



## Potley Hill Primary School 3 year Strategic Plan 2025-2028

At Potley Hill Primary School, we are committed to delivering an outstanding educational experience that fosters the growth and development of every child. Our 3-year strategic plan is designed by our Governors and SLT to build on our current vision, aims and successes whilst sustaining and enhancing the excellent curriculum and data outcomes.

Through a focus on continuous improvement, innovation, and inclusivity, we aim to further strengthen our teaching practices, enrich student learning outcomes, and ensure every child is equipped with the skills, knowledge, and confidence to thrive both academically and personally.

This plan outlines our key priorities for the next three years and is a working document, which will be reviewed yearly.

### Our Vision

#### Dream big, Aim high and Make a difference'

Our School Vision underpins all that we do to ensure we fully utilise our resources to develop lifelong learners, we engage with and have an impact on the wider community, we effectively meet the individual needs of every pupil, we support all children, staff and families to have a healthy mind and body, we provide a diverse, challenging and engaging curriculum, and we also enable staff to feel valued and empowered to make a difference.

#### Our Mission and Aims:

Our School Aims are centered around the following core elements;

- Teaching and Learning – We fully utilise our resources to develop life-long learners
- Community – We engage with and have an impact on the wider community
- Inclusion – We effectively meet the individual needs of every pupil
- Health and Well-being – We support all children, staff and families to have a healthy mind and body
- Curriculum – We provide a diverse, challenging and engaging curriculum
- Staff – We enable all staff to feel valued and empowered to make a difference

#### To realise our vision we have the following priorities:

- To provide and create an innovative, vibrant and safe environment for everyone to learn and grow.
- Ensure clear curriculum expectations to engage and challenge all pupils to progress to their highest potential.
- To further establish an aspirational culture and environment for all staff to progress personally and professionally.
- To explore opportunities for collaboration with stakeholders, schools and other third parties in order to develop and strengthen the profile and capabilities of the school

### School Improvement Plan

Each year the school will prepare a School Improvement Plan (SIP) which identifies specific actions and goals for each academic year, covering matters such as the quality of education, the curriculum, teaching, health and wellbeing, as well as other matters focussing on the aims and vision of the school. The SIP is additional to and works alongside the planned actions and objectives shown in the three year development plan

#### 2024-2025 School Improvement Plan Priorities

- Intent 1: To refine the skill of teaching to impact on pupil progress across all subjects.
- Intent 2: To improve the consistency in attainment and progress in Maths across all pupil groups.
- Intent 3: To further develop the expertise of subject leaders to improve the acquisition of skills and knowledge by pupils across the wider curriculum.
- Intent 4: To further develop our wider school offer to maintain our high standing within the local community.

**Our Vision, Mission, Aims and Priorities are underpinned by our 6 core values:**

*Respect   Resilience   Kindness   Creativity   Teamwork  
Responsibility*

OBJECTIVES		2025-2026	2026-2027	2027-2028
<p><b>OBJECTIVE 1</b></p> <p>To provide and create an innovative, vibrant and safe environment for everyone to learn and grow.</p>	<p><b>A C T I O N S</b></p>	<p>Review the school environment and identify key priorities for development with regards to a vibrant and safe school environment. Prioritize and plan improvement works depending on scale, impact and cost implications.</p> <p>Review safeguarding procedures to ensure they are effective and robust and next steps identified through the completion of the annual safeguarding audit.</p> <p>Continue a project for the redevelopment of the Year R and Year 1 outside area into a safe, inspiring, fun and educational area. Identifying contractor through RFP process and investigate potential grants available to support.</p> <p>SLT to review school equipment highlighting areas of improvement for enhanced learning through changes to curriculum delivery strategies or equipment required. - Linked other objectives</p>	<p>Review school improvement plan to ensure prioritization is still in line with current needs and complete school tour to capture any new requirements and amend plan if required</p> <p>Review safeguarding procedures to ensure they are effective and robust and next steps identified through the completion of the annual safeguarding audit.</p> <p>Continue to drive redevelopment project of Year R/1 outside area following agreement of plan.</p> <p>Implement findings from SLT review of school equipment and further explore the opportunities to make effective use of the school grounds to promote learning and progress through active and outdoor lessons.</p> <p>Complete a review of the IT infrastructure and contracts to ensure needs and contracts are achieving value for money.</p> <p>Explore opportunities with local organisations for children to expand their learning on social, emotional and cognitive levels</p>	<p>Review and future plan of pond area completed.</p> <p>Review safeguarding procedures to ensure they are effective and robust and next steps identified through the completion of the annual safeguarding audit.</p> <p>Continue to drive redevelopment project of Year R/1 outside area following agreement of plan.</p>

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<p><b>OBJECTIVE 1</b></p> <p>To provide and create an innovative, vibrant and safe environment for everyone to learn and grow.</p>	<p>O U T C O M E S</p>	<p>Prioritised school improvement plan in complete and action plan in place.</p> <p>School equipment review complete and action plan in place.</p> <p>Redevelopment plan with key phases defined, with first phase completed. Creative and innovative teaching and learning initiatives are incorporated in the SIP.</p> <p>Robust safeguarding processes are maintained and a trusting and honest culture is evident</p>	<p>Completed review of IT and actions detailed.</p> <p>Review of redevelopment plan and key phases completed.</p>	<p>Review of redevelopment plan and key phases completed.</p> <p>Robust safeguarding processes are maintained and a trusting and honest culture is evident</p>

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<p>OBJECTIVE 2</p> <p>Ensure clear curriculum expectations to engage and challenge all pupils to progress to their highest potential.</p>	<p>A C T I O N S</p>	<p>Identify subjects where there are gaps in secure curriculum progression and create clear curriculum pathways for all subjects.</p> <p>Subject Leads to continue to review curriculum plans to identify opportunities for stretch and challenge alongside differentiation opportunities. All assessment processes are reviewed and updated for all subjects.</p> <p>SLT to identify areas of excellence to facilitate cross curricular mentoring to support areas where planning is less detailed or delivery more complex.</p> <p>SLT to monitor curricular outcomes and identify areas for development and input subsequent support as required.</p> <p>Opportunity to develop curriculum planning documentation to include up-to-date and innovative approaches and content across all subjects.</p> <p>EYFS training (e.g. Drawing Club) and research to develop a robust curriculum, which is evidence-based and reflective of our local context and changing student demographic, as well as the wider world</p> <p>Explore and identify national awards and competitions for the school to engage with.</p>	<p>Once the clear curriculum is embedded across the school, monitor through subject leadership systems, including student voice</p> <p>Planned for opportunities for Subject Leaders to feedback and disseminate new strategy to ensure curriculum continues to evolve and challenge.</p> <p>The school is working towards exemplar work for Foundation subjects for WTS, EXS, GDS</p> <p>Ongoing process of monitoring delivery of curriculum outcomes and support provided where required.</p> <p>Cultural capital is intentionally built into the curriculum to ensure it is enriched (audit curriculum for inclusivity and diversity)</p> <p>Reassess and evaluate the Potley Hill offer of experiences and map out cohesively across the school</p>	<p>Curriculum is regularly moderated to include both in house, other local school and Hampshire wide moderation to ensure consistency and quality.</p> <p>Exemplar work and resources are maintained, secure and embedded to support assessment.</p> <p>The school remains engaged with national awards and continues to seek out new and wider competitive opportunities</p>

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<p>OBJECTIVE 2</p> <p>Ensure clear curriculum expectations to engage and challenge all pupils to progress to their highest potential</p>	<p>O U T C O M E S</p>	<p>The new curriculum is embedded in daily teaching and assessment processes are in place.</p> <p>Updated curriculum documentation</p>	<p>Clear curriculum embedded across the whole school and in all subjects</p> <p>Secure curriculum Intent, Impact and Implementation all clearly evidenced</p> <p>The school maintains existing accreditations and continues to explore new opportunities for recognition.</p>	<p>Curriculum is inclusive and engaging, broad and ambitious. There is a wide range of wider curriculum choices in place to support the taught curriculum and the curriculum includes opportunities for students to explore a range of cultural diversity and build cultural capital.</p> <p>Alternative pathways are available to students as need dictates.</p> <p>Students are fully prepared to transition onto the next steps in their learning journey.</p>

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<p>OBJECTIVE 3</p> <p>To further establish an aspirational culture and supportive environment for all staff to progress personally and professionally.</p>	<p>A C T I O N S</p>	<p>Undertake a staff survey to identify areas where staff feel they are able to share expertise and excellent practice alongside areas for support and development.</p> <p>SLT to ensure that a robust line management system includes questions about welfare and time management alongside individual desires for avenues for progression.</p> <p>Target for staff include a development target which is reviewed at mid-term or end of year.</p> <p>Reflect on current areas of strength and areas for development and identify personal/professional aspirations and plans to be sure staff progress personally and professionally</p> <p>SLT to identify ways to celebrate excellent practice and innovation within the school.</p> <p>Enable new staff to be inducted effectively</p>	<p>Opportunities for staff to shadow leadership roles either at Potley Hill or other establishments to widen their skill set and support succession planning/career development</p> <p>Explore creative timetabling/scheduling or flexible working to allow for well-being</p> <p>Staff who develop expertise in particular areas from attendance on course/experience/qualifications to be given opportunities to work with and share with other staff members through CPD sessions or team teaching</p> <p>Improve and streamline processes within the school to ensure that everything is purposeful with workload considered</p>	<p>Involved with Hampshire and potentially other local schools/LA as 'experts' to support other schools/centers with curriculum development.</p> <p>Engage with local universities and teacher training providers to ensure ECTs are engaged with school</p>
		<p>O U T C O M E S</p>	<p>A wide variety of CPD opportunities is available</p> <p>Wellbeing of staff is embedded in school values.</p>	<p>Staff will be sharing their expertise and will be developing personally and professionally as they become more aspirational</p> <p>Staff's confidence increases and they feel more ready to take on leadership opportunities</p>

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<p>OBJECTIVE 4</p> <p>To explore opportunities to develop and strengthen the profile and capabilities of the school.</p>	A C T I O N S	<p>SLT and Governors review wider school marketing and online presence to ensure this is relevant, vibrant and attractive for both current and prospective parents.</p> <p>Conduct a review to explore cost savings, revenue-generating opportunities, e.g. letting school facilities, securing grants or school development, which identifies clear next steps.</p> <p>Identify and contact local community groups and businesses wishing to engage with PHPS.</p>	<p>SLT and Governors to audit school vision and ethos to align with identified next steps in the financial review.</p> <p>Implement next steps identified in response to the financial review with a focus on long-term sustainability.</p> <p>Develop effective and bespoke partnerships with local community groups and businesses with agreed principles.</p>	<p>SLT and Governors ensure the updated vision and ethos is clearly incorporated in to the marketing strategy and is fit for purpose when shared with stakeholders and the wider community.</p> <p>Achieve a balanced budget together with a clear 5 year plan in place securing long term sustainability.</p> <p>Collaborate effectively with identified local community groups and businesses ensuring this is sustainable and mutually beneficial.</p>
	O U T C O M E S	<p>Effective marketing and branding, with increased community engagement and awareness.</p> <p>List of identified local businesses and community groups.</p>	<p>Clear visibility of the school within the community.</p> <p>Increased inquiries for pupil places.</p> <p>Positive media coverage and strong online presence</p>	<p>A full school with stable and increasing enrolment.</p> <p>Financially secure with diversified income streams and a balanced budget.</p>