduction • Propose a system for detecting vape usage in all areas of the school and quantify funding and timing to implement. • Increase awareness of the dangers of vaping through staff and student education programme. •	FGB