

# Strategic plan 2019 - 2024

# An Update

## Highlighting Our Commitment to Innovation, Inclusion, and Community Engagement

Over the past five years, St Paul's Girls' School has made considerable progress in implementing its 2019-2024 Strategic Plan. Below are the key areas of change:

### 1. Building on the Ethos of St Paul's

#### Curriculum and Co-Curriculum

- **Digital Skills Foundation:** Students at KS3 are equipped with essential knowledge in **coding** and **creative technologies, including AI, VR, and robotics**, to prepare them to meet future challenges in a fast-changing world.
- **New GCSE Options:** School-directed courses at KS4 in **Computer Science and Creative Technologies** offer innovative approaches to engaging with the digital world. Senior School students can explore these fields further through electives, with the option of accreditation through the **Extended Project Qualification (EPQ)**. **Computer Science A level** is also offered.
- **Clubs and Electives:** Industry professionals help establish clubs such as **robotics, green car racing, and esports**, broadening student engagement in innovative fields.
- **Senior School Programme:** A revamped curriculum offers **real-world learning experiences**, including work placements and experience of strategies and disciplines such as *design thinking* and *systematic inventive thinking*, upskilling our students in collaborative, cross-curricular and creative problem solving.
- **Creative Innovation:** Made possible by the generosity of Dame Shirley Conran and displayed in our newly built **Centre for Design & Innovation**, the school's **modern art collection** underlines the importance of creativity in education. It offers inspiration to our students and those from partnership schools.

- **Higher Education and Career Support:** An expanded department offers enhanced individual advice including expert guidance for **US university applications, career-specific talks** and **conferences**, along with **alumnae-led discussions** to prepare students for future pathways.

### Staff Training and Development

- **Enhanced Professional Development:** **Updated induction, mentoring** and **professional development reviews** sit alongside **middle leadership training** to support staff development.
- **Teaching Innovation:** A new **Head of Educational Research** encourages staff to engage in **action research** and promotes **best practice** and **creativity** in pedagogy.
- **Digital Transformation:** A **Head of Digital Learning** supports staff in developing their digital skills including in generative **AI**. The school is now an accredited **Microsoft Showcase School**.
- **Digital systems integration:** A transformed network supports teaching and learning and systems integration. Staff training is ongoing.

## 2. Wellbeing and Mental Health

- **Wellbeing Centre:** Co-located in a **bespoke Wellbeing Centre**, our **medical** and **wellbeing** teams work seamlessly together. Enhanced staff pastoral training focuses on excellence in pastoral care with opportunities for middle and senior leaders to share best practice through collaboration with St Paul's School and our partner schools. Expanded **student mentoring** enriches our pastoral offer.
- **Dedicated Roles:** The separation of Deputy Head roles for **Pastoral Care** and **Safeguarding** ensures individual care and student-centred approaches.
- **Parent and Staff Support:** A full programme of expert-led talks keeps parents informed. A **staff counsellor** works with teaching and operations & administrative staff.
- A **Staff Room Committee** facilitates communication with the Senior Leadership Team (SLT).

## 3. Creativity, Innovation, and the Digital Revolution

- **Rosalind Franklin Wing:** Our **Centre for Design and Innovation** offers flexible, interdisciplinary spaces designed to foster **creativity** and **innovative thinking** in preparation for the **challenges of tomorrow**.
- **Digital Revolution:** See the **Curriculum and Co-Curriculum** (above).

#### 4. Diversity, Equity, and Inclusion (DEI)

- **Recruitment and Admissions:** A review of our processes improves alignment with our **DEI goals**. Comprehensive DEI training for staff is supported by **Flair surveys, Hemisphere training** and input from **focus and affinity groups**.
- **Support for bursary students:** Expanded **mentorship** for bursary students and their families, advocacy by the **RAISE student committee**, and an emphasis on **inclusivity in our admissions process** encourages bursary applications and offers enhanced support for successful candidates. Bursary students form 11% of the school.
- **Curriculum Diversity:** Ongoing curriculum reviews emphasise the importance of celebrating diverse cultures and perspectives.
- **Support for SEND and neurodiverse students:** An **expanded Learning Support department** and a greater focus on staff training promote inclusive approaches in teaching and learning. A new **Learning Support Centre** is situated centrally in the Colet Library.
- **Accessibility Improvements:** Recent investment in our buildings enhances **accessibility** with further improvements planned.

#### 5. Community Engagement

- **St Paul's School: A Memorandum of Understanding** consolidates our partnership with the boys' school. A growing programme of activities and a commitment to work together bring the best of single sex and co-education to both our schools.
- **Service and Collaboration:** Over **two-thirds of students** engage actively in community service.
- **Partnership:** Our partnerships foster collaboration across **independent and state secondary schools**. 85% of SPSG students currently participate in these partnerships.
- **Primary Hub and Jupiter Project:** Successful initiatives, like the Primary Hub and Jupiter Project, bring enrichment and music to **local primary school students**.

#### 6. Responsibility, Efficiency and Accountability

- **IT Infrastructure Modernisation: Efficiency and security** are enhanced as we continue to migrate our systems to the cloud. Updated and rationalised technical provision across the school provides a **consistent, safeguarded experience** for staff and students with **one-to-one devices** and new **classroom technology** rolled out.
- **Digital responsibility:** The introduction of a class-leading **Online Resource Approval** process enables the school to engage confidently with the wealth of digital resources available on the worldwide web.
- **A Digital Strategy Group** ensures cohesion in forward planning.

- **Sustainability Initiatives:** St Paul's is a leader in sustainability, conducting a carbon audit and helping establish the **London Schools Sustainability Network (LSSN)** and **UK Schools Sustainability Network (UKSSN)** to champion student-led environmental initiatives.
- **International Expansion:** The opening of **SPGS International** in **Chengdu** broadens our global footprint, enabling greater investment in our bursary scheme and partnership work. Further overseas ventures are planned.
- **Marketing and Communications:** Updated **website** and pertinent internal and external **publications**, as well as an active **social media presence** keep (current and prospective) parents and alumnae informed and engaged.



# Strategic Plan Vision for the Future

As we look towards the next phase of growth and innovation, the overarching goals outlined in the 2019-2024 Strategic Plan remain relevant. Below are the key priorities for the coming years:

## 1. Building on the Ethos of St Paul's

- **Action Research:** Foster a culture of **interdisciplinary and creativity** in teaching and learning.
- Further embed **design thinking and systematic inventive thinking** in our curriculum to prepare students for the collaborative problem solving they will encounter at university and in the workplace.
- **Review working practices and benefits** to ensure that they best meet the needs of all staff and enable the school to recruit and retain high quality practitioners.
- **Develop the Staff Room Committee** to promote effective communication across the school.

## 2. Wellbeing and Mental Health

- **Pastoral Care:** Strengthen our approach to **tracking and early identification** of student wellbeing issues, encouraging **self-reflection** and **self-regulation**.
- Encourage **responsible use of digital devices**, with a focus on the ethical use of technology, including social media and generative AI.
- **Create a pastoral network** across our partnership schools to share resources and best practice.



### 3. Creativity, Innovation, and the Digital Revolution

- **AI in Education:** Continue to explore **the role and impact of AI** in education, preparing students with the skills to use **generative AI** safely and effectively and to deepen our understanding of the **wider implications of AI**.
- **Develop our use of the Rosalind Franklin Wing (CDI)** to encourage creativity, interdisciplinary thinking, and exploration of the digital world.

### 4. Diversity, Equity, and Inclusion (DEI)

- **Ongoing Commitment:** Maintain our focus on EDI through **continuous training, curriculum diversification, staff and student recruitment**, and enhanced support for **SEND students**.
- **Support for bursary students:** continue to promote bursaries with an aspiration to reach our target of 20% students on fee assistance.

### 5. Community Engagement

- **Collaboration with St Paul's School:** Extend **opportunities for working together** (staff and students).
- **Strengthening Impact:** Expand the reach of the **Jupiter Project** and the **Primary Hub** and establish a **Saturday Arts Hub** in the Rosalind Franklin Wing.
- Lead on the creation of a **“Teaching Alliance”** with our partner schools.
- Develop opportunities for younger students to engage in **service and charitable work**, enriching their education through giving back to the community.

### 6. Responsibility, Efficiency, and Accountability

- **Mitigating Financial Pressures:** Work to offset the **impact of VAT and inflation** on school fees, without compromising quality.
- **New Building Projects:** Complete **Phase 4** of our building plans, including the creation of a **staff hub**, a secure **reception area**, and improved **accessibility** and **energy efficiency**.
- **Digital Strategy:** Expand the role of the **Digital Strategy Group** to ensure a **coordinated and safe approach** to digital development and competence in a rapidly developing technological landscape.

### Looking Ahead

St Paul's Girls' School remains committed to **educational excellence, leadership in community engagement**, and **forward-thinking approaches** to teaching, learning and wellbeing. We look forward to continuing this journey over the next strategic period.