



Sheet Primary School

5 Year Strategic Plan

2024 - 2029

Introduction

The Governing Body of Sheet Primary School has produced a five-year strategic plan that sets out our strategic priorities and describes the important milestones we need to achieve along the way. This includes our ethos, values, vision, strategic priorities, safeguarding, financial management and quality of education that underpins everything we do. Progress will be monitored regularly to ensure continuous improvement is made.

Our Ethos, Values and Vision

School Ethos

At Sheet Primary School, our ethos is centred around children's (and adults) happiness and well-being. We intend to provide an environment within which all the children and adults in our school will be safe and comfortable, feel secure, happy and motivated and fulfil their potential. Children will receive the best education possible, appropriate to their individual needs.

School Values

Positivity - Effort - Courage - Kindness - Respect

School Vision

Our vision is a caring community where all children feel safe, respected and encouraged to develop their fullest potential

Underpinned by safeguarding, financial management and quality of education

Safeguarding

Safeguarding determines the actions that we take to keep children safe and protect them from harm in all aspects of their school life. As a school we are committed to safeguarding and promoting the welfare of all our pupils. The actions that we take to prevent harm; to promote wellbeing; to create safe environments; to educate on rights, respect and responsibilities; to respond to specific issues and vulnerabilities all form part of the safeguarding responsibilities of the school.

Safeguarding and promoting the welfare of children is everyone's responsibility and, in our school, it is essential for keeping children safe.

At Sheet Primary School it means having:

- whole-school policies and procedures
- staff and volunteers confident in identifying and raising concerns
- leadership confident in responding to and referring concerns and working with other agencies to protect children and
- the promotion of welfare and wellbeing of our children, staff and school community

Financial Management

Good financial management is critical for the efficient and effective administration of the school and its resources and the Governing Body regards this as being of the utmost importance. All financial dealings are to be conducted;

- in a framework of openness thereby allowing proper scrutiny and evaluation and
- with absolute integrity and regard for the good reputation of the school

Strategic Priorities

Our strategic plan is underpinned by four strategic priorities being;

1. Buildings and grounds
2. Effective Governor and leadership
3. Financial Stability whilst ensuring quality education for all -
4. Mental health and well-being for all

Sheet Primary School: 5 Year Strategic Plan

Buildings and Grounds:

This priority aligns with the school improvement plan by enhancing the learning environment, which is crucial for pupil engagement and well-being. The recent OFSTED comments highlighted the importance of a safe and stimulating school environment, which directly correlates with the proposed actions for improving the school's physical infrastructure. By addressing the condition of the buildings and grounds, we aim to provide a more conducive learning space that supports the school's vision of a caring community where all pupils feel safe and respected.

Year	2024/25	2025/26	2026/27	2027/28	2028/29
Actions	<ul style="list-style-type: none"> - Complete whole school community wish list vote and present to FOSS - Complete re-surfacing of hall parquet flooring - Complete hallway change to lino flooring - Ensure smooth transition to a new catering company following removal of this service by HCC and monitor the quality of food provision 	<ul style="list-style-type: none"> - Fundraise for new climbing frame - Purchase wish list FOSS item (- re-surface and mark playground, wooden outdoor classroom structure) - Remove pond and redistribute the area ensuring any wildlife is distributed carefully 	<ul style="list-style-type: none"> Replace climbing frame Redecorate classrooms/school 	<ul style="list-style-type: none"> - Implement additional improvements based on requirement needed going forward 	<ul style="list-style-type: none"> - Finalise any outstanding projects - Review and plan for future maintenance and improvements
Success Criteria	<ul style="list-style-type: none"> - Catering services transition smoothly with positive feedback from pupils and parents 	<ul style="list-style-type: none"> - Outdoor classroom if funding allows - Playground is safe and well-marked for various activities structure or re- 	<ul style="list-style-type: none"> - Fundraising goal for climbing frame is met - New climbing frame is installed 	<ul style="list-style-type: none"> - Additional improvements show increased pupil engagement 	<ul style="list-style-type: none"> - All projects are completed - Future maintenance plan is established and communicated to staff and governors

Sheet Primary School: 5 Year Strategic Plan

Year	2024/25	2025/26	2026/27	2027/28	2028/29
	<ul style="list-style-type: none"> -Hallways new and cleaned for effective use - Hall flooring project is completed 	<ul style="list-style-type: none"> tarmac is completed and in use - Pond area is effectively managed and utilised 	<ul style="list-style-type: none"> and used regularly environment - Classrooms are redecorated and reflect a positive learning 		

2024/25 Impact

The completion of the hall flooring will enhance safety and aesthetics, creating a more inviting space for school assemblies and events. The transition to a new catering company will maintain meal quality and satisfaction among pupils, fostering a positive school culture.

2025/26 Impact

The new outdoor wooden classroom structure and or re-tarmacking will facilitate outdoor learning experiences, aligning with the school’s vision of encouraging pupils to develop their fullest potential. The removal of the pond will ensure safety and allow for better use of outdoor space.

2026/27 Impact

The installation of a new climbing frame will provide pupils with inclusive enhanced physical activity opportunities, promoting health and well-being. The redecoration of classrooms will create an engaging learning environment. This year will focus on consolidating improvements and ensuring that all changes positively impact pupil engagement and learning outcomes.

2027/28 Impact

With the playground resurfaced and marked for various activities, pupils will have a safer and more structured outdoor play environment. The implementation of additional improvements based on needs at the time will reflect the school's commitment to continuous improvement and enhancement of the learning environment.

2028/29 Impact

Sheet Primary School: 5 Year Strategic Plan

Finalising outstanding projects will provide a sense of closure and accomplishment for the school community. A well-structured maintenance and improvement plan will ensure that the school's physical environment remains fit for purpose and safe, conducive to learning, supporting the long-term vision of Sheet Primary School as a caring and respectful community.

Sheet Primary School: 5 Year Strategic Plan

Effective Governance

This priority aligns with the school improvement plan by ensuring that the governing body has the necessary skills, knowledge, and experience to support the strategic direction of Sheet Primary School. The Ofsted inspection comments highlighted the importance of effective leadership and management, which includes the role of governors in driving improvement. By mentoring new governors and enhancing their ability to triangulate information, the school can ensure that governance is robust and that it supports the continuous development of the school, particularly in areas such as curriculum refinement and provision for pupils with PP and SEND.

Year	2024/25	2025/26	2026/27	2027/28	2028/29
Actions	<ul style="list-style-type: none"> - Identify skills gaps in current governors - Develop a training programme for existing governors - Mentor new governors through a buddy system - Carry out a review of the Governing Body 	<ul style="list-style-type: none"> - Conduct workshops on effective governance and triangulation of data - Evaluate the impact of training on governance effectiveness. 	<ul style="list-style-type: none"> - Review and update the training programme based on feedback - Continue mentoring for new governors - Establish a governance handbook for reference 	<ul style="list-style-type: none"> - Conduct regular self-assessments of governance effectiveness - Implement peer reviews among governors - Strengthen links between governors and school improvement priorities 	<ul style="list-style-type: none"> - Celebrate successes in governance and share best practises - Evaluate the overall impact of the governance strategy on school improvement - Plan for succession and ongoing training for future governors
Success Criteria	<ul style="list-style-type: none"> - Skills gaps identified and training programme initiated. - New governors feel supported and confident in their roles. - Increased engagement in governance activities. 	<ul style="list-style-type: none"> - Positive feedback from governors on workshops. - Evidence of improved decision-making processes. - Clear understanding of data triangulation among governors. 	<ul style="list-style-type: none"> - Updated training programme is in place and utilised. - New governors report feeling well-prepared. - Governance handbook is actively used. 	<ul style="list-style-type: none"> - Self-assessments show improved governance practises. - Peer reviews indicate collaborative working among governors. - Stronger alignment between governance and school improvement priorities . 	<ul style="list-style-type: none"> - Recognition of improved governance by external bodies. - Documented best practises shared with the community. - A sustainable plan for future governor training established.

Sheet Primary School: 5 Year Strategic Plan

Year	2024/25	2025/26	2026/27	2027/28	2028/29
	-Ensuring all actions from the Governing Body review are completed				

2024/25 Impact

In the first year, the focus will be on identifying the skills and knowledge gaps within the governing body and establishing a comprehensive training programme. This foundational work will ensure that new governors are effectively mentored and integrated into the governance structure and all actions from the Governing Body review are completed leading to increased confidence and engagement in their roles.

2025/26 Impact

During the second year, the emphasis will shift towards enhancing the effectiveness of governance through workshops and evaluations. Positive feedback and evidence of improved decision-making will indicate that governors are better equipped to support the school's strategic direction, particularly in relation to curriculum improvement and supporting pupils with additional needs.

2026/27 Impact

The third year will see the refinement of the training programme based on feedback, ensuring that it remains relevant and effective. The establishment of a governance handbook will provide a valuable resource for current and future governors, facilitating a more consistent approach to governance at the school.

2027/28 Impact

In the fourth year, regular self-assessments and peer reviews will foster a culture of continuous improvement among governors. This will strengthen the alignment between governance and school improvement priorities, ensuring that governors play an active role in driving the school's strategic vision forward.

2028/29 Impact

Sheet Primary School: 5 Year Strategic Plan

By the final year of the strategic plan, the impact of the governance strategy will be evident through external recognition and documented best practises. The school will have a sustainable plan for ongoing governor training, ensuring that effective governance continues to support the school's mission and vision well into the future.

Sheet Primary School: 5 Year Strategic Plan

Financial Stability

This priority aligns with the school improvement priorities by ensuring that the necessary resources are available to support high-quality teaching and learning, particularly for pupils with additional needs such as those with SEND and those eligible for Pupil Premium. The OFSTED September 2024 handbook comments highlight the importance of effective leadership and management, which includes financial oversight to maintain a balanced budget. By focusing on financial stability, the school can ensure that it continues to provide a safe and supportive environment for all pupils while enhancing the quality of education.

Year	2024/25	2025/26	2026/27	2027/28	2028/29
Actions	<ul style="list-style-type: none"> - Implement SENCo role under Headteacher - Review and adjust PPA time with Headteacher - Analyse class staffing based on pupil premium numbers - Develop a leadership structure that supports financial oversight - Create a balanced budget plan - Ensure good relationship with FOSS for funding of school projects 	<ul style="list-style-type: none"> - Monitor and evaluate the staffing level commensurate to the current children's needs - Identify potential grants and funding opportunities - Engage with the community for lettings and partnerships - Provide training for staff on budget management - Continued FOSS engagement 	<ul style="list-style-type: none"> - Monitor and evaluate the staffing level commensurate to the current children's needs - Assess the effectiveness of funding strategies - Adjust staffing based on financial analysis - Continue to develop community partnerships - Review and refine leadership roles and responsibilities - Engage with small school chairs with a financial focus - Continued FOSS engagement 	<ul style="list-style-type: none"> - Monitor and evaluate the staffing level commensurate to the current children's needs - Conduct a comprehensive review of financial health - Explore innovative funding sources - Ensure sustainability of staffing and resources - Foster a culture of financial awareness among staff - Continued FOSS engagement 	<ul style="list-style-type: none"> - Monitor and evaluate the staffing level commensurate to the current children's needs - Evaluate long-term financial strategies - Secure ongoing funding and partnerships - Review and celebrate financial achievements - Plan for future growth and development - Continued FOSS engagement
Success Criteria	<ul style="list-style-type: none"> - SENCo role effectively supports pupils with SEND 	<ul style="list-style-type: none"> - Positive feedback on staffing changes 	<ul style="list-style-type: none"> - Evidence of improved financial strategies 	<ul style="list-style-type: none"> - Financial health is robust and sustainable 	<ul style="list-style-type: none"> - Long-term financial strategies are in

Sheet Primary School: 5 Year Strategic Plan

Year	2024/25	2025/26	2026/27	2027/28	2028/29
	<ul style="list-style-type: none"> - PPA time is managed efficiently - Staffing aligns with pupil premium numbers - Leadership structure enhances financial oversight - Balanced budget achieved -FOSS fundraising support and profile is good 	<ul style="list-style-type: none"> - Increased funding from grants and community - Successful lettings and partnerships create more funds - Staff demonstrate budget management skills -FOSS fundraising support and profile is good 	<ul style="list-style-type: none"> - Class support optimised for learning - Strong community partnerships established - Leadership roles are clearly defined -FOSS fundraising support and profile is good 	<ul style="list-style-type: none"> - Innovative funding sources are identified - Staffing and resources are consistently maintained - Financial awareness is evident among staff -FOSS fundraising support and profile is good 	<ul style="list-style-type: none"> place - Ongoing funding secured - Financial achievements recognised and celebrated - Future growth plans are developed -FOSS fundraising support and profile is good

2024/25 Impact

The implementation of the SENCo role under the Headteacher will streamline support for pupils with SEND, ensuring they receive the necessary resources and attention. Adjustments to PPA time will promote effective teaching while maintaining staff well-being. Analysing class staffing based on pupil premium numbers will ensure that the most vulnerable pupils receive targeted support, aligning with the school's vision of a caring community. FOSS funding is maximised and used carefully.

2025/26 Impact

Monitoring the impact of staffing changes will provide valuable insights into their effectiveness, leading to informed decisions for future adjustments. Identifying potential grants and funding opportunities will enhance financial resources, while community engagement will create additional support networks. Training staff on budget management will cultivate a sense of ownership and responsibility regarding financial matters. FOSS funding is maximised and used carefully.

2026/27 Impact

Sheet Primary School: 5 Year Strategic Plan

Assessing the effectiveness of funding strategies will allow the school to refine its approach, ensuring that resources are allocated efficiently. Adjusting class sizes based on financial analysis will help maintain a focus on quality teaching and learning. Continued development of community partnerships will foster a sense of collaboration and support within the local area. FOSS funding is maximised and used carefully.

2027/28 Impact

A comprehensive review of financial health will enable the school to identify strengths and areas for improvement, ensuring ongoing sustainability. Exploring innovative funding sources will diversify income streams, reducing reliance on traditional funding methods. Fostering a culture of financial awareness among staff will empower them to contribute to the school's financial stability actively. FOSS funding is maximised and used carefully.

2028/29 Impact

By evaluating long-term financial strategies, the school will ensure its ongoing viability and ability to adapt to changing circumstances. Securing ongoing funding and partnerships will provide a solid foundation for future growth, while recognising and celebrating financial achievements will motivate staff and the community. Developing plans for future growth will align with the school's vision and commitment to excellence in education. FOSS funding is maximised and used carefully.

Sheet Primary School: 5 Year Strategic Plan

Mental Health and Well-being

This priority aligns closely with the school's improvement plan, particularly the need to continue embedding a consistent approach to mental health and healthy digital habits for the whole community. The recent OFSTED inspection highlighted the importance of fostering a positive culture around mental health and well-being, which is reflected in the school's vision of creating a caring community where pupils feel safe and respected. The focus on courage and kindness as values will enhance this initiative, ensuring that pupils understand and appreciate the significance of mental health.

Year	2024/25	2025/26	2026/27	2027/28	2028/29
Actions	<ul style="list-style-type: none"> - Develop and implement My Happy Mind curriculum in all classes - Train staff on mental health awareness - School council encompass mental health among pupils 	<ul style="list-style-type: none"> - Organise Mental Health Day celebrations to include external presentation/workshop of interest - Introduce a Mental Health staff notice board with resources and treats - Signpost information for parents on mental health 	<ul style="list-style-type: none"> - Review and refine the My Happy Mind curriculum based on feedback - Create a mental health policy 	<ul style="list-style-type: none"> - Evaluate the impact of mental health initiatives on pupil well-being - Continue to promote the importance of kindness and courage in all school activities 	<ul style="list-style-type: none"> - Celebrate successes and share best practises with the community - Host a community mental health awareness event
Success Criteria	<ul style="list-style-type: none"> - All classes are actively using the My Happy Mind curriculum - Staff report increased confidence in discussing mental health - School council's adoption of mental health will empower pupils to take an active 	<ul style="list-style-type: none"> - Mental Health Day is successfully celebrated with pupil participation - Staff notice board is regularly updated and utilised - Positive feedback from parents on workshops 	<ul style="list-style-type: none"> - Curriculum is updated based on pupil and staff feedback - Increased pupil engagement in mental health discussions - Mental health policy is adopted and shared with the community 	<ul style="list-style-type: none"> - Positive trends in pupil well-being and engagement - Staff and pupils can articulate the importance of mental health - Kindness and courage are evident in school culture 	<ul style="list-style-type: none"> - Increased community involvement in mental health initiatives - Successful community event with high attendance and engagement

Sheet Primary School: 5 Year Strategic Plan

Year	2024/25	2025/26	2026/27	2027/28	2028/29
	role in promoting well-being within the school community				

2024/25 Impact

In the first year, the implementation of the My Happy Mind curriculum will lay a strong foundation for mental health awareness across all classes. Staff training will enhance their ability to support pupils, while the school council focus on mental health will empower pupils to take an active role in promoting well-being within the school community.

2025/26 Impact

The second year will see the successful celebration of Mental Health Day, fostering a school-wide understanding of mental health. The introduction of a mental health notice board will provide ongoing resources and support for staff and pupils. Parent signposting will enhance community information and understanding of mental health issues.

2026/27 Impact

In the third year, the review and refinement of the My Happy Mind curriculum will ensure it remains relevant and effective. Regular mental health check-ins will provide valuable insights into pupil well-being, while the adoption of a mental health policy will formalise the school's commitment to supporting mental health.

2027/28 Impact

By the fourth year, the impact of mental health initiatives will be evident through improved pupil well-being and engagement. The continued promotion of kindness and courage will create a positive school culture where pupils feel safe and respected. Staff and pupils will be well-versed in the importance of mental health.

2028/29 Impact

Sheet Primary School: 5 Year Strategic Plan

In the final year of this strategic plan. The successful community mental health awareness event will demonstrate the school's commitment to fostering a supportive environment, ultimately benefiting the wider community.

Agreed by governors at FGB March 2025.