



<b>Action:</b>	<b>Impact:</b>
<p>A new school vision was created through a collaborative process involving staff, pupils, parents, and governors. By gathering ideas from all stakeholders, the school developed a shared and meaningful vision that now guides decision-making, strengthens community ownership, and shapes the school's culture and priorities.</p>	<p><b>Stronger Sense of Ownership and Commitment</b></p> <ul style="list-style-type: none"> <li>• Staff feel the vision reflects their values and practice, so they're more motivated to implement it.</li> <li>• Pupils understand why the school does things, not just what the rules are.</li> <li>• Parents feel listened to, making them more likely to support school initiatives.</li> </ul>
	<p><b>More Consistent Teaching and Learning Culture</b></p> <p>A shared vision guides:</p> <ul style="list-style-type: none"> <li>• Curriculum decisions</li> <li>• Behaviour expectations</li> <li>• Teaching approaches</li> <li>• Assessment practices</li> </ul>
	<p><b>Improved Pupil Engagement and Behaviour</b></p> <ul style="list-style-type: none"> <li>• They better understand expectations.</li> <li>• They feel respected and valued.</li> <li>• They are more motivated to contribute positively.</li> <li>• Improved behaviour, greater sense of belonging, and stronger resilience.</li> </ul>
	<p><b>Enhanced School Identity and Reputation</b></p> <ul style="list-style-type: none"> <li>• Clearer identity within the local community</li> <li>• Stronger message to the community</li> <li>• Easier alignment with local priorities and values</li> </ul>
	<p><b>Better Relationships Across the School Community</b></p> <p>The process of co-creating the vision has encouraged</p> <ul style="list-style-type: none"> <li>• Open dialogue with all stakeholders</li> <li>• Collaboration – The newly formed PTA</li> <li>• Transparency</li> </ul>
	<p><b>Strategic Clarity for School Improvement</b></p> <p>The new vision has become the “North Star” for:</p>

	<ul style="list-style-type: none"> <li>• SIP planning</li> <li>• CPD priorities</li> <li>• Performance Management</li> <li>• Budget decisions</li> <li>• Policy updates</li> <li>• Long-term school development</li> </ul>
	<p><b>Cultural and Wellbeing Benefits</b></p> <ul style="list-style-type: none"> <li>• Psychological safety</li> <li>• Reduced staff stress and absenteeism</li> <li>• More supportive relationships</li> <li>• Stronger safeguarding culture</li> </ul>
	<p><b>Long-Term Sustainability</b></p> <p>Because the vision is co-created:</p> <ul style="list-style-type: none"> <li>• It survives leadership changes</li> <li>• It has become part of the school's identity, not a headteacher's initiative</li> <li>• It grows with the community</li> </ul>