

Planning for a happy and successful future

Leicester Grammar School Trust
Development Plan 2024-2027



Our role within the LGS family of schools is clear: in partnership with parents, to provide our young people with an outstanding education, preparing them for a lifetime of adventure, fulfilment and generosity. It is in this spirit that we present the new Trust Development Plan.



The Trust Development Plan and its strategic objectives are underpinned by individual School Action Plans (via coded links) and by financial and operational planning across the Trust. Departmental Development Plans are also linked to whole school objectives and desired outcomes through a coding system. The Plan builds on the many strengths of our schools and the Trust, aiming to improve the education of the young people whom we serve and to ensure sufficient surplus to meet our financial obligations and to sustain a high-quality and affordable education in challenging times.

The Trust's 2030 vision has recently been revisited and remains as follows:

Each of our schools will have:

- Excellent academic outcomes and co-curricular opportunities.
- Innovative teaching and learning supported by a digital strategy.
- A forward-looking and stimulating curriculum.
- An environmental focus with outstanding facilities.
- An international/ global outlook.

Each of our schools will be:

- Financially secure and adequately flexible to invest in developing our pupils and staff.
- A community with clear ethos and values.
- A community where well-being is promoted.
- A community which prioritises public benefit and outreach.

We are justifiably proud of our schools, with their highly dedicated Trustees, teaching and support staff. The development planning process affords us the opportunity, in a continuous cycle, to set a clear direction and to review and improve, so that we can best achieve our aims and provide the best possible education for our pupils, according to our mission statement:

The Leicester Grammar School Trust seeks to be an inspiring centre for co-educational excellence in academic and personal development, within a Christian ethos.

Each school's aims and values are on school websites and are communicated separately to parents.



Vision and Strategic Objectives 2024-27

Vision: The school communities within the Trust will thrive through:

Inspiring learning

(Teaching, learning and attainment)

✔ Benefit from developments in technology and pedagogy which support or enhance teaching and learning. (IL1)

- We will identify opportunities for the effective use of AI in our setting, and implement improvements for both teaching and learning and for administration.
- We will remain abreast of pedagogical initiatives and look to benefit from these where appropriate.
- Our schools will benefit from a consistent and collaborative approach to the quality-assurance and development of teaching and learning.
- We will continue to enhance the support for pupils with SEND.

✔ Grow expert, inquisitive and collaborative staff, whose teaching results in high levels of engagement and attainment. (IL2)

- We will enhance our induction programme for new staff.
- We will introduce clearer development pathways for teachers at each stage of their career.
- We will fully embed our coaching approach to staff development, enabling high levels of pupil engagement and attainment.
- We will maintain teachers' professional curiosity, so that they nurture independent and creative thinkers who perform to the best of their ability.





Stimulating curriculum (Curriculum and co-curriculum)

✓ Explore opportunities to enhance the curriculum, so that it best prepares adaptable and ambitious learners. (SC1)

- We will review our approach to the Modern Languages curriculum, especially at Key Stages 2 and 3.
- We will ensure more opportunities for Critical Thinking.
- We will enhance our skills-based approach, to ensure the increased development of transferable skills.
- We will blend tried and tested courses with an exploration of alternative, future-ready qualifications.
- We will continue to enhance the flexibility of our curriculum offer.
- We will increasingly integrate Key Stage 1 and 2 curricula across our schools, while also explaining the benefits of more differentiated curricula at Key Stage 4.
- We will continue to develop a more inclusive curriculum.



✓ Ensure a broad and attractive co-curricular programme, which supports pupils' holistic development. (SC2)

- We will ensure a co-curricular programme which has broad coverage across the age-range.
- We will better emphasise the benefits of co-curricular participation as a key aspect of an independent education.
- We will maintain high levels of pupil and staff engagement in the co-curricular programme.
- We will ensure high quality of provision and outcomes in sport, music and drama.
- We will provide a broad programme of educational trips, mindful of their affordability for parents.



Care and community

(Pupils' well-being, support and guidance; staff professional development and well-being)

✓ Further develop strategies to equip and support all members of our community. (CC1)

- We will maintain high levels of provision and training for pupils' well-being and safety.
- We will continue to develop pupil voice through advocacy groups and opportunities, including School Councils.
- We will enhance strategies to develop pupils' resilience.
- We will continually review our PSHE, RSHE and Life Education programmes to best equip pupils for their current and future lives.
- We will enhance our programme of talks/information to support parents with well-being and safeguarding issues.

✓ Ensure the recruitment and professional development of highly valued, supported and caring staff. (CC2)

- We will ensure the attractiveness and appeal of working in our schools.
- We will increasingly align teaching and support staff training with school and Trust development priorities.
- We will implement further strategies to enhance the support of staff, so that they feel that their roles are happy, meaningful and valued.
- We will continue to develop a relational approach to behaviour management.





Appeal and outreach

(Marketing, admissions, outreach, fundraising and communications)

- ✔ *Ensure effective marketing of our family of schools, building further loyalty to our brand. (AO1)*
 - We will ensure greater clarity around the individual and collective strengths of our schools.
 - We will implement strategies to increase our marketing activity and effectiveness.
 - We will aim to maintain and (where appropriate) increase pupil numbers across our schools.
 - We will take pride in effective and high-quality communication with both current and prospective parents.
 - We will refresh our approach to alumni relations.

- ✔ *Be an ethically and environmentally responsible member of our local, national and global communities. (AO2)*
 - We will further develop outreach opportunities across all three schools.
 - We will maintain high levels of engagement in charity fundraising and community service.
 - We will enhance pupils' global perspective.
 - We will make incremental investments in environmental improvements.



Environment and provision

(Resources and facilities)

✔ Ensure adequate funding to refurbish and develop facilities according to educational need and aspiration (EP1)

- We will ensure cost-efficiencies so as to maintain a high-quality, value-for-money independent education offering.
- We will continually evaluate the requirement for capital expenditure in the context of a volatile economic environment.
- We will maximise the use and flexibility of our current spaces.

✔ Maintain sufficient financial resource to invest appropriately in people, equipment and opportunities. (EP2)

- We will maintain a rolling programme of maintenance, to ensure the attractiveness and best care of our school campuses.
- We will effectively manage the transition to a VAT environment.
- We will maintain investment in high-quality equipment and opportunities, to enhance our pupils' education.
- We will ensure the availability of up-to-date IT hardware and software for the purposes of teaching and learning.



Your family, our family. Where children **ACHIEVE** remarkable things, **BELONGING** to a happy community and **CELEBRATED** for their unique talents.



www.leicestergrammar.org.uk

