



ST HUGH'S

OXFORDSHIRE

*Inspectors declare
St Hugh's to be an
'Outstanding' school.
(2010)*

SCHOOL DEVELOPMENT PLAN 2011/12

2010 Inspection 'HEADLINES'

“The pupils are well educated and the school fulfils its aims to foster confidence and a love of learning.”

“Pastoral care is outstanding, and fulfils the aim of the school to promote courtesy and consideration for others in a family atmosphere.”

“The leadership and management of the school are excellent.”

“The school has excellent relationships with parents.”

“The curriculum and the resources supporting it are outstanding.”

“The pupils' achievements are strongly supported by well-informed and interesting teaching, a good proportion of which is excellent.”

“Pupils have excellent, well developed personal qualities.”

“The boarding provision is excellent.”

“The school is well governed and strongly supported by its governing body.”

“The overall quality of the Early Years provision is exemplary.”



During the last year, the following development plan objectives have been achieved. We have...

TEACHING AND LEARNING

- Continued to enjoy 100% success in Common Entrance
- Maintained our strong scholarship record with 38 scholarships won over the last 3 years
- Improved the assessment systems for monitoring pupil standards
- Introduced 'Cogs' - a thinking skills programme for Years 5-7
- Developed and strengthened the musical life of the school
- Improved the resources and facilities of the Maths department
- Prepared pupils more effectively for pre-assessment tests
- Introduced Lamda speech and drama courses for Years 5-8
- Opened a superb new Nursery

FACILITIES AND DEVELOPMENT

- Built a new outdoor education area
- Built an outdoor classroom
- Built a new maintenance and grounds workshop
- Refurbished Carswell Lodge
- Restored the dry stone walls and arches in the grounds
- Begun planning for a new Science, DT and Art building
- Provided interactive boards and projectors to all classrooms requiring them
- Built a new Nursery

STAFF DEVELOPMENT

- Conducted departmental reviews of every subject area
- Created opportunities for teachers to observe best practice in each other's classrooms
- Enhanced the staff professional development programme
- Established an appraisal scheme for non-teaching staff
- Established a comprehensive induction programme for new staff
- Introduced enhanced smartboard training for subject teachers

PASTORAL AND BOARDING

- Received an 'Outstanding' judgement from the inspectors
- Appointed new house parents
- Been declared fully compliant by the ISI inspection team
- Improved the security of the boarding accommodation
- Created a new boarders' common room
- Developed a special extra-curricular programme for boarders

MARKETING AND COMMUNICATION

- Kept the school roll full with waiting lists in most year groups
- Generated sufficient annual surpluses to support ongoing development
- Published a new Nursery prospectus and a Boarding DVD
- Improved school signage
- Smartened the public parts of the school buildings and grounds
- Upgraded the school website
- Kept fee rises to a very low level (below 2%)
- Been included in the latest edition of 'The Good Schools Guide'
- Been included in the latest edition of Tatler's 'Best 200 Schools' guide



In the next phase of our development, we will...

Strategic Aim 1:

Build on the success of the inspection and develop even further the high standards of achievement...

- Develop further 'Assessment for Learning' throughout the school and develop the systems for monitoring pupil performance
- Respond to the ISI recommendation about extending best practice in marking across all subject areas 'to include comments on how work could be improved'
- Respond to ISI recommendation to develop further the pupils' use of ICT and independent research skills
- Develop further the systems for monitoring standards and evaluating whole school performance
- Maintain the strong scholarship record
- Review the provision of sport in terms of the excellence achieved and the aim to provide 'sport for all'
- Review the purpose and efficacy of homework and holiday work

Strategic Aim 2:

Maintain the high standards of staff professional development...

- Build on the strengths of the professional development scheme
- Develop a culture of peer observation
- Develop the new programme of appraisal for non-teaching staff
- Develop enhanced ICT training for staff
- Introduce a new Staff Handbook and Staff Employment Handbook
- Review the management structure of the school

Strategic Aim 3:

Improve further the quality and popularity of the boarding experience...

- Introduce a Boarding Development Plan
- Increase the number of weekly boarders
- Make flexi-boarding more affordable for parents
- Maintain high standards of supervision at night and in prep
- Respond to the recommendations of the OFSTED report on Boarding and receive an even better boarding inspection report in 2011



Strategic Aim 4:

Continue improving the school's facilities and plan for future development...

- Refurbish the swimming pool and surrounds
- Reclaim the walled garden and make space available for sport and play
- Improve car parking facilities for parents and staff
- Provide the all weather pitch with floodlights
- Plan the extension of the Tom Young building to incorporate new Science, Art and Technology areas



Strategic Aim 5:

Maintain a high standard of marketing and communication and ensure the school retains its position as the leading prep school in the region...

- Improve and update written inclusions in 'Good Schools Guide' and 'Tatler's School Guide'
- Smarten public parts of the school buildings and grounds
- Investigate alternative ways of income generation to supplement fee income
- Further develop the website
- Improve the effectiveness of staff use of email
- Restrict annual fee rises to a fair level
- Generate sufficient annual surpluses to support ongoing development

Strategic Aim 6:

Ensure we meet our charitable objectives and maintain high standards of regulatory compliance...

- Audit charitable activity
- Enhance links with local primary schools through offering facilities
- Arrange for pupils of local primary schools to use our facilities
- Enable pupils in maintained schools to benefit from subject specialist teaching
- Continue our fundraising activity for national and international charity work
- Ensure full compliance with ISI regulations, H&S requirements and the ISA





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