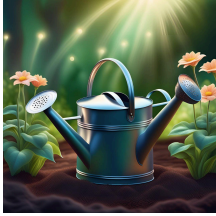
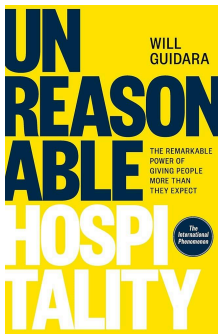




## The Stour Federation 2030 Strategy Executive Summary



Our 2030 Strategy is built on a core idea: to help everyone in our school community - our children, staff, families, and the wider community - to **flourish**. We believe that flourishing means feeling good and functioning well, growing like a healthy plant in the right conditions. Crucially, we believe that nobody truly flourishes unless we flourish together, feeling safe, cared for, respected, and that we belong. This idea is captured in the Zulu word *ubuntu*: 'I am, because you are'.



The inspiration for this strategy comes partly from the concept of **Unreasonable Hospitality**. This isn't just about excellent service; it's about making people feel like they truly belong, showing incredible passion and attention to detail in how we treat each other. It recognises that how we make our staff feel is directly linked to how our staff make others feel. Extending this "unreasonable hospitality" to everyone in our community is a fundamental commitment.



Our **North Star** guiding everything we do is asking: "What do we want every member of our school community to feel?". The answer is a strong sense of belonging, safety, value, and inspiration. Our vision is to intentionally craft experiences that make children feel this way, preparing them not just academically, but for a rapidly changing world driven by technology. We want them to be adaptable learners, ethical citizens, and creative problem-solvers who use their skills for good, tackling challenges like climate change and poverty. This means providing a well-rounded education that goes unreasonably beyond academic outcomes, including rich opportunities in play, sports, arts, science, and technology. We believe every child has something amazing to offer and want to help them unleash their gifts and grow into decent people who make a positive difference. This vision is for every child and every adult connected with our schools.



Our **RESPECT values** underpin this strategy, grounded in the belief that everyone deserves the opportunity to live life in all its fullness. We see each person as unique and precious, working together for the common good and offering opportunities for everyone to flourish and find a sense of belonging. We are called to care for others, work for inclusion, and build a community based on trust and ethics.



To achieve this goal of human flourishing for all, we focus on four interconnected **Drivers**:



1. **Wellbeing and Learning:** We believe happy, healthy children learn best, especially when staff are also flourishing. We are intentional about fostering a supportive environment where everyone feels safe and valued, interwoven into an exciting curriculum designed to spark curiosity.
2. **Human Intelligence and Artificial Intelligence:** While technology is powerful, developing essential human skills like critical thinking, creativity, collaboration, and communication is crucial. We will foster these through engaging experiences infused with hospitality, love, and connection, using technology thoughtfully to enhance relationships.
3. **Equity-Equality Investments:** We are committed to ensuring every child, regardless of background, has the chance to reach their full potential. This means making strategic investments to meet individual needs, close achievement gaps, and champion dignity and respect for all.
4. **Systemness:** We are stronger when we work together, sharing best practices across our schools and beyond. This collaborative approach creates a powerful system where staff can do their best work and drive continuous improvement, building strong relationships with parents and the community.

These drivers work in concert to enhance experiences for the benefit of our children.



Our key **leadership and belonging strategies** for the next five years are:

**Our People Strategy:**

- Great people living our values.
- Safe and inspiring places that are connected to our communities.
- Our processes support decision-making and best practice.



**Inclusion Strategy:**

- Dignity and respect.
- Empowerment and success for all.
- Expertise and innovation.
- Action at all levels.



**Teaching, Learning and Curriculum Policy:**

- Achieving exceptional outcomes.
- Strong foundational teaching.
- Adaptive teaching.
- Developing skills for life.

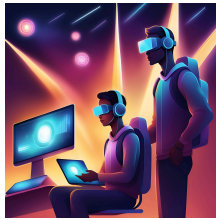
**The Thrive Approach:**

- Focus on emotional wellbeing.
- Evidence-based approach.
- Creating safe and secure environments.
- Targeted support and skill development.



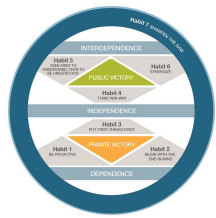


How we operate and enable this flourishing is supported by key **Enablers**:



- **Communities of Practice (CoPs):** These are networks for deep collaboration, sharing ideas, developing expertise, and solving problems together. They help accelerate learning, enhance teaching quality, improve student outcomes, and boost staff morale by reducing isolation.
- **Digital Champions:** Empowering staff to confidently integrate technology, including AI, into teaching and leadership. They support colleagues, champion qualifications, and foster a culture of innovation and continuous learning in using digital tools effectively.
- **Culture Champions:** Giving teachers and non-teaching staff a stronger voice and opportunity to participate at a leadership level. They provide diverse perspectives, champion staff wellbeing and workload, and help ensure a strong, positive school culture where values are lived out.
- **Coaching:** A crucial way to foster continuous improvement and empowerment. Through skilled dialogue and listening, coaching helps staff unlock their own solutions, take ownership of their development, enhance teaching, and build relational trust and a collaborative culture.

Our **Operating System** outlines frameworks we use to cultivate personal and collective effectiveness:



★ **7 Habits of Highly Effective People:** This framework, applied through the **Leader in Me** program for children, focuses on building effectiveness from the "inside-out," starting with self-mastery. For staff, it means taking responsibility, planning, prioritising, collaborating effectively, listening, and self-care. For children, it provides practical skills like being proactive, setting goals, time management, thinking win-win, listening with empathy, teamwork, and self-care. It helps children develop character, confidence, resilience, adaptability, critical thinking, communication, and collaboration.



★ **4 Disciplines of Execution (4DX):** This is a powerful framework to help us focus our energy on what truly matters and achieve significant progress. It involves focusing on Wildly Important Goals (WIGs) that have the greatest impact on flourishing, acting on Lead Measures (the high-impact actions we can directly influence), keeping a Compelling Scoreboard visible to track progress and celebrate together, and having a regular Cadence of Accountability through supportive weekly sessions to stay on track.



By applying these principles and frameworks, we aim to create an exceptional educational experience where children learn, grow, and succeed together, feeling a deep sense of belonging. For staff, it's about creating a supportive and empowering environment where wellbeing and professional development are prioritised, enabling them to bring their whole selves to do the best work of their lives. For families, it means building strong partnerships that support children's development, learning, and wellbeing. Our strategy is our commitment to shaping a bright future filled with hope, wonder, and the joy of learning for everyone.