

# Uppingham Community College



**2024-27 Strategic Plan**





**WHY DO WE  
EXIST?**

*Our mission is to provide an inspirational, inclusive and high quality education, in an environment where everyone is known and valued, that enables our students to lead successful and fulfilling lives and contribute positively to society.*



# OUR CORE VALUES



## KINDNESS

We genuinely care for each other

We have empathy

We are always polite

We help others



## HONESTY

We tell the truth

We give feedback because we care

We act with integrity

We have humility



## RESPECT

We value everyone

We value ourselves

We celebrate differences

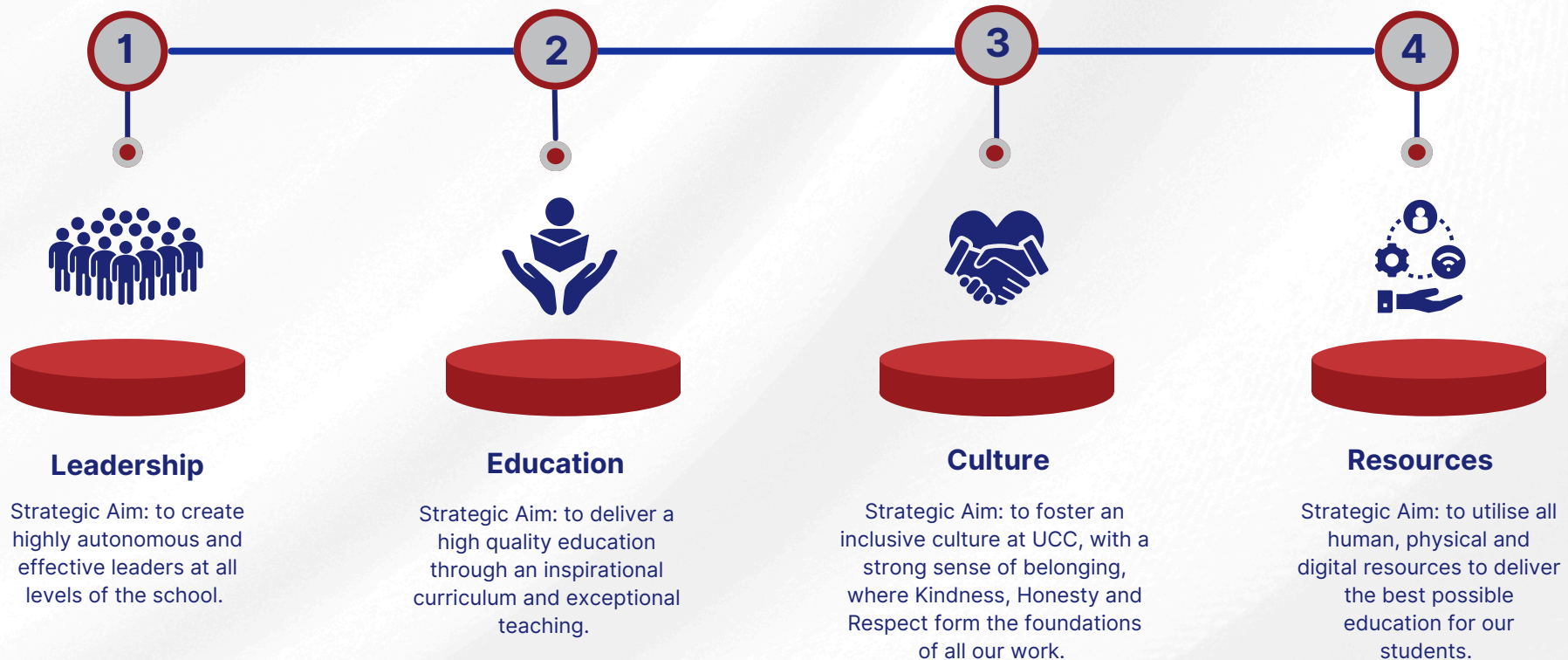
We take care of our environment



# Uppingham Community College

## Vision Statement

*Everyone at UCC thrives, in their learning, achievement and development.*





## DISTRIBUTED LEADERSHIP

**L1:** Through a developmental culture of trust, we will develop highly effective leaders by distributing leadership through autonomy, authority and accountability.



## CPD

**L2:** We will deliver high quality training for all colleagues at UCC, harnessing internal expertise whilst using external experts to supplement our CPD programme. *'Train people so they are able to leave, treat them so they want to stay'* is our CPD philosophy.



## COMMUNICATION

**L3:** Leaders will communicate with clarity and consistency to ensure key messages are articulated to all stakeholders.



## INTEGRITY

**L4:** Leaders at UCC will utilise the Nolan Principles, alongside the UCC values, to ensure we lead with integrity at all times.



## WORKLOAD

**L5:** Leaders at UCC will support colleagues to achieve a healthy balance in their lives by ensuring workload is manageable, sensible and appropriate.



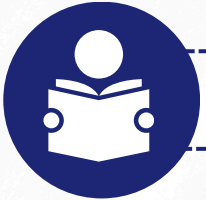
# LEADERSHIP

Strategic Aim: to create highly autonomous and effective leaders at all levels of the school.



## PEDAGOGY

**E1:** Teachers at UCC will use the Core Cluster (Model, Check, Retrieve) to form the foundation of their pedagogy, which will supplement their own adaptive teaching style and department priorities.



## LITERACY

**E2:** The UCC Literacy strategy will ensure all students are able to access the curriculum and make progress in their learning.



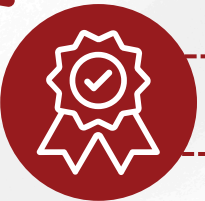
## CURRICULUM

**E3:** UCC will offer a broad, balanced, inspirational and well-resourced curriculum, which meets the needs of all learners, that is routinely reviewed, evaluated and evolved.



## ASSESSMENT

**E4:** Teachers will use formative assessment as the cornerstone for assessing student progress in lessons, alongside valid and reliable summative assessments to track progress over time.



## OUTCOMES

**E5:** UCC students will achieve excellent outcomes that enable them to access aspirational and appropriate post-16 pathways of their choice.



# EDUCATION

Strategic Aim: to deliver a high quality education through an inspirational curriculum and exceptional teaching.



UCC  
CULTURE

Strategic Aim: to foster an inclusive culture at UCC, with a strong sense of belonging, where Kindness, Honesty and Respect form the foundations of all our work.



## VALUES

**C1:** We will use Kindness, Honesty and Respect as the foundations for all our interactions within the school and local community.



## BELONGING

**C2:** We will foster a strong sense of belonging within colleagues, students and families, to ensure UCC is a safe and happy place to work and learn.



## BEHAVIOUR

**C3:** We will use a 'Relational' approach to educate our students in how to behave appropriately at school and in the local community. Teachers will be supported to maintain a positive learning environment in their classrooms.



## EQUITY & INCLUSION

**C4:** We will foster an inclusive culture, where differences are celebrated and where equity is promoted to ensure all individuals are known and feel valued.



## SUPPORT

**C5:** We will ensure all members of our school community are supported, both from internal colleagues and systems, and external agencies, with a particular focus on our most vulnerable individuals/families.



## PEOPLE

**R1:** We will ensure UCC is a great place for colleagues to work by creating the conditions in which they can thrive.



## DIGITAL

**R2:** We will invest in our IT estate to ensure our digital resources allow for efficient and effective performance from colleagues and students.



## PHYSICAL

**R3:** We will continue to develop the physical facilities at UCC to ensure the learning and working environments are optimised for students and colleagues.



## FINANCIAL

**R4:** Working within the Academies Handbook, we will utilise the school budget efficiently and effectively to ensure UCC is able to achieve it's vision of everyone thriving.



## SUSTAINABILITY

**R5:** We will adapt our working practices and develop the school site to become a more sustainable and environmentally friendly place to work and learn.

