

British School of Gran Canaria
School Development Plan
Document



THE BRITISH SCHOOL OF GRAN CANARIA

SCHOOL DEVELOPMENT PLAN DOCUMENT

1. Introduction

The BSGC School Development Plan (SDP) was developed as part of our commitment to self-reflection followed by a subsequent drive for improvement, and a move towards the school's stated Vision:

To realise the unique potential of each student, equipping them with the skills, knowledge and values to succeed in an ever-changing world, inspire social responsibility and a commitment to lifelong learning.

Annual work within the SDP moves the school closer to achieving this visionary statement, enhancing and extending the learning of BSGC students. Clearly identified goals within the SDP also clarifies the school's priorities, unifies effort and cultivates a common understanding of the future direction of the school's development.

Construction of the SDP

The SDP was constructed through a process of consultation with governors, senior leaders and school staff. Initially, influential and important issues for the school's growth and development over the next 10 years were identified and prioritised by governors and senior leaders. From this initial list of topics, the most significant and consistently identified were analysed and synthesised into the following general headings, which eventually coalesced into the main Aims of the SDP:

- Attraction and Retention of Staff and Students
- Improved Infrastructure
- Health and Well-being
- Global Citizenship

Using teaching staff to scrutinise and study these four topics a clear aim for each was developed, along with specific actions or work that would contribute to reaching each stated aim. The most important and relevant components were selected for inclusion within the SDP to be subsequently work by teams across the school.

Main Aims of the SDP 2019-22

- Physical and Emotional Health and Wellbeing – Develop a community that is aware, articulate and able to identify and improve wellbeing and health.
- Global Citizenship – Prepare our students to be capable, compassionate and active custodians of the world.
- Attract and Retain – Ensure that potential students, families and staff are aware and aligned to the vision, values and worth of The British School so that they are drawn to the school, committed

to making positive contributions and becoming active participants and champions of its education.

- Resources and Infrastructure – Provide facilities and resources that supports dynamic and active learning within a growing school, whilst contemplating physical health and wellbeing and our roles as global citizens.

Annual Work

Every academic year each Aim is broken into components that are more manageable and articulated within the school's annual Objectives. Responsibility for work within these objectives is assigned to teams and individuals within the school who specify their work within action plans dedicated to achieving the stated Objective. The Aims and Objectives for 2019-20 are set out below.

2. Health and Wellbeing

Aim - Develop a community that is aware, articulate and able to identify and improve wellbeing and health.

Objectives 2019-20

1. Provide training, information and learning opportunities for staff and students to develop awareness, common language and strategies that enhance and support wellbeing.
 - August Inset session providing background information for strategic development and practical strategies for immediate use.
 - Develop an Action Plan as follow-up to training to include;
 - A strategic pathway for a three-year focus,
 - Key aspects for school and sector implementation during this academic year,
 - Identification of further training needs.
2. Staff to consider and include appropriate strategies for enhancing student wellbeing in their lessons.
 - DCMTime given for staff to identify key strategies for their work during 2019-20.
 - Staff to share work and strategies in Performance Development meetings.
3. Improve students' understanding and habits related to healthy eating, specifically related to snacks and school lunches.
 - Curricular work carried out with;
 - One PSHE module of work in a KS3 year group with support work from PE,
 - Year 4 project,
 - Infants project,
 - Awareness and BSGC guidelines developed for snacks and lunches.
 - Kitchen to consider ways of promoting and developing understanding of healthy eating.
 - Dietitian to control school menu and provide school support and advice.

4. Increased opportunities for students and staff to participate in recreational and physical activities.

Students

- Consideration of a daily km (perhaps in Primary) and implement if appropriate.
- Participation and Opportunities
 - Review of level participation and activity in sport and recreational activities in school.
 - Review physical activity Enrichment opportunities across sectors and year groups.
 - Develop strategy based on review.

Staff

- Staff questionnaire
 - Identification of needs, preferred opportunities and participation possibilities.
 - Strategy and potential provision based on questionnaire information.

5. Provide staff with opportunity to reflect and share ideas on wellbeing in the Performance Development.

- Inclusion of basic questions in Summary Feedback sheet
 - Feedback used as a point for discussion and sharing strategies.
- Middle Managers to review and develop Summary Feedback questions.

3. Global Citizenship

Aim – Prepare our students to be capable, compassionate and active custodians of the world.

Objectives 2019-20

1. Students across the school to have curricular opportunities to develop knowledge and understanding related to Global Citizenship.

- KS2/3 to complete one cross-curricular environmental awareness project, which includes links with external agencies or other schools.
 - Years 3, 5, 7 and 9 to participate in environmental awareness project.
 - Yr 3 – Humanities
 - Yr 5 – Art and Music
 - Yr 7 – English and MFL
 - Yr 9 – Science, Com Sc and Maths
 - Part of Inset Day 11.11.19 to be allocated to coordination of this work.
- Periodic but regular access to current affairs information with follow-up discussions.
 - Participating year groups agreed – Yrs 5 to 13?
 - Identification of time and frequency of sessions – daily to monthly.
 - Confirmation of medium for accessing information.
 - Discussions and planning in DCMTime Meetings, with Primary alignment and coordination via RH/AB meetings.

2. Specific service opportunities introduced or extended during the 2019-20.
 - Primary students to visit local hospitals to sing to patients.
 - As part of practice for Christmas and Summer shows one performance of songs in the local community.
 - KS4 to participate in service work with local food bank.
 - Yrs 10/11 to organise and lead work to support the local food bank.
 - Students to be responsible for;
 - communication and liaison with the food bank,
 - periodic food collections,
 - delivery and packing of food in school,
 - periodic visits to food bank to help and support the organisation and distribution of donated food.
 - KS5 to participate in coordinated and varied service programme.
 - A range of service activities to be identified for student participation
 - Recording and monitoring system developed for positive and active participation
 - Recognition, celebration.
 - Continued consideration and planning for overseas service trip for Yr 11/12 students.

3. BSGC expectations developed and implemented on reducing waste, rigorous recycling and reducing use of plastic in all areas of the school.
 - No to single use plastic!
 - Snack and lunch box expectations.
 - School paper and exercise book use.
 - Lunchtime waste recycling.

4. School community to participate in a service activity as its annual Family Day.
 - Identification of a service opportunity for school's participation, including prospective date.
 - Planning, communication to encourage significant participation.
 - Family picnic to follow.

5. BSGC support staff to review and amend school working practices and systems to improve sustainable features.
 - ICT, Maintenance and Cleaning, Catering and Secretarial Support Departments to review areas of responsibility, working practices and systems.
 - Each Dept to draw up an action plan to develop and enhance sustainable working practices.

4. Attract and Retain

Aim – Ensure that potential students, families and staff are aware and aligned to the vision, values and worth of The British School so that they are drawn to the school, committed to making positive contributions and becoming active participants and champions of its education.

Objectives 2019-20

Staff

- Develop a compensation plan to improve salaries and other benefits that will be implemented over a three-year period until 2022.
- Develop a plan to address issues that arise from the final Brexit agreement related to the contracting and retention of staff from the UK.
 - Governors' sub-committee to lead review and development plan for both points above.
- Improve the support and control provided by HR.
 - Monthly statistics for control and monitoring of working timing and attendance levels.
 - Personnel files and documentation.
 - Review of Asesoría work and support provided.
 - New staff support and guidance.
 - Support and guidance on pension provision.
 - Creation of weekly open office time – every three weeks in South – for consultation and advice for staff issues.
- Review the number of support staff in all areas of the school to ensure adequate levels of support are provided and work expectations are realistic.
 - Review of all Support Depts to identify needs and shortages.
 - Develop plan.

Students

- Develop a student recruitment strategy for the South School that targets early entry into Nursery and Reception and aims for at least 160 students on role by September 2020 and 170 in subsequent years.
 - Governors Sub-Committee to address issues and develop strategic plan.
- Consider and make a decision on the viability of a Pre-School facility for the South School.
 - Study and report to Governors on Pre-School scope and viability.
 - Decision.
 - Decision fed into South Infrastructure considerations.
- Raise profile of the school on Gran Canaria to ensure successes and achievements of students and the school are celebrated with a wide audience.
 - Communications team set up to improve the sharing and wider access to information and news on BSGC achievements, successes and strengths.
- Improve and extend school website.
 - New website to be opened
 - Regular updating of material
 - End of year evaluation

5. Infrastructure

Aim – Provide facilities and resources that supports dynamic and active learning within a growing school, whilst contemplating physical health and wellbeing and our roles as global citizens.

Objectives 2019-20

1. Ensure the school is maintained and cleaned to the highest standards.
 - Coordinator of Maintenance and Cleaning Dept to review Tafira and South schools, identify issues and develop plan.

2. Develop an infrastructure plan for the South School that improves recreational spaces and the reception area, and considers the newly acquired land and the possibility of a Pre-School facility.
 - Governors' sub-committee to lead review and development plan.
 - Consider and make a decision on the viability of a Pre-School facility for the South School.
 - Identify main needs and options.
 - To include staff and parents in subcommittee.

3. Consider options for facilities in Tafira to ensure adequate and appropriate accommodation of the increased number of students.
 - Governors' sub-committee to lead review and development plan.
 - Consider second site option.
 - Investigate options in surrounding vicinity.
 - Other options.