



**Strategic Direction 2024-2027**

**Approved by the Board of Governors July 2024**



**Light Hall School**

*The best from everyone, all of the time.*

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### Our Motto

This is what we aspire to. It applies to every member of staff and to every student.

***The best from everyone, all of the time***

### Our Purpose

Every single one of our students will realise their potential, regardless of starting position, in an inclusive and nurturing environment where they enjoy their learning and that prepares them for their next step and for future citizenship.

### Our Core Values

The leaves of the Light Hall tree in our emblem stand for each of our core values. We want our young people to understand and live by our core values. They are:

- ***Excellence in all we do***
- ***Love of learning***
- ***Sound moral compass, care and respect***
- ***Active participation***
- ***High aspirations and expectations***

### Our Approach

We believe we will achieve this through:

- Having the Light Hall child at the heart of all we do;
- Working together and with others;
- Communicating effectively and kindly with each other and all stakeholders;
- Pre-empting challenges before they arise;
- Working creatively, looking for solutions, not just following a set process;
- Taking responsibility, not just walking by;
- Holding ourselves and each other to account.





# Our Vision for 2027

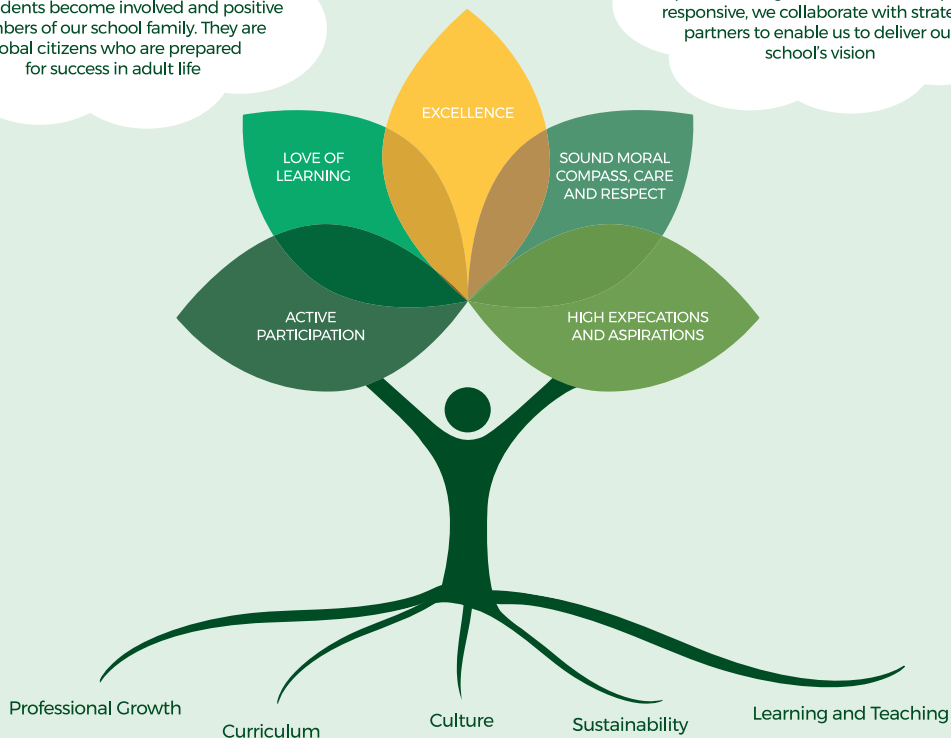
Our school is a model of sustainable best practice; our students are prepared to meet the challenge of climate change with determination and hope

Our culture reflects our core values. We are ambitious and forward looking, we work hard and learn together, we reflect and improve, we care and nurture, we are honest and kind: everyone is supported to become the best they can be, no one is left out

Our teaching develops resilient, confident learners, who are self-motivated and independent, making excellent progress, regardless of background, starting point or additional need

Our curriculum is exciting and challenging, celebrating sport, the arts and community service, in addition to academic, cultural and social growth. Our students become involved and positive members of our school family. They are global citizens who are prepared for success in adult life

Our staff are committed to continual professional growth, our leadership is responsive, we collaborate with strategic partners to enable us to deliver our school's vision



*The best from everyone, all of the time.*



Self evaluation cycle



**Key:** SIP = School Improvement Plan  
HT = Headteacher  
SEF = Self Evaluation Form  
QA = Quality Assurance

**June / July**

Improvement Plans Evaluated, Priorities Identified  
Year Plan Term 3 evaluated  
Annual SIP Term 3 Evaluated  
New Annual SIP Drafted  
Subject QA Reviews  
HT Subject Review Week  
Subject Spotlight x 2



**September**

Exam results Analysis  
Publish Annual SIP  
Subject improvement plan with implementation started  
SEF Update  
Appraisal Cycle Ends and Begins  
HT Subject Review Week



**October**

Subject QA Reviews  
House Reviews  
Subject Spotlight x 3

**May**

Progress of Subject Improvement Plans  
Term 2 Reviewed  
House and Subject Review Weeks  
SEF Update  
Priorities for Annual SIP Identified  
Subject QA Reviews  
House Review  
Subject Spotlight x 2



Informed by SLT

Middle leader link meetings, inclusion meetings

Termly evaluations of SIP and analysis of students performance data every half term

**November / December**

Annual SIP Termly Evaluation  
Subject QA Reviews  
House Reviews  
Subject Spotlight x 3  
Appraisal Term 1 Review



**March / April**

Annual SIP Termly Evaluation  
House Reviews  
Appraisal  
Subject QA Reviews  
HT Subject Review Week  
Subject Spotlight x 4



**February**

House Reviews  
Subject QA Reviews  
Subject Spotlight x 1

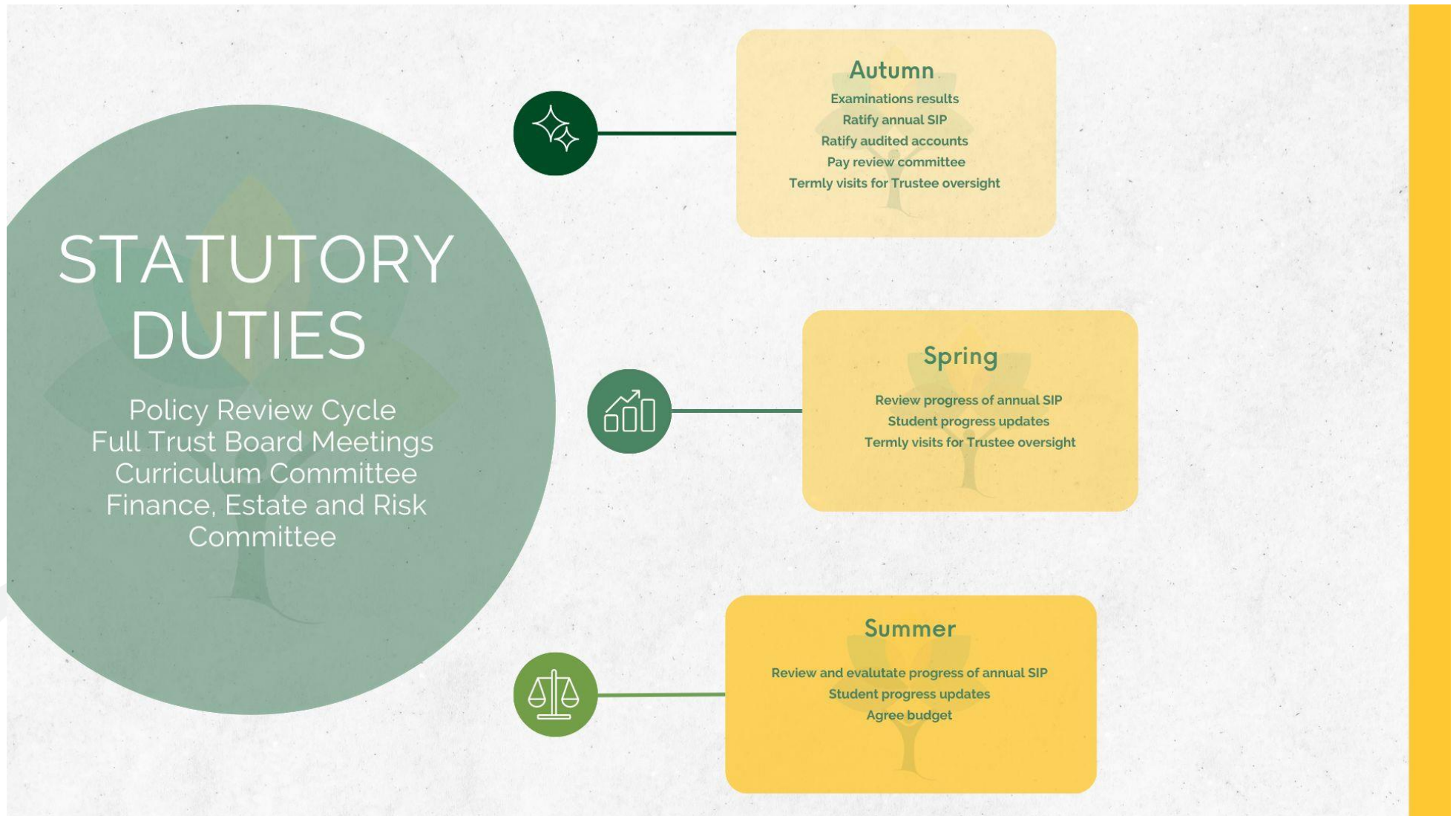


**January**

Progress of Subject Improvement Plans  
Term 1 Reviewed  
HT Subject Review Week  
SEF Update  
Subject Spotlight x 2



Trust Boards' Monitoring Cycle



Objectives:

Objective one - to grow and develop as an 11-18 school

| Year 1 - 2024-5   | Year 2 2025-6  | Year 3 2026-7  |
|---|--|--|
| <p>We will:</p> <ul style="list-style-type: none"> <li>• Continue to promote and market the Sixth Form at Light Hall with all stakeholders and our community;</li> <li>• Implement academic curriculum, personal development and enrichment programme, and careers advice and guidance in year 12</li> <li>• Support staff to develop further subject knowledge and pedagogy at KS5 and prepare for year 13</li> <li>• Review and broaden the A Level Offer for 2025-6</li> </ul> | <p>We will:</p> <ul style="list-style-type: none"> <li>• Review KS5 offer and its resourcing, research alternatives to A level and plan offer for next two years, continuing to broaden it, if appropriate;</li> <li>• Continue to support pedagogy and practice at KS5 and embed wider staff expertise at KS4</li> <li>• Embed personal development programme and careers advice and guidance at KS5</li> </ul> | <p>We will:</p> <ul style="list-style-type: none"> <li>• Act to sustain KS5 curriculum and its implementation</li> </ul>   |
| <p>We will see:</p> <ul style="list-style-type: none"> <li>• A further increase in the number of applications for the Sixth Form</li> <li>• A broader A level offer for 2025-6;</li> <li>• Successful implementation of all aspects of KS5 provision</li> </ul>   | <p>We will see</p> <ul style="list-style-type: none"> <li>• Successful transition of year 12 to 13, with an excellent retention rate</li> <li>• First cohort of LH students enter Higher Education October 2026</li> </ul>   | <p>We will see</p> <ul style="list-style-type: none"> <li>• At least 200 students in our Sixth Form</li> <li>• Light Hall is number 1 choice for A level provision for our students</li> <li>• Light Hall fully established as an 11-18 school</li> <li>• Positive VA in all level 3 subjects</li> <li>• Positive SPI in all level 2 subjects</li> </ul> |



Objective two: To deliver exceptional educational opportunities leading to excellent academic and personal achievement

| Year 1 2024-5   | Year 2 2025-6   | Year 3 2026-7   |
|---|---|---|
| <p>We will :</p> <ul style="list-style-type: none"> <li>• Implement year one of our formative assessment CPDL programme;</li> <li>• Review and refine our assessment and feedback practices;</li> <li>• Develop the oracy and literacy skills of our students, with a particular focus on partner talk, class discussion and high quality extended independent writing</li> <li>• Review our co curricular and personal development offer and uptake, including educational visits, residential experiences ;</li> <li>• Explore and define the Light Hall opportunity and experience 11-18, plan its delivery</li> </ul>   | <p>We will:</p> <ul style="list-style-type: none"> <li>• Implement year 2 of our formative assessment CPDL programme;</li> <li>• Develop further the oracy and literacy skills of our students;</li> <li>• Implement delivery of the Light Hall opportunity and experience 11-18</li> </ul>   | <p>We will:</p> <ul style="list-style-type: none"> <li>• Sustain our formative assessment practice</li> <li>• Evaluate and sustain our Light Hall opportunity and experience 11-18</li> </ul>   |
| <p>We will see:</p> <ul style="list-style-type: none"> <li>• Some element of productive student talk in every lesson</li> <li>• Some form of feedback in every lesson</li> <li>• Success criteria are used by students consistently in every subject</li> <li>• A greater amount of high quality independent extended writing in all books, with evidence of effective peer and self assessment</li> <li>• An increase in the number of students participating in work experience in year 10 and 12, Duke of Edinburgh Award, extra curricular and house activities;</li> <li>• An excellent Light Hall education defined and mapped across all Key stages</li> </ul> | <p>We will see:</p> <ul style="list-style-type: none"> <li>• Highly effective formative assessment practice in every lesson;</li> <li>• Further improvement in the quality of independent extended writing, written examination resilience and high quality student oracy;</li> <li>• Wider participation in the Light Hall opportunity and experience 11-18</li> </ul> | <p>We will see:</p> <ul style="list-style-type: none"> <li>• Dynamic, adaptive teaching in all lessons, which celebrates success and excellence and ensures rapid progress</li> <li>• Every young person leaves, having gained and experienced an excellent secondary education, confident and well prepared for adulthood, having secured a positive destination</li> <li>• At least a third of students leave, having achieved a national award such as Dule of Edinburgh</li> <li>• Average attainment 8 grade is &gt;5.2</li> <li>• Average A level grade is B</li> </ul> |





Objective three– To have a school culture where all students aim to be the best they can be, all of the time and aspire to participate lead and succeed

| Year 1 2024 - 5   | Year 2 – 2025 -6   | Year 3 2026 - 7  |
|---|--|--|
| <p>We will:</p> <ul style="list-style-type: none"> <li>• Embed and sustain our work on improving attendance and punctuality</li> <li>• Embed and sustain our behaviour curriculum;</li> <li>• Embed and sustain our learning habits curriculum;</li> <li>• Explore and review how we celebrate excellent work, effort and the success of students;</li> <li>• Explore and review our culture around learning, participation, motivation, aspiration and student leadership</li> </ul> | <p>We will:</p> <ul style="list-style-type: none"> <li>• Sustain our work on improving attendance and punctuality;</li> <li>• Sustain our behaviour and learning habits curriculum;</li> <li>• Implement plans to raise aspiration, increase participation and motivation and reward high effort and success;</li> <li>• Implement our plans to provide leadership opportunities to all year groups</li> </ul> | <p>We will:</p> <ul style="list-style-type: none"> <li>• Review and sustain our work on improving attendance, punctuality, behaviour and learning habits;</li> <li>• Review and sustain our work on raising aspiration and increasing participation and motivation;</li> <li>• Review and sustain work to promote student leadership</li> </ul>  |
| <p>We will see:</p> <ul style="list-style-type: none"> <li>• Attendance averaging at 93% and above FFT national</li> <li>• Implementation plans for raising aspirations, increasing motivation and wider participation in place</li> <li>• Staff supported in maintaining consistently high expectations of everyone in all aspects of school life</li> </ul>   | <p>We will see:</p> <ul style="list-style-type: none"> <li>• Attendance averaging at 94% and above FFT national</li> <li>• Consistently high standards in all areas of school life</li> <li>• Full active participation and engagement in all lessons and in assessments – greater student resilience</li> <li>• A further increase in house and co-curricular activity participation</li> </ul>               | <p>We will see:</p> <ul style="list-style-type: none"> <li>• A culture of high motivation, aspiration and full engagement</li> <li>• Attendance averaging 95% and above FFT national</li> <li>• High participation rates in student leadership programmes</li> <li>• An extensive extra-curricular programme which has very high levels of participation and no gap between disadvantaged and non-disadvantaged participation</li> <li>• Resilient, independent learners at Key Stage 4 and Key Stage 5</li> </ul> |



Objective Four: To become a fully sustainable organisation which makes a positive difference and meets the challenges of climate change with determination and hope

| Year 1 2024 - 25  | Year 2 2025-26  | Year 3 2026 -7  |
|---|---|---|
| <p>We will:</p> <ul style="list-style-type: none"> <li>• Review and explore our recycling practices and single use plastic</li> <li>• Complete our conversion to LED lighting across the whole site</li> <li>• Sustain our participation in ITT programmes</li> <li>• Sustain our support for staff development and progression through effective CPD</li> <li>• Audit climate and nature education in our curriculum, define our intent for our students in relation to interaction with the natural world and environmental responsibility</li> <li>• Investigate how our site can support biodiversity;</li> </ul> | <p>We will:</p> <ul style="list-style-type: none"> <li>• Share, promote and implement our Climate Action plan;</li> <li>• Eradicate single use plastic and containers across the site;</li> <li>• Implement climate and nature education curriculum;</li> <li>• Investigate carbon neutral power and heating sources;</li> <li>• Sustain our recruitment and retention activities and support for staff development;</li> </ul> | <p>We will:</p> <ul style="list-style-type: none"> <li>• Sustain our activities to reduce our carbon foot and improve our sustainability</li> </ul> |
| <p>We will see:</p> <ul style="list-style-type: none"> <li>• All waste appropriately recycled</li> <li>• Continued good retention and recruitment of staff</li> <li>• Students actively seeking out ways to play their part in recycling/ reusing etc</li> <li>• Climate action plan agreed</li> </ul>  | <p>We will see:</p> <ul style="list-style-type: none"> <li>• No single use plastic or products on site</li> <li>• All stakeholders actively involved in our strategy for sustainability</li> <li>• A reduction in utility bills</li> </ul>  | <p>We will see:</p> <ul style="list-style-type: none"> <li>• A 25% reduction in our carbon footprint (based on September 24 figures)</li> </ul>     |



## Our Key Performance Indicators 2027

- Positive (subject progress index) in all subjects at Key Stage 4
- Positive value-added score for all subjects at Key Stage 5
- At least 200 students in Sixth Form
- Average grade at A level is grade B
- Average attainment 8 grade is >5.2
- A 25% reduction in our carbon footprint
- Attendance averaging 95%

