

# 2030 Vision Statement

Allerton Grange School is a beacon of excellence, empowering every student to Aspire, Grow and Succeed.

- Through our transformative KLAS curriculum, we cultivate ambitious, well-rounded individuals who are equipped to thrive in an ever-changing world.
- We are relentless in our pursuit of exceptional outcomes, ensuring every student accesses life-changing educational experiences that unlock limitless possibilities.
- Our inclusive, diverse community fosters a culture of kindness, respect, and uncompromising aspiration, inspiring students to become confident, articulate leaders and active citizens, who contribute positively to society. Our shared values create a school where both students and staff can flourish.



**Allerton Grange School 5 Year Development Plan**

**2025-2030**

# Allerton Grange 5 Year SDP - Leadership



## 1. Cultivate a Transformational Leadership Culture

**Target:** Develop and embed a distributed leadership model that empowers staff at all levels to drive innovation and continuous improvement across the KLAS curriculum.

**Rationale:** Supports the development of well-rounded individuals through a curriculum shaped by diverse leadership perspectives.

## 2. Champion Equity and Inclusive Excellence

**Target:** Ensure all leadership practices reflect a commitment to equity, with clear, measurable strategies to close attainment and opportunity gaps for all student groups.

**Rationale:** Reinforces the school's inclusive ethos and dedication to life-changing educational experiences and destinations for every student.

## 3. Drive Student Leadership and Voice

**Target:** Establish a student leadership charter and structure that ensures every year group has meaningful leadership roles and voice in school improvement initiatives.

**Rationale:** Encourages students to grow as articulate leaders and active citizens, aligned with the school's vision for confident contributors to society.

## 4. Lead for Curriculum Innovation and Impact

**Target:** Ensure every faculty leader embeds the principles of the KLAS curriculum into their subject area, with robust monitoring of impact on student ambition and outcomes.

**Rationale:** Embeds ambition and adaptability in the curriculum to prepare students for an ever-changing world.

## 5. Flourishing Staff Community

**Target:** Implement a leadership development pathway for all staff, with personalised professional growth plans and wellbeing frameworks, leading to excellent retention and recruitment rates.

**Rationale:** Supports staff to flourish and lead effectively, sustaining a high-performing, values-driven school culture.

## Allerton Grange 5 Year SDP – Community



### 1. Strengthen Partnerships with Families and Carers

**Target:** Research, design and implement a comprehensive parental engagement strategy that increases participation in school life and improves home-school communication.

**Rationale:** Builds trust and shared aspiration, ensuring families are active partners in student success and school improvement.

### 2. Deepen Community Engagement and Social Responsibility

**Target:** Establish sustained partnerships with local organisations to deliver joint projects, work experience, and community service opportunities for students.

**Rationale:** Encourages students to become active citizens who contribute positively to society, fulfilling the school's vision of leadership and social impact.

### 3. Celebrate Diversity and Promote Inclusion

**Target:** Create an annual calendar of inclusive, student-led events that reflect the diversity of the school and wider community, with all students engaging in at least one cross-cultural initiative per year.

**Rationale:** Fosters a culture of kindness, respect, and belonging, strengthening the school's inclusive ethos.

### 4. Position the Community

**Target:** Establish Allerton Grange as a recognised centre for stakeholder learning and events, with parental workshops, Red Kite events, and collaborative use of school facilities by feeder primary schools.

**Rationale:** Enhances the school's role as a beacon of excellence and a valued community asset.

### 5. Develop Student Citizenship Through Real-World Impact

**Target:** Ensure all students participate in a structured citizenship or social action project before the end of Year 10, contributing to local or global causes.

**Rationale:** Embeds leadership, responsibility, and civic engagement—preparing students to thrive and lead in an ever-changing world.

## Allerton Grange 5 Year SDP – Inclusion



### 1. Deliver an Inclusive Curriculum for All

**Target:** Ensure that the KLAS curriculum is fully inclusive, reflecting diverse identities, cultures, and perspectives across all subjects, with annual audits and student feedback informing improvements.

**Rationale:** Builds a sense of belonging and ensures every student sees themselves represented in their learning, supporting personal growth and aspiration.

### 2. Improve Attendance for SEND and Vulnerable Learners

**Target:** Reduce the attendance gap between SEND/PP and non-SEND/PP students and other key cohorts through targeted support, early intervention, and strong family partnerships.

**Rationale:** Ensures every student can access the full curriculum and life-changing educational experiences regardless of additional needs.

### 3. Strengthen Early Identification and Support for SEND

**Target:** Refine and develop a robust, whole school SEND identification and graduated response system, ensuring all staff are trained in recognising and responding to need.

**Rationale:** Provides timely, appropriate support to help every student Aspire, Grow, and Succeed from the earliest point of need.

### 4. Safeguarding

**Target:** Further enhance the safeguarding culture by ensuring all colleagues have access to high quality and up to date CPD, consistently maintaining the high standards currently in place, using external partners to review and share best practice.

**Rationale:** Maintaining consistently high standards of safeguarding minimises risk and provides reassurance to all stakeholders.

### 5. Eliminate Gaps in Achievement and Opportunity

**Target:** Reduce the attainment gap for disadvantaged students, SEND learners, and other vulnerable groups, through targeted interventions and inclusive teaching strategies.

**Rationale:** Ensures all students can access life-changing educational experiences, and reach exceptional outcomes.

## Allerton Grange 5 Year SDP – Culture



### 1. Embed a Values-Driven Culture Across the School

**Target:** Co-develop and implement a whole-school values framework with students and staff that explicitly promotes kindness, respect, and aspiration, with annual reviews showing clear alignment in behaviour and ethos.

**Rationale:** Reinforces a shared identity and culture where all members of the AGS community can flourish and succeed.

### 2. Promote a Positive Behaviour Culture Rooted in Relationships

**Target:** Further reduce behaviour incidents and suspensions through the consistent application of policy/ practices that is fully understood by staff and students.

**Rationale:** Builds a calm, respectful learning environment that supports personal growth and high expectations.

### 3. Develop a Whole-School Rewards Framework that reflects Our Values

**Target:** Research, design and implement a consistent, values-based rewards system that recognises academic excellence, personal growth, effort, and community contribution across all key stages in accordance with the KLAS cornerstones.

**Rationale:** Reinforces kindness, respect, and aspiration while motivating students to Aspire, Grow and Succeed.

### 4. Implementation and Integration of Character Counts aligned with AGS Student Virtues

**Target:** To embed a consistent, values-based framework across the school through the implementation of the *Character Counts* program, in alignment with the AGS student virtues, fostering a culture of character, respect, and personal growth.

**Rationale:** Inspires students to become articulate leaders and contributors to a positive school culture.

### 5. Build a High-Trust, Collaborative Staff Culture

**Target:** Further refine the AGS staff culture code with a focus on professional trust, recognition, workload balance, and development, measured by positive feedback in annual staff wellbeing, staff retention, voice surveys and external reviews.

**Rationale:** Ensures staff feel valued, motivated, and supported to flourish and lead learning with excellence.

## Allerton Grange 5 Year SDP – Quality of Education



### **1. Following a curriculum review, embed an ambitious and broad curriculum, to meet the needs of all students.**

**Target:** The Key Stage 4 curriculum will serve all students, including those from disadvantaged backgrounds or students with SEND.

**Rationale:** To make sure that students achieve qualifications that prepare them for the next stage of their learning, including SEND students and students from disadvantaged backgrounds.

### **2. Embed high quality CPD to ensure teaching and learning at Allerton Grange is world class.**

**Target:** The professional development model will support all teachers to build knowledge, develop teaching techniques and embed practice, using well designed mechanisms for CPD. Teachers will feel motivated and valued.

**Rationale:** Quality first teaching is the best way to improve student outcomes. High quality CPD motivates and retains staff.

### **3. Allerton Grange's external examination results show that students are making good progress, as reflected in a positive Progress 8 score at Key Stage 4 and valued added score at Key Stage 5.**

**Target:** Published outcomes for Key Stage 4 and Key Stage 5 will demonstrate that Allerton Grange students make excellent progress. The number of students attaining at least a grade 4 in maths and English will be above national average.

**Rationale:** Improved outcomes will support students in the next stage of their learning or work. Ensuring that more students leave with at least a grade 4 in maths and English means that less students are at risk of becoming NEET.

### **4. Close the progress gap between disadvantaged and non-disadvantaged students.**

**Target:** By 2030, the gap between disadvantaged learners and non-disadvantaged learners will have closed, ensuring that all students are supported to achieve as well as they should.

**Rationale:** Social mobility sits at the heart of the KLAS curriculum; disadvantaged learners often need more support to achieve in line with their non-disadvantaged peers.

## **5. Cultivate a community of lifelong readers.**

**Target:** By 2030, there is a reading intervention programme in place to address gaps in literacy levels, which runs from Year 7 to 13. Students are supported to become lifelong readers through programmes, such as DEAR, that promote reading for pleasure.

**Rationale:** Literacy is fundamental to learning and is good literacy is a strong predictor of positive outcomes in later life. It is key to achieving social equity.