

'WHERE EVERY PUPIL CREATES THEIR OWN STORY'

Vision 2025



Framlingham
COLLEGE

BOARDING & DAY SCHOOL FOR AGES 3-18 YEARS



A MESSAGE FROM OUR PRINCIPAL

I am delighted to share with you our Vision 2025, the next chapter in the unfolding story of Framlingham College. Here we set out the core objectives and strategic priorities that will guide the College through the next five years.

At the heart of our plan is embedding a culture that shines a light on the joy to be found in learning, whatever and wherever that learning might be. Our aim is to build a mindset in each and every pupil that allows them the confidence and self-belief to work their way through problems, and to be wiser and more reflective. As educators, it is our job to inspire, guide and equip them with the skills and habits they will need to embrace their adult world.

Much of our focus is in investing in people, the very best kind of investment. It is only through time, determination and expertise that we will succeed in fully embedding the mindset and culture that we aspire towards.

This document is not an exhaustive list of all that we wish to achieve, but by signposting our values and priorities I hope that we give you a taste of our ambition. Intrinsic to progress will be many other small, incremental improvements and developments that when taken

together will also make a significant contribution. This plan is a dynamic document - as is the Development Plan that lies behind it - and it will therefore evolve over the coming months and years. We will keep all stakeholders up to date with any significant changes and amendments. In an annual review I will also present the progress made towards the completion of our objectives and priorities.

We are privileged to educate your children and to be in a position to influence the next generation of leaders. We take this responsibility seriously and at the same time we are exhilarated by the opportunity to work with the young people in our care.



Louise North
Principal, Framlingham College

OUR PURPOSE

Founded in 1864 in memory of Prince Albert, Framlingham College today educates boys and girls from the age of 3 to 18.

In doing so we are guided by a simple philosophy:

‘To develop in each child the knowledge and skills they need to thrive as global citizens in their adult world.’

OUR CORE OBJECTIVES, 2020 - 2025

- To develop a vibrant learning culture through a seamless, rich and diverse curriculum, in an inspirational and thought-provoking environment.
- To support and nurture the wellbeing of every member of the Framlingham College community. To ensure the personal growth of each child, developing their self-belief and resilience.
- To provide a full, varied and inclusive co-curricular programme which builds confidence, motivates and challenges, encouraging learning and personal development beyond the classroom.
- To widen access to a Framlingham College education, to work in partnership with other schools, and to imbue within each pupil a sense of their place in the world.
- To market the College with self-assurance and ambition as the first-choice boarding and day school in East Anglia.
- To maintain a sustainable business model to deliver our vision.

To support these core objectives, we have identified a range of priorities across six distinct areas of Framlingham College life: Curriculum and Teaching & Learning; Pastoral Care; Co-Curricular; Social Responsibility & Public Benefit; Marketing & Admissions; Financial Management.

CURRICULUM AND TEACHING & LEARNING

To develop a vibrant learning culture through a seamless, rich and diverse curriculum, in an inspirational and thought-provoking environment.

Key skills will be embedded at every stage of our curriculum.

- Our curriculum will be built around a spine of skills: collaboration, creativity, emotional intelligence, leadership, complex problem-solving, negotiation, critical thinking, judgement and decision-making, cognitive flexibility, resourcefulness and communication. These words will become central to Framlingham College's day-to-day thinking and vocabulary.

Every pupil, regardless of ability, will be supported, stretched and challenged in their learning.

- Our invigorating curriculum will introduce a more cohesive, inter-disciplinary style of teaching and learning. Each key stage will dovetail with the next.
- We will introduce a new Year 7 - 9 curriculum. Each child will complete a digital portfolio to show their progress and achievements, culminating in the Framlingham College Diploma at the end of Years 7, 8 and 9.
- We will develop our pupils' spirit of inquiry and their independent research skills.
- We will utilise technology and our Microsoft Showcase School status to enhance the learning of each pupil.

Every pupil will achieve their full academic potential.

- Intellectual curiosity, individual achievement, effort and ambition will be encouraged and overtly celebrated.
- Children learn in different ways. We will ensure academic support is in place both for pupils with SEN and all pupils who would benefit from it.
- We will ensure that tutors have the time and training to fulfil their crucial role, so that each pupil receives the same level of guidance, support and care.
- Heads of Section will closely monitor and track each pupil's academic progress using performance data.

Every pupil will be ready for his/her future career.

- Our Careers Education Pathway will focus not only on providing an outstanding careers programme, but also on the creation of a network of experts from a range of sectors - such as Industry, Science, Media, Technology, Creative Arts and Public Services - to help inspire creativity, innovation and ambition in our pupils. These experts will be drawn from our parent body, Business Club and Old Framlinghamians.

Our teachers will be inspirational in their classroom practice.

- The Head of Teaching & Learning and Lead Practitioners will work closely with our academic staff to share good practice and give support where necessary.
- The formal review process for our teachers will be rigorous and thorough.
- We will recruit teachers who love their subject, who connect with our pupils and who inspire them to achieve their best.



PASTORAL CARE

To support and nurture the wellbeing of every member of the Framlingham College community. To ensure the personal growth of each child, developing their self-belief and their resilience.

We will live by the Framlingham College Essential Values of perseverance, integrity, respect, kindness, courage and aspiration.

We will develop a strong network of support around each pupil.

- We will ensure that the care and safeguarding of each child is central to all that we do.
- We will review our House and boarding structure to ensure a positive experience for each pupil.
- We will maintain excellent links with parents, through tutors and HMs.
- We will enhance our peer mentoring programme.

We will nurture each child into a confident young adult.

- We will develop FLOW at Framlingham, a 3 - 18 pastoral programme which brings cohesion to the delivery of our PHSE, our tutorial programme, our talks and our assemblies. We will focus on the wellbeing, emotional creativity and mental health of every pupil.

Drawing upon our Church of England foundation and a Christian ethos, we will develop each pupil's spiritual understanding.

- Every pupil will experience hearty discussion and debate on spiritual matters, visiting speakers, talks, chapel services and presentations on different faiths and belief systems.

We are committed to looking after our staff and to ensuring their good mental health and wellbeing.



CO-CURRICULAR

To provide a rich, varied and inclusive co-curricular programme which builds confidence, motivates and challenges, encouraging learning and personal development beyond the classroom.

We will ensure a balanced co-curricular and academic timetable for each child. We will encourage full participation, enabling talent to develop and ambitions to be fulfilled in all areas, be they academic, sporting or creative.

- Our tutorial programme will allow oversight of each child's commitments to ensure the appropriate balance of stretch, challenge and inspiration.
- We will develop strong specialist pathways in all areas of the curriculum, whether academic, sporting or creative.
- We will employ subject and activity specialists wherever possible.

We will build on our reputation as a leading holistic school.

- Our broad co-curricular programme will allow every child to discover new interests.
- We will invest in our staff and facilities to provide expertise, opportunity and inspiration for every child.

We will maintain our high standards of expectation, balance and achievement in all areas.

- We will embed an aspirational culture of creativity and innovation within the College as we work towards becoming a Platinum Artsmark & Arts Award school.
- We will restructure our Creative and Performing Arts departments, beginning with Music. The Music department will be led by a Director of Music working across both sites to ensure the development of skills and a cohesive musical pathway from 3 - 18. We will then mirror this in Drama, Art, and Design & Technology.
- We will ensure that the best coaching reaches every pupil in all major sports.
- We will continue to develop opportunities for volunteering and outreach, through activities such as DofE, CCF and Phab club.

We will ensure that departments plan trips collaboratively to bring cross-curricular benefit and value for money to each trip.



SOCIAL RESPONSIBILITY & PUBLIC BENEFIT

To widen access to a Framlingham College education, to work in partnership with other schools, and to imbue within each pupil a sense of their place in the world.

We will widen access to a Framlingham College education.

- We will maintain our commitment to provide transformational bursaries.
- Above and beyond our current bursary provision, the Development Office will launch the Framlingham College Bursary Campaign with the commitment to provide at least one additional 100% Sixth Form bursary every two years.
- We will ensure our Scholarship process successfully attracts pupils with potential and aspiration to the College.

We will develop meaningful and mutually beneficial partnerships with a range of external organisations.

- We will work in partnership with local state primary and secondary schools.
- We will strengthen our relationship with the Ormiston Academies Trust.
- We will audit the College's Public Benefit and identify ways to develop it further.

We will embrace a more pro-active approach to environmental responsibility.

- We will aim to reduce the carbon footprint and environmental impact of the College.
- We will develop each pupil's awareness of the environmental threats to their world.

We will expand each pupil's horizons by promoting global perspectives within our own community.

- We will invite a diverse range of speakers to share different perspectives and life experiences with the pupils.
- We will promote activities with a global focus, such as MUN.
- We will provide opportunities to experience life in another country first-hand, through our trips, exchange programmes and 'Journeys of Self Discovery'.
- Our curriculum will encourage an awareness of the changing global, social and political landscape.

Every pupil will leave with an appreciation of the education they have experienced, an awareness of the issues facing society and a determination to give back to their community.

- We will ensure that every pupil's spiritual, moral, social and cultural awareness is developed through visiting speakers, tutorials, PSHE, the chaplaincy, fund raising and volunteering work.



MARKETING, ADMISSIONS AND COMMUNICATIONS

To market the College with self-assurance and ambition as the first choice boarding and day school in East Anglia.

Marketing

- We will appoint a Director of Marketing and Communications.
- We will identify our target markets in the UK and overseas, focusing on achieving the right balance between boarding and day, UK and overseas pupils.
- We will improve the way in which we market our Bursary and Scholarship pathways to ensure that we reach those deserving of these opportunities.

Admissions

- We will consider the Admissions journey from first enquiry to registration, to ensure the experience is as informative and positive as possible.
- We will scrutinise our induction processes to ensure each family joining the College feels valued and cared for.
- We will review how we look after our parents from registration to their child's final speech day.

Communications

- We will improve the quality, timing and consistency of our communication with parents.
- We will use the Parent-Teacher Forum to encourage discussion and the sharing of ideas.
- We will complete an annual review of progress against our Vision 2025 plan which we will share with all stakeholders.
- We will use technology to enhance our methods of communication.

FINANCIAL MANAGEMENT

To maintain a sustainable business model to deliver our vision.

We will deliver a rolling 3-5 year business plan.

- Our business plan will focus closely on staff costs, curriculum development, infrastructure and facilities for an initial 3-year period, strategically looking five years ahead.
- Our financial management will seek to be robust, closely scrutinised by the Executive, Governors and appointed auditors.
- Financial reporting measures will ensure we consistently provide the optimum return on our stakeholders' investment in us.
- We will maximise all external income streams without impacting on the quality and provision of our pupils' education.
- Our fee structure will ensure that parents continue to receive the best return on their investment.
- A culture of giving and philanthropy will be encouraged to help provide opportunities in accordance with our charitable status.
- Fee debts will be managed robustly to ensure that we can continue to provide fair opportunities for all.

We will maintain and enhance the College's assets and estate.

- Planned maintenance will be funded to ensure our responsible stewardship of the listed buildings.
- Facilities will be maintained and improved through sound investment and careful planning.
- Opportunities will be sought to develop the estate for the short and long term.
- Our estate grounds will be maintained to preserve their unique character.



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