



ST HUGH'S  
OXFORDSHIRE

A photograph of two young children, a boy and a girl, sitting at a table. They are both wearing dark blue school sweaters over light-colored collared shirts. The boy is in the foreground, looking towards the camera with a slight smile. The girl is behind him, also smiling. They are at a table with a red tablecloth, and there are blue plastic cups and white plates in front of them. The background is blurred, showing other people and warm lighting.

SCHOOL DEVELOPMENT PLAN

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

## TEACHING AND LEARNING

- Developed further the assessment systems for monitoring pupil standards
- Introduced an enrichment group (Aegis) for the more able
- Developed and strengthened the musical life of the school
- Improved the resources and facilities of the Maths department
- Prepared pupils more effectively for 11+ examinations
- Introduced a Cognitive Skills development programme for Years 5-8
- Continued to enjoy 100% success in Common Entrance
- Maintained our strong scholarship record with 35 scholarships won over the last 3 years

## STAFF DEVELOPMENT

- Enhanced the staff professional development programme
- Linked INSET to the school development plan
- Extended the role and responsibilities of Heads of Departments
- Created opportunities for teachers to observe best practice in each other's classrooms
- Established a comprehensive induction programme for new staff

## PASTORAL & BOARDING

- Refurbished the boys' showers, washrooms and toilet areas
- Refurbished the girls' showers, washrooms and toilet areas
- Upgraded carpets, curtains and furniture in the dorms
- Improved the security of the boarding accommodation
- Maintained the popularity of flexi-boarding and doubled the numbers of weekly boarders
- Maintained good levels of supervision at night and in prep
- Improved the dining facilities and catering delivery, widening choice of meals for all



## FACILITIES AND DEVELOPMENT

- Built a new all-weather surface
- Built a new Maths classroom block
- Refurbished the Barn to create an excellent space for performing arts
- Upgraded the sports hall changing rooms, showers and toilets
- Upgraded the boarding accommodation, washrooms and toilets
- Partly restored the historic parts of the gardens and grounds
- Improved the safety on the A420 junction with Carswell Lane
- Upgraded the car park and pathways
- Provided two new minibuses

## ICT

- Created a brand new state-of-the-art ICT suite with 20 new PCs
- Provided interactive boards and projectors to all classrooms requiring them
- Developed the use of our school database to include more assessment data
- Developed our nationally applauded website
- Improved the reliability of the ICT resources and technical support



## MARKETING AND COMMUNICATION

- Kept the school roll full and started waiting lists in most year groups
- Generated sufficient annual surpluses to fund ongoing development
- Published a new prospectus and DVD
- Developed closer links with alumni and with the community
- Improved school signage
- Organised open days for prospective parents
- Smartened the public parts of the school buildings and grounds
- Completed the update of school uniform
- Investigated the feasibility of a minibus run to school
- Been included in the latest edition of 'The Good Schools Guide'
- Been included in the latest edition of Tatler's 'Best 225 Schools' guide



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

## Strategic Aim 1:

Maintain high academic standards and a broad, balanced curriculum...

- Develop further the assessment systems for monitoring pupils
- Develop further the systems for monitoring standards
- Develop further the systems for evaluating whole school performance
- Continue the development of Curricular and Extra-Curricular Music
- Incorporate and develop the use of ICT across curriculum
- Introduce a Thinking Skills programme in Upper School
- Introduce Lambda speech and drama courses for Upper School
- Maintain our strong scholarship record
- Review the efficacy of homework and holiday work

## Strategic Aim 2:

Maintain a high standard of staff professional development...

- Build on the strengths of the new professional development scheme
- Introduce enhanced ICT training for teachers
- Develop a culture of peer observation
- Involve all staff with development planning for subject areas and whole school
- Improve the working areas and common room facilities for teachers
- Respond positively to any inspection findings



### Strategic Aim 3:

Maintain the quality of the boarding experience and review pastoral communication systems...

- Review the systems for internal communication of pastoral matters
- Review the operation and benefits of the House system
- Continue the upgrading programme of boarding accommodation
- Appoint and induct new House Parents
- Maintain the popularity of boarding
- Ensure that we are fully compliant with all Regulatory Requirements



### Strategic Aim 4:

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

- Improve playground facilities in Pre-Prep & Middle School
- Improve storage facilities for grounds and sports equipment
- Continue the restoration of the historic parts of the gardens and grounds
- Complete the refurbishment of the Manor House 'state rooms'
- Embark on the planning stages for a new science, art and technology block
- Consider the benefits of opening a nursery
- Upgrade the swimming pool and surroundings
- Respond to the recommendations of the Carbon Trust report



### Strategic Aim 5:

Maintain a high standard of marketing and communication, and ensure steady flow of new pupils...

- Continue to raise awareness throughout the catchment area
- Upgrade and refresh the school website
- Complete the improvement of school signage
- Organise more open days for prospective parents
- Restrict annual fee rises to a modest level
- Generate sufficient surpluses to fund development
- Explore alternative ways of income generation through using facilities in the holidays

### Strategic Aim 6:

Ensure we meet our charitable objectives by widening access to St Hugh's...

- Advertise and offer bursaries up to the value of 100% of fees
- Enhance links with local primary schools through offering facilities
- Arrange for pupils of local primary schools to use the all-weather pitch
- Enable pupils in maintained schools to benefit from subject specialist teaching
- Continue our fundraising activity for national and international charity work





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