

 Charity Number: 1167479

**Strategic Plan 2019-2023**

Our intention in developing the plan is to set out and communicate our vision, ethos and long-term direction for the school. We are proud of the school’s achievements and values and look forward to continuing with the progress made in recent years to make this a truly outstanding school.

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**1.Brief Description and our Rationale**

The London Welsh School, Ysgol Gymraeg Llundain (LWS/YGL), a small independent primary school with charitable status was set up in 1958 to provide the very best bilingual Welsh/English medium education for pupils aged 3 to 11 living in London, through a curriculum that enables pupils to become fully bilingual by the age of 11 years.

The Welsh School is governed by a Board of Directors on behalf of The Welsh Schools Trust Ltd. who perform the equivalent role of Governors and Trustees, and are accountable in law for the school.

We are located within a wing of the Hanwell Community Centre, Westcott Crescent, Hanwell, W7 1PD. Pupils are taught in two classes: Early Years and KS2 class. In addition the school offers a programme of extended school activities.

Our rationale is to meet local London Welsh community demand for a bilingual school in London. LWS/YGL believes that the unique educational experience it offers should be available to all, irrespective of background or ability to pay full fees. To date, it has been funded through a combination of grants, fundraising and modest contributions from parents. A bursary fund was established in 2019 to support parents who cannot afford the full contribution.

The joint commitment, enthusiasm, expertise and shared vision of parents, staff and members of the Board, combined with prudent financial management provide a solid and secure foundation for the future success of LWS/YGL.

**2. Our Vision:**

**Putting children and learners first**

Our vision for the school is to offer the very best education through a comprehensive programme of learning in English and Welsh, securely rooted in the linguistic and cultural heritage of Wales. We offer an extraordinary advantage of immersing young children in another language, enriching and expanding their academic, cultural and social worlds.

**Achieving excellence**

An important aspect of our vision is to ensure all our pupils make good or above average progress, and to foster a pursuit of excellence. This is achieved by allowing our pupils to realize their personal goals by providing a caring, friendly and nurturing learning environment. The curriculum offers opportunities to take part in a wide range of stimulating academic subjects and cultural activities, both in and outside the classroom.We have small class sizes and an individualized learning approach which permits our stable and committed team of staff to clearly focus on the strengths of each pupil.  At the heart of this approach is our ability to understand precisely where each student is on his or her learning journey, enabling us to target areas of the curriculum which need more focus and differentiating in areas where the pupil excels.

**Valuing people and their differences**

We set high expectations for teaching, learning and behaviour. We teach respect for all within the global community of the 21st century.

**3. Ofsted: the School comes under Ofsted regulations**

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| Full inspection; September 2018Overall effectiveness: Good Pupil development behaviour and welfare – OutstandingThe detailed Ofsted report is available on our website. |

**4. Our Values**

* **Excellence**

Committing to a high quality of education through outstanding teaching and learning.

Offering an ambitious curriculum.

Encouraging the students to achieve their best performance in academic, sporting and cultural endeavours.

Nurturing strong moral and ethical principles and developing a spirit of mutual respect and care for others.

Engaging staff, students, and families to form a cohesive team.

* **Enjoyment**

Providing enriching experiences through engagement with the local activities and out of school visits.

Develop a love of learning and exploring new challenges.

Organizing opportunities to meet inspiring people.

Celebrating achievement, and developing self esteem.

* **Community**

Recognising that children, parents, families, staff and governors are all participants in our school community.

Develop a sense of friendship, support and loyalty to friends, colleagues and families.

Working to define and promote the shared values of our bilingual Welsh and English language school within the London Welsh Community setting.

Strengthening links with the local multi-cultural community.

 **5. Strategic Priorities**

 **Specific, Measurable, Achievable, Realistic and Timely** targets (SMART)

A. **To ensure children make and exceed expected progress within a safe, nurturing environment**

We monitor, assess and evaluate pupils’ understanding knowledge, progression and attainment through national performance data and teacher observations.

Assessment is designed to shape future learning and to promote sustained progress.

We will ensure all staff understand their role in safeguarding children through annual training and regular reviews.

B. **To continue to develop the quality of teaching and learning so that it is good or outstanding in all lessons.**

We will build on and continue to improve academic, sporting and cultural endeavours.

We support the development of robust performance management and effective strategies for improving teaching based on the identified needs of staff.

We encourage all staff to commit to ongoing professional development/training.

**C. To further develop Foundation and Early Years Curriculum**

We will develop an outdoor learning area that will benefit all children. We will provide opportunities for child-led learning with adult support and modelling.

We will maintain recommended assessment structure and tracking of pupils’ incidental learning in Early Years.

 **D. To track Policy Development and Review.**

We will update and review policies on an annual cycle which will be presented to Board of Directors for ratification.

We will focus on one core subject annually, review its delivery and develop resources.

E **Strengthening engagement between the school, parents and community**

We hear, listen, respond and inform with timely and effective means of communication.

We will maintain and further develop our website.

F **Developing and embedding strong governance and robust leadership throughout the school**

We develop efficient and effective processes for the governing body to support and monitor the Lead Teacher. (Refer to Governor’s Handbook)

We will further develop opportunities for Governors to visit and engage with school activities.

G **Prioritising excellence in staffing**

We monitor the recruitment, management and retention of staff.

We rigorously follow Safe Recruitment procedures.

H. **Continuing strong financial management**

We oversee, monitor and implement strong financial control.

I. **Improving the school environment**

We value the state of repair of the school, its look and feel.

We teach our children to care for and to take responsibility for their environment eg ECO Council.

J. **Preparing the students for further secondary education**

We ensure that the curriculum prepares the students suitably for secondary education in the Greater London area, Wales or elsewhere.

**6.Implementation, Monitoring and Evaluation**

**Implementation of the plan**

The plan sets out strategic priorities and gives long-term direction for implementation.

The annually prepared School Improvement Plan (SIP), developed by the staff team describes how this strategy is to be implemented in the short to medium term.

**Monitoring**

The development and implementation of the school improvement plan is overseen by the Governors’ Curriculum and Standards sub-committee which reports to the full Governing Body.

**Evaluation**

The school conducts an annual Self Evaluation of its SIP. In addition, the governing body will use Ofsted inspections as a key evaluation tool.

**7 Organisational Structure**

**Governance structure**

The following illustrates the governance structure for the school:

The school pupils are served by the staff and led by the Lead Teacher.

The Lead Teacher is accountable to the Board of Directors which is appointed from parents and professionals offering a range of skills.

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| The Board of Directors’ key responsibilities is to focus on the three core strategic functions as laid out by Ofsted: 1.Ensuring clarity of vision, ethos and strategic direction.2. Strengthening and supporting the leadership of the Lead Teacher. Holding the Lead Teacher to account for the educational performance of the school and its pupils, and the performance management of staff.3.Ensuring prudent financial management of the school and ensuring that appropriate use is made of its financial resources.  |

Directors’ (Governors) sub committees focus on Curriculum, Finance, Risk Register and Complaints

The highly active PTFA works to promote the school through its marketing programme, organising a range of fund raising activities and offering in–school support.