
Chairman's Introduction

Feltonfleet is a happy and successful school. Pupils feel valued and have pride in what they achieve. The Headmaster, senior management, teachers, and support staff all work incredibly hard to provide the best all round education and care they can and Feltonfleet pupils respond to this by working hard, playing hard and contributing to the life of the school. Parents continually reaffirm that Feltonfleet definitely is a place where “individuals really matter”. However the School is not, and must not be, complacent, hence this document. “Forwards at Feltonfleet” is the result of a year long exercise, encompassing the entire Feltonfleet community, examining the aims, rationale and targets of all aspects of School life, from now until 2012 and I hope you find it a useful and interesting document.

Giles Ashbee
Chairman of the Feltonfleet Board of Governors

Where individuals really matter

The Headmaster's vision

We want to make our school the most sought after in the region. This will happen because of the collective commitment of the whole community to excellence in every area of school life, providing outstanding pastoral care, first-class learning and teaching, a wide ranging programme of extra-curricular activities for all children, where the management is modern and progressive, and the facilities and resources the best we can provide.

Philip Ward
Headmaster

Where individuals really matter

Statement of School Aims and Values – *where individuals really matter*

We are committed to meeting the individual needs of every pupil in a co-educational environment, where the best possible personal standards and values in and out of the classroom are strongly encouraged and rewarded, enabling pupils to flourish at Feltonfleet and beyond.

We aim:

- a. to promote high quality learning and teaching
- b. to provide a safe, happy and challenging environment in which children can develop
- c. to encourage the pupils to:
 - aim high – to have high expectations of themselves and of others
 - respect each other, and their environment
 - seek to make a contribution to our community
 - have a positive outlook on whatever they undertake
 - develop, and learn how to take responsibility for their learning
- d. to provide an education for a broad range of abilities and talents, encouraging all-roundedness in a positive and purposeful way

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Education and Curriculum

- a. **Aims:** To achieve and to maintain excellence in all teaching departments by recruitment and retention of the best teachers in order to deliver a challenging curriculum effectively.
- b. **Rationale:** A rapidly changing world requires that Feltonfleet maintains a broad and flexible curriculum, alert to the demands of the senior school world and local competition, and which embraces and builds upon our existing strengths in the core subjects, technology, modern languages, performing arts, and games.
- c. **Targets:**
 - i. To review the ways in which we attract and retain good teachers
 - ii. To develop an openness to new curriculum developments which maximise the potential of the individual, and to foster a willingness to embrace them and to innovate
 - iii. To develop and implant a whole school policy which reflects our commitment to individual learning
 - iv. To develop the Management Information System (Hebron) as a tool to support the tracking of children's progress, and as an aid to effective learning

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Pupil Life, Pastoral Care and Personal Development

- a. **Aims:** To provide outstanding pastoral care for all pupils and colleagues, acknowledging the needs of individuals while encouraging them to engage responsibly as members of the community, providing an enriching and diverse range of experiences.
- b. **Rationale:** Happy pupils, and happy teachers, flourish. We are laying the foundations of a lifetime. We want the children to respect one another, to feel at ease in the company of adults, and to understand what and where the boundaries of good sense and responsibility are.
- c. **Targets:**
 - i. To conduct a continual review of the effectiveness of our pastoral care systems.
 - ii. To put in place an on-going programme of training in pastoral care skills.
 - iii. To give consideration to providing a continuous facility for school counselling
 - iv. To encourage the children to take a keen responsibility for their learning and personal development, and those of other children

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Spiritual Life

- a. **Aims:** To encourage all members of the school community to feel they belong to a dynamic and caring society based on Christian values, to develop spiritual awareness, and to provide them with a framework of values and attitudes to carry them into adult life
- b. **Rationale:** In our fast changing secular world, community worship lies at the centre of school life, and brings reassurance. Inclusivity and respect for world religions are warmly embraced, and the respect which they generate.
- c. **Targets:**
 - i. To develop an approach to the spiritual dimension within school life which recognises and affirms a positive attitude to spiritual awareness
 - ii. To review the areas and spaces around the school so that we can make effective use of them to promote spiritual life, and to value the beauty of our environment
 - iii. To develop a greater appreciation of other faiths and cultures

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Performing and Creative Arts

- a. **Aims:** To achieve and sustain excellence in all our performing and creative arts, and provide opportunities for every child to participate, realise their potential, and develop a strong sense of self worth.
- b. **Rationale:** We want the children to be busy, to perform new things at school and in the wider community, to aim at excellence, and to know that they are really valued and can make a difference in art, music and drama.
- c. **Targets:**
 - i. To provide and embed opportunities for children to become involved and thrive in all aspects of the Performing and Creative Arts
 - ii. To provide both within and outside the timetable the flexibility to allow pupils to develop their particular creative strengths
 - iii. To generate and increase the number of occasions for public performance

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Physical Education and Games

- a. **Aims:** To ensure that all girls and boys have the best teaching and resources so that they can participate to the best of their ability in traditional major games, and gain experience in a wider range of indoor and individual sports.
- b. **Rationale:** Sport and physical recreation play vital parts in the lives of all Feltonfleet pupils, and are eagerly encouraged. Learning to co-operate and compete is important, but so is ensuring Feltonfleet sport is well regarded by our wider community.
- c. **Targets:**
 - i. To ensure that all pupils participate at a representative level
 - ii. To establish an on-going programme of staff INSET in coaching and refereeing
 - iii. To ensure provision of appropriate coaches and coaching
 - iv. To develop our sporting provision
 - v. To implement a programme of upgrading our sporting facilities

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Residential Life

- a. **Aims:** To maintain, through the organisation and support of our tutorial and boarding arrangements, a deserved reputation as an attractive, happy and successful boarding prep school with high quality pastoral care, ensuring that it is full and marketable.
- b. **Rationale:** We want our boarding to be modern, flexible, and comfortable, providing a range of opportunities to maintain the boarding ethos of the school.
- c. **Targets:**
 - i. To affirm our commitment to the central place of boarding through continuous investment in the fabric and resources of the boarding community
 - ii. To further develop strategies to ensure that boarding pupils receive the best possible support to fulfil their individual potential
 - iii. To develop existing and new strategies for marketing our boarding community

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Marketing, Communications, and Information Technology

- a. **Aims:** To continue to enhance our reputation as a modern day and boarding school, underpinned by excellent communications, and established as a leading edge exponent in Information Technology.
- b. **Rationale:** We want IT to be at the heart of our commitment to the development and progress of curriculum and assessment, administration, communications, and marketing, and give our pupils a foundation for the world of work
- c. **Targets:**
 - i. To continue the promotion of IT as a cross-curricular tool
 - ii. To ensure adequate funding to enable appropriate responses to developments in IT
 - iii. To provide opportunities for staff and pupils to develop their IT capabilities and potential
 - iv. To recruit a person with dedicated marketing skills
 - v. To ensure that our parental community is a powerful marketing tool

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Recruitment and Admission

- a. **Aims:** To continue to recruit sufficient pupils to maintain momentum in the school and at the same time enhance standards, whilst retaining the traditions and ethos of the school.
- b. **Rationale:** We want to attract girls and boys in number and quality who will make significant contributions, enabling the school to achieve its aims.
- c. **Targets:**
 - i. To improve our provision for transport to ensure that we appeal to a wide catchment
 - ii. To evaluate all policy statements to ensure that they reflect the school's aims and values in order to retain our individual appeal
 - iii. To provide sufficient support for the recruitment process to ensure a seamless service from first enquiry to admission
 - iv. To maintain a continuous review of the Admissions Policy and Procedures document to allow for market fluctuations

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Staff and Administration

- a. **Aims:** To recruit and retain the best staff with the resources available, to ensure the continued development of the school.
- b. **Rationale:** We want to employ and develop colleagues with the necessary values, skills, and commitment.
- c. **Targets:**
 - i. To review remuneration, pay and conditions
 - ii. To continue to provide appropriate training and development
 - iii. To develop housing provision for staff
 - iv. To carry out a continuous review of the administrative and support structure

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The wider school community

- a. **Aims:** To embrace and gain the support of the wider community in all its many forms.
- b. **Rationale:** We want to sustain and develop links and partnerships outside the school to fulfil our obligations to the community, raise our profile, and promote goodwill.
- c. **Targets:**
 - i. To identify and seize opportunities to foster links in the local community through curricular and extra-curricular activities
 - ii. To establish and develop a sustainable global partnership (ie The Mango Tree Trust)
 - iii. To embrace and reflect an understanding of environmental issues
 - iv. To create a sub-committee of staff and Governors to take these initiatives forward

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Estate, Facilities, and Resources

- a. **Aims:** To maintain the existing buildings and estate to a high standard while at the same time implementing the 10 Year Estates Master Plan to develop new and improved facilities, and to ensure the school's resources support the best possible teaching and learning.
- b. **Rationale:** We want to ensure that our campus and buildings continue as one of the school's greatest assets, and to ensure that continued investment in the estate, facilities and resources put us at the forefront of prep school education.
- c. **Targets:**
 - i. To commit to a multi phased programme of new building (notably the swimming pool, dining hall and music classrooms, a new astro, and Calvi)
 - ii. To continue the on-going programme of refurbishment and improvement across the estate
 - iii. To continually audit and review departmental and school resources, and budget for on-going investment
 - iv. To review and invest in Health and Safety policy and practice at every level of school life

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Governance and Finance

- a. **Aims:** To ensure an appropriate governance structure remains in place to maintain the school's financial health and the strong reputation of the school by setting the school's strategic aims in compliance with its charitable status
- b. **Rationale:** We want a clear financial plan which recognises the school's future needs and changing population through appropriate management of fee income, maximising additional income streams, and implementing a long term fundraising plan to enable the school to maintain its competitive edge.
- c. **Targets:**
 - i. To ensure the Board of Governors comprises members of the appropriate calibre, experience and knowledge on the range of matters likely to require leadership and decision to put the school's strategy into effect
 - ii. To arrange a programme of regular meetings and working groups as required; retain full and effective control of the school's finances and educational policy and monitor the executive management
 - iii. To continually review the long term finances of the school, taking into account predictions of pupil numbers, cash flow and the level of reserves
 - iv. To exploit the commercial capability of our new and improved facilities, and manage it professionally
 - v. To develop a multi-stranded fundraising plan to include annual fund raising, legacies, major gifts and trust grants

Conclusion – where we want Feltonfleet to be in 2012

We should want Feltonfleet to be the most sought after co-educational day and boarding prep school in the region, and that this is achieved because:

- i. The executive management and Governors share this commitment, and work strongly and openly together to achieve it
- ii. Boarding thrives in a safe, caring, modern, and flexible way; as a result this caring for the individual extends to every member of the whole school community
- iii. The staff are outstanding, fully committed to the aims and values of the school, and recognised and rewarded for their contribution
- iv. Academic standards are high, but the emphasis on breadth and a substantial extra-curricular provision is important, too, so we can fulfil our commitment to all-roundedness
- v. We have a strong supply of pupils from Calvi and other feeder schools
- vi. We have attracted able and talented children keen to achieve to the best of their abilities, and whose parents are committed to our broad day and boarding school philosophy
- vii. We have a fine campus, some impressive new facilities, carefully refurbished existing ones, and first class resources, and establish a financial plan to make it all possible

- viii. Our marketing and communications are the most effective we can afford, and that we remain very aware of our competitors
- ix. All that is good about Feltonfleet becomes known and well established within the wider community
- x. The school continues to grow and embed a reputation for modern management, strong and modern learning and teaching, an emphasis on traditional values, and a commitment to ensuring every child really matters

PC Ward
September 2006

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Looking beyond the targets in *Forwards at Feltonfleet*

Education and Curriculum

- To evaluate an alternative to Hebron to track pupil progress

Pupil Life, Pastoral Care and Personal Development

- To develop, and reflect an understanding of, children's philosophy
- To develop opportunities for structured time for PSHE+C
- To develop provision for pastoral care
- To reflect an understanding of emotional intelligence in children and their development

Spiritual Life

Performing and Creative Arts

- To establish the school as a centre of excellence for performing arts (eg IAPS Art Exhibition)

Physical Education and Games

- To develop a programme of INSET for the wide community of schools

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Residential Life

Marketing, Communications, and Information Technology

- To develop and implement new marketing materials and devices to promote the school

Recruitment and Admission

- To review the structure of the school, and identify main intake points
- To ensure the admissions process makes best possible use of the chosen MIS

Staff and Administration

The wider school community

- To develop curricular and extra-curricular links with international partner schools

Estate, Facilities, and Resources

- To continually review transport issues which affect the school
- To explore ways in which the school can commit to environmental sustainability

Governance and Finance

PC Ward
December 2007

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Sustainable Development (February 2008)

- a. **Aims:** To build sustainable development based on the principle of care into the learning experience of every pupil, encouraging innovation which will allow more people in the world to have their basic needs met without compromising the quality of life of future generations.
- b. **Rationale:** Global problems such as climate change and global poverty are becoming critical. Our young people have a high stake in the future, and schools as places of learning can help pupils understand our impact on the planet. As a model of good practice we can demonstrate sustainable living and working to young people and the community.
- c. **Targets:**
 - i. **Curriculum** To develop a curriculum and approach to teaching and learning in and outside the classroom that deepens pupils' understanding of sustainable development while cultivating the values and skills they will need to make positive contributions in the places where they live and work
 - ii. **Campus** To evaluate our own sustainable development performance in order to establish policies and practices for continuous improvement across the school and its estate
 - iii. **Community** To identify ways to promote sustainable development through our communications, services, contracts and partnerships with key stakeholders such as pupils, teachers, parents, governors and the wider community

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