

# 2024-2025 | Secure Marginal Gains

## Leading World Class

**CARE**

I respect the needs of my stakeholders.  
I will ensure they feel listened to and cared for.

- **External Accreditation:** Secure the Wellbeing Award for Schools as evidence that WSD already has a strong approach to wellbeing for all stakeholders; Gain Green Flag status as evidence of our commitment to sustainability.
- **Support Structures:** Further embed the 'Engage' team to ensure that the most vulnerable students have a targeted support system; trial the use of Komodo education in Years 7-13 as a vehicle to gather student views on their wellbeing; Implement bespoke extracurricular activities for 'Inclusion' students.
- **Student Leadership:** Embed the streamlined approach to Student Leadership across the school community, in order to further promote leadership skills and community service.
- **Family Engagement:** Re-launch our parent workshops as 'Family First Think Tanks' in order to further improve their involvement in their child's education and wellbeing.
- **Staff Wellbeing:** Embed the Staff Wellbeing Committee, ensuring this body is representative of both education and administrative colleagues.

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**EXCELLENCE**

I dream big, setting ambitious goals,  
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- **External Accreditation:** Inviting British Schools Overseas Inspection team to come and give feedback on the educational and pastoral provision that WSD offers. Maintain the overall Good rating whilst securing 3 Outstanding and 2 Good parameters. Secure the Wellbeing Award for Schools as evidence that WSD already has a strong approach to wellbeing for all stakeholders; Gain Green Flag status as evidence of our commitment to sustainability.
- **Academic Excellence:** Further embed the BTEC pathways into Year 10/11 and increase offering to 5 pathways for Post 16. Football pathway also to be introduced for Post 16. Secure gains in GCSE, BTEC, AS and A Level results. Further increase on university placements for Year 13 students. Maintain student numbers at 4150
- **Extra Curricular Provision:** Further enhance ECA options by +10 whilst also secure Duke of Edinburgh Bronze award and develop to Silver. Use facilities to offer ECAs to Inclusion students and develop the DAASA links both internally and externally. Work alongside ESM to diversify internal offering using qualified and experienced coaches. .
- **Diversified Offering:** Extend and facilitate SUPER S.A.M day for inclusion students increasing to 15+ schools involvement. Introduce a Cluster gifted and talented termly events calendar that supports the more able learners. Host a STEM Conference focusing on STEM for All including robotics and AI.

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ONE  
**TEAM**

I am a team player. I work with the bigger picture in mind. I put the team's needs ahead of my own.

- **One Team:** Appoint representatives on to the Wellbeing Team for Administration and Medical, to join and continue to work alongside the Education wellbeing representatives. Ensure all staff are registered and are using BlueSky Education as the school appraisal & performance management system. Teacher of the Month to expand to include, Teacher and Admin Staff of the Month.
- **Staff Development:** Expand the provision of NPQ to accommodate SEN staffing, Introduce and enhance Middle Leadership succession planning modules that allow growth within the school not just only in education but Administration also.
- **Community Engagement:** Increase Local Advisory Board membership to include a community link and Emirati representative. Open the Family First Parent Café and host community social events. Grow Friends of Winchester to include sub committees such as Parent Readers, New Parent Buddies etc. Improve parental engagement at workshops and events. Maintain staff retention rates.

## Leading World Class



ALWAYS  
**LEARNING**

My open minded curiosity fuels my love for learning. I ask questions and listen so that I continuously learn and improve.

- **Onboarding Website:** Further develop the school-created Professional Learning & Development Website ([www.wsdpld.weebly.com](http://www.wsdpld.weebly.com)) by creating a bespoke series of resources for new joining staff to access to understand what it is like to work at WSD.
- **Instructional Coaching:** Further embed the use of instructional coaching for all new teachers and Middle Leaders, to ensure they are given personalised support to meet the expected standards at WSD.
- **External Training:** Embed the use of the National College online platform to allow teachers access to high-quality professional learning and development tailored to their own professional learning needs.
- **Leadership Development:** Further develop the relationship with Best Practice Network to deliver National Professional Qualifications for Leading Teaching, Leading Teaching Development, Leading Behaviour & Culture, Leading SEND, as well as for Senior Leadership and Headship.
- **Appraisal & Performance Management:** Ensure all staff are registered and are using BlueSky Education as the school appraisal & performance management system.

# 2025-2026 | Disrupt and Innovate

## Leading World Class

**CARE**

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- **Alternative Pathways:** Create the ASDAN Pathway to provide appropriate curriculum pathways for our most vulnerable learners in KS4 and KS5, building on the success of our BTEC provision and Year 12 Foundation pathways.
- **Wellbeing Curriculum:** Implement a tailored 'Wellbeing Curriculum' from FS1 to Year 13, which provides opportunities for holistic development of students throughout their time with WSD.
- **Learning Assistants:** Explore opportunities for formal training for our Learning Assistants, to ensure they provide high-quality care, guidance and support for our most vulnerable learners.
- **School Day:** Implement a new school day, in order to improve student & staff wellbeing, increasing opportunities for student's holistic development and extra-curricular opportunities, while reducing workload.
- **External Accreditation:** Secure the Leading Parent Partnership Award as evidence that WSD has ensured families are deeply involved in their child's education, ultimately leading to improved academic and wellbeing outcomes.

# 2025-2026 | Disrupt and Innovate

## Leading World Class

**EXCELLENCE**

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- **External Accreditation:** Secure the Optus Leading Parent Partnership Award, as well as the Optus Excellence in Pupil Development Award. In DSIB inspection, rating to maintain overall as Good whilst improving on 7-10 parameters moving towards the Very Good rating. Explore and introduce the Best Practice Teaching Assistant Benchmark.
- **Academic Excellence:** Increase the BTEC pathway offering for Year 10/11 and sustain numbers and pathways for Post 16. Football pathway embedded for Post 16 and offered for girls also, look to expand offering to include other sports. Secure gains in GCSE, BTEC, AS and A Level results. Disrupt TT and introduce new 2-week TT is Secondary to accommodate breadth and balance. Maintain student numbers.
- **Extra Curricular Provision:** Further enhance ECA options for Inclusion and G+T students. Enhance Duke of Edinburgh Silver award and develop to Gold. Investigate facility usage to offer adult evening classes to support the greater community. STEM Conference for 2<sup>nd</sup> year.
- **Diversified Offering:** Introduce ASDAN pathways for the students who require further support and life skill learning opportunities. Embed ECA provision for SOD. Extend and facilitate SUPER S.A.M day for inclusion students increasing to more than one occasion in the academic year. Further embed the Cluster gifted and talented termly events calendar that supports the more able learners

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- **One Team:** Appoint representatives on to the Wellbeing Team for Parents and Students, to join and continue to work alongside the established wellbeing representatives. Ensure all staff have had full PM discussions and recorded on new BlueSky Education as the school appraisal & performance management system. Teacher of the Month to expand to include, Learning Assistants and Support workers of the Month. Introduce an Alumni specific to WSD and appoint chairpersons from the community.
- **Staff Development:** Apply for and gain the Optus Leading Parent Partnership Award, Introduce and enhance Middle Leadership succession planning modules that allow growth within the school not just only in education but Administration also. QA to include the introduction of Student Learning Ambassador feedback.
- **Community Engagement:** Increase Local Advisory Board membership to include a student representative. Improve on community social events to include weekend family activities to support new and existing families in expanding networks. Continue to grow Friends of Winchester and improve parental engagement at meetings, workshops and events by 10%. Improve on staff retention rates by 2%.

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- **Advanced Instructional Coaching:** Provide additional training for all Instructional Coaches to further improve the impact of this personalised approach to professional growth.
- **Innovation, STEM and AI:** Provide further professional learning & development opportunities for all staff in innovative technology, STEM and AI; WSD to act as a host for a STEM Conference.
- **Administrative & Support Staff:** Further develop our rigorous approach to professional learning & development for all of our administrative and support staff, utilising in-house and external training as required.
- **Appraisal & Performance Management:** Ensure the schools systems for quality assurance are aligned with the GEMS-wide expectations in BlueSky Education.
- **Cluster-Support:** Further embed our work with the whole-cluster, by leading on the development of a cluster-wide Learning & Teaching Conference, a Leadership Conference and a Gifted and/or Talented Conference.

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- **Leadership Expansion:** Ensure high-quality Senior and Middle Leaders are in place to sustain excellence and drive further improvements in wellbeing across the school as the new building opens and the school population increases.
- **External Accreditation:** Secure the SEND Inclusion Award as evidence that WSD has created an inclusive environment where all students participate fully in school life.
- **Staff Wellbeing:** Ensure WSD is seen as an excellent place to work by ensuring high-quality opportunities for professional learning & development, career advancement and a strong commitment to work-life balance.
- **Alumni Engagement:** Expand the opportunities for WSD alumni to support current students at the school through activities such as mentoring, careers and university talks.
- **Family Engagement:** Develop further opportunities for families to be involved in school life, through engagement in project mentors, careers speakers and school improvement planning.

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- **External Accreditation:** In DSIB inspection, rating to maintain overall as Good whilst improving on 7-10 parameters moving towards the Very Good rating for expected AY2027-2028. Embed Best Practice Teaching Assistant Benchmark. Apply for and gain the SEND Inclusion Award for schools.
- **Academic Excellence:** Embed the BTEC pathway offering for Year 10/11 and review pathways for Post 16 that support AI and innovation. Sports pathways embedded for Post 16 and offered for all students. Secure gains in GCSE 9-7 (40%+) 9-5 (70%+), BTEC, AS and A Level A\*-B (40%+) results. Review TT after the introduction of 2-week TT in Secondary to accommodate breadth and balance. Support Middle School transition by adapting Y5-6 Home room offering. Student numbers to grow in line with school expansion/building project.
- **Extra Curricular Provision:** Further enhance ECA language options for all students. Embed Duke of Edinburgh Bronze, Silver and Gold awards. Continue to grow MUN, WeEvolve and FinHub whilst introducing Young Leader Qualifications. Continue to expand on offering adult evening classes to support the greater community. Creative Events across the network as a series and league style competition.
- **Diversified Offering:** Strengthen ASDAN pathways for the students who require further support and life skill learning opportunities. Embed ECA provision for SOD. Offer WSD as a centre for IELTS and training for vocational adult classes. Further embed the Cluster gifted and talented termly events calendar that supports the more able learners

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- **One Team:** Look at the expansion opportunities to enhance facilities for students and staff that continues to support world class education and pastoral offering. In line with any opportunities, increase staffing and leadership succession to support any increase in capacity. Review leadership structure of the school to ensure WSD is ready for next stage of improvement journey. Embed the WSD Alumni and host events and celebrations that support the community and current learners.
- **Staff Development:** Review the NPQ and Aspiring Leaders offerings to reflect developments in education as well as adjusting to the needs of a growing community. Expand and review recruitment campaigns.
- **Community Engagement:** Review Local Advisory Board memberships to ensure new ideas and accountability is fresh. Improve on community social events to include an annual celebration and continue to support new and existing families both in and out of the school building. Continue to grow Friends of Winchester and improve parental engagement at meetings, workshops and events to +80%. Improve on staff retention rates by a further 2%.

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- **External Accreditation:** Achieve the Excellence Standards (Training, Inclusion, Wellbeing and Leadership) with the National College as evidence of the whole school community commitment to professional learning & development.
- **Teaching Training Hub:** Ensure WSD is recognised as a high-performing Teacher Training institute, offering routes into teaching (e.g. iPGCE), as well as for Leadership Development (e.g. NPQs) through our partnerships with Best Practice Network and TES.
- **Professional Showcase:** Launch a professional learning showcase (e.g. Teach Meet) for staff to share their knowledge with each other and the wider community.
- **Leadership Development:** Ensure that members of the Senior and Middle Leadership Teams regularly present at external conferences or publish in journals to showcase best practice at WSD.
- **Action Research:** Embed a culture of action research across the school community, to encourage Teachers and Leaders to actively encourage staff to find answers to pedagogical issues.