



The Abbey



Strategic Plan





Introduction

The Abbey is one of the country's foremost independent girls' schools and ranks in the top 10 IB schools in the world. It is a remarkable community of learning and scholarship: a place of curiosity, adventurous spirits, and the excitement of discovery.

We foster an atmosphere of warmth and support, full of fun and laughter; one that develops the assurance to take risks, explore interests and passions, and engage generously with the world and with each other.

Our outlook is internationally-minded and collaborative. Our goal is to prepare students to live with **confidence, purpose, and joy**.

This means providing exceptional opportunities across the widest spectrum of curricular and co-curricular activities. Our job is to find, encourage and broaden each individual's talents and interests. It is a privilege to witness our students' liveliness of mind and help that to develop as they become resilient young people with the enthusiasm and tenacity to take on the world.

We have played a leading role in the education of women for over 130 years. During that time we have adapted and innovated, preparing students for the always-changing world that lies ahead of them. That is true now more than ever. We seek to equip girls to face the future on their own terms, driven by our values of courage, honesty and kindness above all. That is the outcome this plan seeks to support over the next three years.

Will le Fleming, Executive Head

Elizabeth Harrison, Chair of Governors







Our purpose

The Abbey School exists to provide an outstanding, challenging and fulfilling education for girls that equips them to live with confidence, purpose and joy.

Working in partnership with families, we support each individual student to expand their horizons, discover their passions and fulfill their potential. We offer academic excellence, extra-curricular opportunity and pastoral assurance within an environment prioritising kindness and fellowship.

Our objective over 130 years of leadership, innovation and reform has been to provide a **liberal**, **practical** and **general** education with the development of character at its heart. That remains true today.

- Liberal in freedom of thought and faith, tolerance, and generosity.
- Practical in preparing students to face a changing world on their own terms, excited by opportunity, resolute towards uncertainty and committed to leadership and service.
- General in the remarkable breadth and range of experience and encouragement to participate.





Our qualities

Unrivalled breadth, depth and excellence of provision

We are a passionate, enthusiastic, questioning community motivated by the rewards and excitement of academic excellence and of co-curricular opportunity.

Our range of subjects is broad and our range of opportunity still broader. Every year students go on to extraordinary success in a range of academic disciplines and in art, textiles, music, drama, sport and much more. That is wonderful to see, but what matters to us above all is that every single student gives a huge range of subjects areas and co-curricular activity a try. Every club, society, team, ensemble, choir and talk – and indeed every lesson – represents a chance to discover a passion that will stay with them forever.

Excitement and delight in discovery

At the heart of what we do is the lesson experience. There is nothing like a room full of engaged and curious minds, led by a teacher of unparalleled subject expertise, exploring far beyond the constraints of the syllabus: with serious purpose but light touch and full of laughter.

Exceptional exam results are a by-product, not a target. The work our students undertake is dazzling in its range and exuberance and founded on a fearlessness about making mistakes as an integral part of progress. We encourage all students to step off the beaten track and explore ideas for their own sake. That fosters a self-belief, ability to cope with challenge and love of learning that brings benefit throughout their lives.

Innovation and international outlook

We are committed to innovation in outlook and in learning and an international focus in all we do. We offer the International Baccalaureate programme at our Sixth Form, alongside the best in A-level provision. Whatever route our students take we want them to engage with and care about the wider world and know they have the chance to make a difference in it.

We offer the very best of a vibrant city environment: modern, technologically aware, diverse, and lively-minded. We are determined to help our students embrace changes in work and society and gain the assurance and moral courage to contribute and to lead that change with commitment and generosity.

Exceptional individual attention and care from truly remarkable staff

Underpinning everything we offer, and our first priority, is to know and value each student for who they are. We believe in co-operation, collaboration and fellowship built on active kindness. Individual excellence is admirable; communal excellence is transformational.

Our outstanding pastoral care is as much about open discussion of challenges to help students build resilience in facing them as about providing the right support quickly when it is needed. Every single student should feel celebrated and cherished for what they offer. It is not about coming first. It is about everyone running their own race: being motivated by the joy of what they do and the support of staff and peers to achieve more than they would have imagined possible.



Our goals and targets

We have created seven broad goals that focus on the **experience** of students, on our **community**, and on our **future**. These goals express our determination to continue to evolve and develop and to ensure the outstanding, challenging and fulfilling education we offer grows and adapts to the change all around us.

We have identified specific targets for the next three years to guide our progress and help us achieve our goals.







Experience

Academic education

We seek to provide excellence and curriculum breadth, valuing and celebrating each individual's personal best endeavour and prioritising curiosity and the love of learning. We aim to ensure outstanding results supporting access to competitive outcomes and encourage ambition, range and individuality in the next stage of our students' education.

We aim:

- to achieve consistent success in supporting students to achieve first-choice outcomes, underpinned by excellent results for each individual
- to introduce and celebrate the Primary Years' Programme (PYP) in the Junior School, creating a wonderful experience of discovery and learning
- to review and renew the academic curriculum in the Senior School, prioritising breadth, curiosity and enquiry as part of the extended Abbey Ideas + Passion (IP) Programme through all the stages of the School

All-round education

We seek the widest range of activities and greatest opportunity for student leadership in the co-curriculum, stretching the most able and encouraging the participation of all.

We aim:

- to expand still further the breadth of the co-curricular programme to provide the greatest possible opportunity for all students
- to provide further opportunities for student voice and active involvement in the continued development of the School to support the personal and character development of students
- to develop our Scholarship programmes to support excellence and ambition, provide opportunities for leadership, and focus on inclusion and encouragement for all

Pastoral care

We seek to help students build resilience and positive mental health, understanding how to look after themselves and others, and to provide the right support quickly when it is needed based on knowing and valuing each student as individuals.

We aim:

- to provide the best possible support for students in times of need to ensure the most successful outcomes
- to review and renew the Personal, Social, Health, Citizenship and Economic Education programme and life education across the wider curriculum
- to celebrate and strengthen still further the pastoral aspects of form teaching at the Junior School and form tutoring at the Senior School





Community

People

We seek to develop and celebrate the experience of learning and working at The Abbey to ensure continued strong numbers of diverse and talented applications from staff and students, supported by a far-reaching bursary programme. We recognise that our strength as a school is founded on the generous and whole-hearted commitment of remarkable students and staff.

We aim:

- to attract, recruit, support and help develop student and staff applicants from as wide a range of backgrounds as possible who will thrive in and contribute to The Abbey community
- to develop and improve diversity and inclusion in all their meanings across our whole community and among staff and students in particular, including how we teach and learn, respecting and embracing difference
- to review and renew our staff remuneration and development to ensure fairness, competitiveness and a positive work culture, and to focus on continual learning and improvement

Connections

We seek to promote an inclusive sense of common purpose and belonging across our own community of students, staff, families and alumnae and to make connections both locally and globally. We encourage meaningful participation in philanthropic and wider community initiatives to bring mutual benefit and enrichment to as wide an audience as possible.

We aim:

- to explore the most interesting and illuminating partnerships for the Sixth Form and across the whole school, to expose students to a diverse range of thinking and approaches and maximise the breadth of our charitable engagement
- to establish a new Parent Society across both Junior and Senior School and to continue to develop our communications to ensure everyone in the community is involved with and informed about all aspects of School life
- to establish a link with a permanent partner to focus student philanthropy, in addition to annual charitable links, to ensure a relationship that develops and deepens over time
- to develop the most engaging website, audio, video and printed content to share all that is best about our community





Future

Outward-looking perspective and innovation

We seek to foster an international outlook that champions diversity and encourages engagement with the world.

We look to play an active part in the wider educational arena and commit to a culture of open self-evaluation driving innovation and improvement.

We aim:

- to establish a Futures Working Group to inform future planning and strategic direction
- to review and renew our digital learning and data systems, building on excellent practice and recent developments, and ensuring technology supports the best possible engagement with students and parents
- to continue to investigate, learn and develop best practice in education from around the world, sharing ideas both among our teaching community and beyond it

Estates, finance and compliance

We seek to maintain and develop our estate, our finances and our bursary programme sustainably, with confidence and good sense and to ensure financial good health based on appreciation for the support and commitment of our families. We look to meet and exceed compliance standards in all areas of our operations.

We aim:

- to manage our finances with clarity and control to ensure the long-term good health of the School
- to develop our nursery and wider estate to ensure that it continues to meet the needs of the present and future generations of students
- to maintain and expand a bursary programme centred around our Transforming Lives Campaign that ensures talented students of all backgrounds can benefit from the life-changing opportunities The Abbey offers
- to ensure an active approach to compliance that gives assurance to all in the community about the care and support at the heart of The Abbey experience





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