

Strategic Plan 2026-2029



Background:

Heathfield Community College Strategic Development Plan is a three - year plan, from September 2026 until August 2029, reflecting our values and aspirations for the College.

It reflects our commitment to exceptional educational experiences for the students of our community; attracting and retaining the best staff based on career fulfilment, enjoyment and job satisfaction; committed to continual improvement working in partnership with our community. It has been developed following discussions with our stakeholders including staff, students, parents and governors over a period of time.

The Strategic Development Plan sets out the future priorities for Heathfield Community College and the performance indicators against which they will be measured, it will be the benchmark for important decision making.

Vision and Values

Heathfield Community College is a positive and inclusive environment ensuring exceptional educational experiences with ambition and breadth for all. Heathfield students develop the knowledge, skills and characteristics to become the best version of themselves; they succeed and thrive at the highest levels.

Pride

- Celebrating success, our own and that of others.
- Developing self -belief and confidence.
- Valuing integrity and honesty.
- Growing self-esteem through a broad range of rich experiences.

Ambition

- Developing a mindset of hard work, determination, engagement and attention to detail.
- Innovative, challenging and personalised curriculum.
- High quality teaching and learning.
- Exceptional outcomes and destinations for all.

Community

- Mutual respect underpins positive relationships, our words and actions have impact.
- Good manners, courtesy and compassion.
- Valuing diversity, challenging discrimination and proactive inclusion.
- Working in partnership, we are all accountable for the responsibilities we each hold.

Context of the plan:

The College aims for excellence in all we do. The plan sits alongside a suite of strategies that ensure the secure working practices of the College through quality assurance frameworks, risk management and capital and financial planning.

However, the College does not sit in isolation and our decisions and direction should acknowledge the following factors in our planning:

1. National Education Policy and System change

- *There is the potential for significant changes to policy both educationally and wider, the College must remain aware and able to pivot to requirements whilst holding the core values at the forefront of decisions made*
- *We must equally be flexible to adapt to the opportunity that is presented in this context.*

2. Cultural and Demographic Change

- *The College must be able to build positive partnerships within and across all parts of our community.*
- *Young people need to be ready to engage positively in a diverse world. They must be able to recognise inequality and discrimination, challenge stereotypes and potential misrepresentations and act proactively and supportively of each other.*
- *Changing birth rates and movement of people means the College must be ready to adapt to changing local demographics; remaining equally sustainable and true to the core values.*

3. Impact of Economic Change

- *The impact of fluctuations in the global and national economy are being and will be felt on funding of the public sector. The College must adapt to be able to sustainably plan for financial stability in its structures and practices.*
- *Many families will be impacted by these fluctuations and increases to the cost of living, the College must seek out partnerships and practise to alleviate these pressures on parents and families wherever possible.*
- *The college must support all students to ensure readiness for further education, training or employment.*

4. Digital Technology and AI

- *Support students to maximise the potential of technology and also safeguarding from the distraction and dangers of addictive and negative forms of technology.*
- *Students, parents and carers must be able to manage and safeguard their footprint in a digital world whilst being equipped to utilise its capacity to reduce workload and make transformational connections.*
- *Develop young people's ability to think critically and improve media literacy.*

College Aspirations:

1. Exceptional Curriculum, Teaching and Learning for all:

- *Students are supported to secure the highest levels of knowledge and understanding in a broad range of subjects.*
- *They engage with a rich wider curriculum that nurtures an appreciation of learning in its own right and access to life-changing/enhancing opportunities.*
- *Consistently high-quality teaching is adaptive to meet needs.*
- *Students secure the knowledge, skills and understanding to prepare for their future education, training or employment.*
- *Engagement with quality educational research ensures the effectiveness of our practice, underpinned by exceptional learning for staff at all levels.*

2. Exceptional Inclusion in line with our values: a sense of belonging:

- *Students are supported to become the best version of themselves, they are known, recognised and celebrated. They utilise their high-achievement with integrity and moral purpose.*
- *Where students need additional support it is student centred, needs are known, understood and matched with high quality provision and resource.*
- *Strong attendance reflects a culture of belonging.*
- *Student and parent voice and experience informs the college's continual improvement, recognising and challenging discrimination and inequality.*

3. Ethical Citizenship.

- *Students are given the opportunity to develop critical thinking and media literacy, to question and think in line with their values both in person and in the online world.*
- *Students are supported to develop oracy, to articulate their ideas with clarity and to listen to others with curiosity and compassion.*
- *Students are supported to be safe in all environments and to know how and where to seek help or access support.*
- *Students understand the benefits and opportunities online and with AI as well as ensuring their data, identity and reputation is secure.*

4. A vibrant centre for learning for staff and students alike:

- *Where best practice and exceptional achievement for all is nurtured, celebrated and shared.*
- *Collaborative and supportive approaches underpin innovative and creative approaches to working and learning at the highest levels.*
- *All staff are challenged to continually improve and develop domain expertise through research informed practice that is supported by the college.*

5. Exceptional leadership at all levels:

- *Enhance and promote the reputation of the College.*
- *Ensure sustainable structures and practices are planned and monitored.*
- *Develop innovative and entrepreneurial practices for improvement and efficiency*
- *Uphold the highest standards of accountability at all levels.*

Read in reference to:

- Annual College Improvement Plan
- 3-year Financial Planning
- Premises/Capital planning and Risk Register
- Quality Assurance Schedules: policies, line management

