

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)
<p>Attainment <i>(Quality of Education)</i></p> <p>To ensure that all students can engage with the curriculum and to achieve to the best or better than their ability.</p>	<p>Pupil Premium/Non-Pupil Premium gap</p> <p>Narrow the gap between our PP and Non-PP students in the following areas</p> <ul style="list-style-type: none"> • Attainment • Attendance • Behaviour • Enrichment
	<p>SEND</p> <p>Improve outcomes and opportunities for SEND students</p> <ul style="list-style-type: none"> • Identify barriers • Address challenges to learning • Demonstrate improvement
	<p>Progress</p> <p>Improve Value Added for all students using targeted approaches to meet the needs of individuals</p> <ul style="list-style-type: none"> • 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
<p>Character <i>(Personal Development)</i></p> <p>To cultivate individuals who are well-rounded and possess a deep understanding of how to contribute meaningfully to their community</p>	<p>Enrichment</p> <p>Increase opportunities for student enrichment to reflect our ACHIEVE values</p> <ul style="list-style-type: none"> • Increase range of extra-curricular activities • Increase student engagement • Measure impact of enrichment
	<p>Community</p> <p>Improve relationships with, and student involvement in, the wider community to help prepare for life after school</p> <ul style="list-style-type: none"> • 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

	<p>Behaviour Enable a calm, safe environment through</p> <ul style="list-style-type: none"> • Positive student engagement in learning and the school experience • Reduced impact of disruptive behaviour <p>Prevention and intervention strategies to support positive behaviour</p> <p>Skills Equip students with study, life and character skills required to need to succeed in future life</p> <ul style="list-style-type: none"> • Continually review skills required • Assess provision to develop skills • Understand impact of skills programs
<p>Our School <i>(Whole School)</i></p> <p>To create a culture of sustainable thinking in every aspect of school life and widening to the local community.</p>	<p>Wellbeing Our school is dedicated to fostering a culture of holistic wellbeing, ensuring both our staff and students thrive in an environment that prioritises:</p> <ul style="list-style-type: none"> • Balance and Belonging • Personal and Emotional Growth • Happiness and Health • Attendance and Engagement <p>School culture Embed a sustainability culture throughout the school</p> <ul style="list-style-type: none"> • Increase energy usage awareness • Improve student attitudes towards protecting their environment • Incorporate sustainability topics throughout the curriculum <p>Financial Ensure sustainability is reflected in school financial management</p> <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • P8 score -0.2 or above 	Quality of Education
	b. PP Students' Attendance <ul style="list-style-type: none"> • 90% or above 	Pupils & Parents
	c. PP Students' Behaviour <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 5% reduction in low-level disruption in classrooms across all years and including substitute teacher classes. 	Pupils & Parents
	b. Year 9 Behaviour <ul style="list-style-type: none"> • 10% reduction in incidents including isolations, call outs and hostings. • 93%+ ratio of positive to negative behaviour points across the year. 	
	c. Classroom Management <ul style="list-style-type: none"> • Improve consistency of classroom routines as per Expectations for Learning document. Measured by the school’s QA process and feedback collected by Student Council. 	
4. SEND	a. Alternative Curriculum <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • Increase energy usage awareness through a staff and student education programme. 	Resources
	b. Cost Reduction <ul style="list-style-type: none"> • Reduce non-renewable energy usage by 5%. 	
6. Physical Environment	a. Toilets <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none">• 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