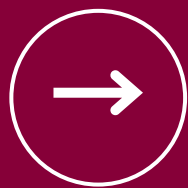


OPGS

# Strategic Plan



[www.opgs.org](http://www.opgs.org)

2024



2024



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# Overview

— OPGS is a grammar school situated in Maidstone, Kent. Entrance is based on selection via the Kent Test.

There are approximately 1100 students on roll, including a co-educational Sixth Form. The school has strong outcomes at GCSE and is improving at A Level.

There are approximately 100 members of staff employed by the school.

We are a 'good' school with an 'outstanding' 6th Form provision (Ofsted, 2024).

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# Vision and Mission

## Vision

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Provide a first class education alongside first class pastoral care, leading to OPGS becoming the first choice grammar school in Maidstone and surrounding areas

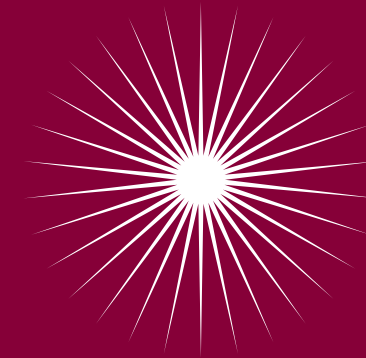
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## Mission

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To promote close cooperation with all stakeholders to ensure accurate self-evaluation and continued school improvement





# Values

2024



— Kindness  
— Tolerance  
— Respect

— Collaboration  
— Inclusion  
— Diversity





# SWOT

## Internal Analysis of School Performance

### STRENGTHS

Outcomes - GCSE  
Pastoral Care, Safeguarding  
Behaviour, Personal  
Development  
Visibility of Senior Team

### WEAKNESSES

Inconsistent performance  
in some departments,  
Facilities  
Marketing & Branding

## SWOT Analysis

### OPPORTUNITIES

New appointments, HT,  
AHTs, Subject Leads, ITT  
Lead  
Lettings  
Outward facing

### THREATS

Local competition  
Financial  
concerns/restrictions  
Government Policy,  
Funding



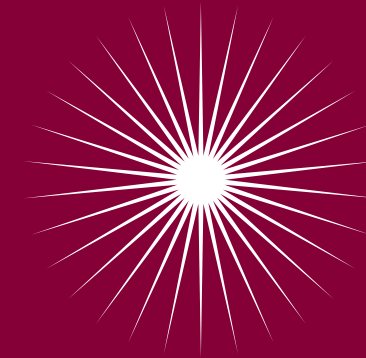
# Strategic Priority #1

Ensure the highest standards across key judgement areas

## Objective:

Stakeholders collaborate effectively to ensure that the School Development Plan is leading to consistent self-evaluation and drives continuous improvement in the school





## Strategic Priority #2

Develop and embed an  
Equality, Diversity &  
Inclusion strategy

### Objective:

Stakeholders collaborate  
effectively to ensure that the school  
is a safe and inclusive space, in  
which everyone can flourish





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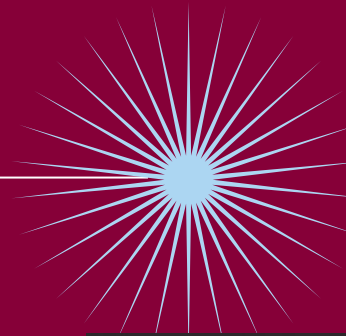
# Strategic Priority #3

Commit to ensuring financial sustainability



## Objective:

Stakeholders collaborate effectively to ensure that school finances allow the school to achieve its ambitions as shown through the current and future School Development Plans

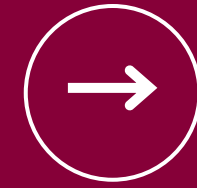


Focus	Objective	Actions	Success measures
<p>Ensure the highest standards across key judgement areas</p>	<p>Stakeholders collaborate effectively to ensure that the School Development Plan is leading to consistent self-evaluation and drives continuous improvement in the school</p>	<ul style="list-style-type: none"> <li>• Review SDP with Governors on a termly basis &amp; agree further actions</li> <li>• Ensure Governor link visits are tied to SDP priorities</li> <li>• Review SEF against changes in inspection guidance</li> </ul>	<ul style="list-style-type: none"> <li>• SEF RAG rates green across all key judgement areas</li> <li>• Link Governor meeting agendas triangulate with SDP and have clear actions</li> <li>• School Inspection outcome places school in top categories</li> </ul>
<p>Develop and embed an Equality, Diversity &amp; Inclusion strategy</p>	<p>Stakeholders collaborate effectively to ensure that the school is a safe and inclusive space, in which everyone can flourish</p>	<ul style="list-style-type: none"> <li>• Establish an EDI working group for staff</li> <li>• Improve representation for different student groups across the school</li> <li>• Review policies and procedures with a critical approach</li> </ul>	<ul style="list-style-type: none"> <li>• EDI group established, inclusive of a range of professionals with terms of reference</li> <li>• Students report greater levels of participation/representation</li> <li>• SDP is rated green for Personal Development, Behaviour &amp; Attitudes</li> </ul>
<p>Commit to ensuring financial sustainability</p>	<p>Stakeholders collaborate effectively to ensure that school finances allow the school to achieve its ambitions as shown through the current and future School Development Plans</p>	<ul style="list-style-type: none"> <li>• Devise a plan to reduce deficit, monitored by the FPPA to ensure its delivery</li> <li>• Ensure new approaches to funding formula and up to date government policy informs 3 Year Budget</li> <li>• Senior Leaders/SBM attend training to ensure compliance with Academies Financial Handbook</li> </ul>	<ul style="list-style-type: none"> <li>• 5 Year deficit is resolved</li> <li>• Continued submission of balanced budgets</li> <li>• School remains a going concern</li> </ul>

# The Teams

- Governing Board
- Senior Leadership Group
- Wider School Community





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# Thank You

Questions can be directed to Sarah Craig, Headteacher



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