

Falcon Junior School

Strategic priorities 2023-28

Vision, mission and values

Following consultation with staff, parents and children, in May 2021, governors approved an updated vision, mission and new shared values for the school.

Our vision is:

Happy, safe and fulfilling lives for all.

Our mission is:

At Falcon Junior School, we provide a safe, encouraging and engaging learning environment that enables all children to develop the skills, knowledge and attitudes to make the most of their lives, now and in the future.

We achieve this through excellent teaching, a nurturing ethos that builds relationships skills, and a commitment to equality, diversity and inclusion that ensures fair treatment and opportunity for all.

Our shared Falcon values are:

Aspiration, Kindness, Resilience, Positivity, Creativity and Respect

School context

- Large junior school with 434 children on roll in 2023/24 out of capacity of 480.
- 12.6% (55 children) English as an additional language, 20.3% (88 children) pupil premium, 18.9% (82 children) SEN support including 3.5% (15 children) with education, health and care plans.
- Very high key stage 1 results from feeder infant schools limit ability to demonstrate progress.
- Falling roll mainly because of local demographics, formal reduction in published admission number (PAN) from 120 to 90 from September 2025 intake.
- Following major flooding the main school building was extensively renovated and modernised, reopening in September 2022.
- Good across all measures and overall at last two Ofsted inspections (July 2017 and November 2022).
- A relatively large, experienced and engaged governing board.
- Experienced school leadership and wider staff team.

- Budgetary constraints similar to the majority of schools with a staffing restructure for 2023/24 and further restructures expected as the school's roll continues to fall.

Strategic priorities

This is an opportunity to look beyond Ofsted or any other single measure or view and to consider how we might achieve our stated mission.

Governors have identified five longer-term, strategic priorities in response to the following question:

What can we do or create at Falcon to best serve local children over the long term?

1. Embedding equality, diversity and inclusion
2. Becoming a centre of excellence for nurture
3. Working collaboratively with local schools
4. Improving our governance
5. Community engagement

Shorter-term objectives have been identified under each of these priorities. These will inform the school improvement and development plans for 2023/24 and beyond.

Embedding equality, diversity and inclusion (EDI)

1. Appoint and maintain a dedicated EDI governor.
2. Ensure statutory EDI information is updated each year and the school's EDI objectives are reviewed and updated annually.
3. Ensure the principles of EDI are embedded in a meaningful way in the school curriculum and throughout school life.

Becoming a centre of excellence for nurture

1. Continue to invest in and further develop our nurture provision, protecting it from budget pressures where possible.
2. Explore funding opportunities to develop the vacant caretaker's bungalow to create a dedicated resource for children who need additional support.
3. Improve how our nurture provision and interventions are measured to demonstrate return on investment.
4. Explore the feasibility of developing a specialist resource base for local key stage 2 children with complex needs.

Working collaboratively with local schools

1. Continue to work collaboratively at an operational level with local schools, in particular at transition points from feeder infant schools and to local secondary schools.
2. Where resources allow, offer additional opportunities to support feeder infant schools so children get the best start in their school lives and are ready for transition to key stage 2.
3. Explore the feasibility and appetite for more formal collaboration, such as federation between local primary phase schools and/or joining a local multi-academy trust.

Improving our governance

1. Ensure annual reviews continue to take place of the size and structure of our governing board, including any committees and dedicated/link governor roles.
2. Ensure the governors' skills audit is updated at least annually.
3. Embed the agreed structure and roles.
4. Develop relationships between governors and staff at Falcon.
5. Improve governor induction and introduction to the school.
6. Develop succession opportunities for newer governors.
7. Commission an independent review of governance at an appropriate point.

Community engagement

1. Explore the feasibility of sharing unused school resources with the local community – such as through lettings – ensuring costs are covered.
2. Develop opportunities to engage with families and the wider local community, such as through learning cafés and talks in school, through promoting and supporting charitable initiatives and through hosting celebratory events.
3. Encourage and support the development of a new Friends of Falcon or similar parent teacher association.