Enstone Primary School Strategic Plan

2026-2028

Enstone Primary School sits at the heart of its village community, serving families in a distinctive rural setting where relationships, values and a strong sense of belonging shape everyday life. As a small school, we cherish the close-knit nature of our community, where every child is known as an individual and supported to flourish academically, socially and emotionally. Surrounded by the beautiful Oxfordshire countryside and enriched by strong community links, our school provides children with opportunities to develop curiosity, resilience and a deep respect for the world around them. We work in partnership with families and the wider community to create a nurturing environment rooted in care, trust and shared responsibility.

Our Ethos

Enstone Primary School is a warm, inclusive and community-centred village school where every child is known, valued and encouraged to thrive. Our ethos is built on the belief that happy, motivated learners achieve their best — socially, creatively and academically — and become confident, responsible citizens ready to embrace the opportunities and challenges of a fast-changing world. We nurture curiosity and a love of learning through a broad, engaging curriculum that inspires exploration, creativity and resilience. We celebrate the uniqueness of every child, promote respect and kindness in all interactions, and foster strong relationships across ages, encouraging older pupils to support and lead younger ones.

Central to our ethos are our core values — Respect, Kindness, Responsibility, Gratitude, Teamwork, Honesty and Perseverance — which guide our daily actions and help create a safe, caring and purposeful environment where pupils develop moral and social awareness alongside academic success.

Our commitment to *happy, motivated, achieving* learners ensures that we work in close partnership with families and the wider community to support every child's growth, celebrate achievement and prepare our pupils to contribute positively and compassionately to life in modern Britain and beyond.

This three-year strategic plan has been compiled based on ideas from our broad school community, recognising and building on the existing strengths of the school and setting out our vision for the future: to sustain and strengthen our family ethos and to ensure high-quality teaching and learning for all. The plan seeks to equip our children with the confidence, skills and values they need to succeed in an ever-changing world, while remaining firmly grounded in the character and community of Enstone.

Our strategic plan links directly with the School Development Plan. This working document is used to track progress and milestones, thereby ensuring continuous development and regular review.

Our Mission	• **is to provide a vibrant, safe and inclusive school community that inspires a lifelong love of learning and where every child feels valued, respected and supported.**
Our Vision	• **Happy, Motivated, Achieving**
Our Core Values	• **Respect, Kindness, Responsibility, Gratitude, Teamwork, Honesty, Perseverance.**

Our Strategic Aims

Leadership and Governance is excellent and enhances the effectiveness of the school ensuring the education provided has a positive impact for all pupils. Strong and effective governance provides both support and challenge to the leadership team to drive continuous improvement

Curriculum and Teaching / Achievement. Our broad and exciting curriculum and high quality teaching reflect current thinking on best practice and provide excellent learning and educational experiences for all pupils.

Behaviour and Attendance / Personal Development and Wellbeing. Pupils thrive in a positive and safe school environment where every member of the school community is valued and supported to reach their goals.

Engagement and Partnership: Strong engagement between school, parents, and the wider community benefits all.

Underpinning our strategic aims are our two pillars:

Finance and Safeguarding

Finance

managing a sustainable financial position through prudent management of the school resources and by careful planning for the long-term.

Safeguarding

ensuring that we deliver a safe, supportive and secure environment for pupils, staff, parents and visitors to the school.

🎓 Priority 1: Curriculum and Teaching/Achievement

Goal: Provide excellent learning and educational experiences for pupils and staff, embracing innovation and best practice.

- **Curriculum Excellence**
  - Ensure a broad, balanced, and ambitious curriculum that reflects local context and global perspectives.
  - Embed creativity, problem-solving, and critical thinking across subjects.
- **Teaching and Learning**
  - Invest in continuous professional development (CPD) for staff, focusing on evidence-based pedagogy.
- **Assessment and Progress**
  - Use formative and summative assessments effectively to track pupil progress.
  - Provide targeted interventions for pupils at risk of underachievement.
- **Innovation**
  - Pilot new teaching methods (e.g., digital learning tools, outdoor learning projects).
  - Encourage staff to engage with national and regional networks to bring fresh ideas into the school.

🏫 Priority 2: Leadership and Governance

Goal: Ensure leadership and governance are excellent and a driver for continuous improvement and accountability.

- **Leadership Development**
  - Strengthen distributed leadership by empowering middle leaders and subject coordinators.
  - Provide leadership training opportunities for aspiring leaders within the school.
- **Governance**
  - Maintain a strong governing body that offers both support and challenge.
  - Regularly review governance structures to ensure clarity of roles and responsibilities.
- **Strategic Planning**
  - Establish clear annual improvement targets aligned with long-term vision.
  - Monitor progress through termly reviews and transparent reporting to stakeholders.
- **Impact Measurement**
  - Use data and feedback to evaluate the effectiveness of leadership decisions.

🌈 Priority 3: Behaviour and Attendance / Personal Development and Wellbeing

Goal: Create a positive school environment where every member of the community thrives and feels valued.

- **Positive Behaviour Culture**
  - Embed a consistent behaviour policy that promotes respect, kindness, and responsibility.
  - Celebrate achievements through assemblies, newsletters, and recognition systems.
- **Wellbeing**
  - Provide dedicated wellbeing programmes for pupils (e.g. “My Happy Mind” and “Little Balls of Emotion”).
  - Support staff wellbeing through workload management and access to wellbeing resources.
- **Inclusion**
  - Ensure all pupils, regardless of background or ability, are included and supported to achieve their full potential.
  - Work with parents/carers to identify barriers to attendance and provide support when needed.

🤝 Priority 4: Engagement and Partnership

Goal: Strengthen engagement between school, parents, and the wider community.

- **Parental Engagement**
  - Offer a range of communication channels (newsletters, digital platforms, parent forums, workshops and information sessions).
- **Community Links**
  - Build partnerships with local businesses, charities, and cultural organisations.
  - Encourage community involvement in school events and projects.
- **Pupil Voice**
  - School Council and other pupil leadership groups give pupils a platform to share ideas and influence decisions.
- **External Partnerships**
  - Collaborate with other schools to share resources, expertise, and enrichment opportunities.

💰 Pillar 1: Finance

Goal: Maintain a sustainable financial position through prudent resource management and careful long-term planning.

- Develop a 3-year financial forecast aligned with strategic priorities.
- Maximize income opportunities (grants, fundraising, community events).
- Ensure efficient use of resources, prioritising spending that directly impacts pupil outcomes.
- Ensure that both IT equipment and digital assets are effective and value for money.
- Regularly review staffing and resource allocation to maintain sustainability.

🛡️ Pillar 2: Safeguarding

Goal: Ensuring that we deliver a safe, supportive and secure environment for pupils, staff, parents and visitors to the school.

- Maintain rigorous safeguarding policies and procedures, reviewed annually.
- Provide regular safeguarding training for all staff, volunteers and governors.
- Ensure pupils know how to stay safe, both in school, at home and online.
- Foster a culture of vigilance where concerns are raised and addressed promptly.

📊 Monitoring and Evaluation

- **Annual Review:** Governors and leadership team to evaluate progress against specific priorities identified in the School Development Plan.
- **Continuous Improvement:** Adjust strategies based on evidence and feedback.

✨ This plan provides a clear roadmap for growth, balancing ambition with sustainability. It ensures that education, leadership, wellbeing, and community engagement are all underpinned by strong financial stewardship and safeguarding.