



**Northampton School**  
Nurturing Success



# Five-year strategic plan

## Our Vision

To provide a broad educational experience that enables every child to achieve their maximum potential both academically and personally and which prepares them for a successful adult life.



## Context

The Northampton School Five-Year Strategic Plan sets out the key priorities for our school over the next 5 years from September 2024 to August 2029 and aims to address the high-level areas for the school to focus on, in order to achieve our vision, culture and ethos and values.

We aim to provide a comprehensive curriculum that promotes academic excellence and the holistic development of students, enabling them to become well-rounded individuals who are prepared for the future challenges of post-16 education and the world of work.

We aim to foster an inclusive community that nurtures every student and celebrates individual successes, whilst promoting diversity and championing respect.

Exceptional teaching and learning are at the heart of our plan, but this will be complemented by our outstanding pastoral care, Personal Development programme and extensive co-curricular programme which will build our students into the active citizens of the future.

We fully understand that we all, students, staff and parents, have a commitment to building connections with the wider local community, having been imposed on them through the building of the school, and will be actively working to build and strengthen these links over time.

This plan should be viewed in the context of Northampton School being a brand-new free school which is only in its second full year of operation and only in its first year operating in its brand-new buildings.

It is important to recognise that this plan is set against a wider national backdrop with uncertainties over educational funding and teacher recruitment, increasing pressures on social services and the public sector following the covid-19 pandemic and an ever-increasing number of students with extremely complex needs.

The key areas of focus to realise our vision, are set out below.

## Quality of Education

**Academic Excellence** - we want to be the co-educational school of choice for parents and students within the local vicinity and the wider area.

**Admissions** - we aim to maintain our already high number of applications (4.7 applications for each available place) and to increase this further.

**Staffing, Recruitment and Retention** - it is essential for us to appoint subject specialists as the school expands annually, for the next 3 years, to ensure that the curriculum is delivered by staff with a deep and expert subject knowledge and ability to inspire.

Through Trust and NPQ programmes, we will support staff with excellent professional development opportunities to inspire innovative practice and attract the highest calibre teachers.

**Curriculum content** - we will offer a standard academic curriculum of the EBacc subjects for all students with the opportunity to then choose 2 further subjects. We aim to offer a timetable with preferences that will enable students to choose two subjects that will support their strengths.

We will provide Heads of Department the opportunity to review the GCSE curriculum during 2025-26 in case there are any tweaks that need to be made ahead of starting GCSEs in September 2026.



We aim to inspire academic ambition, resilience and lifelong learning through a challenging and aspirational curriculum. There is a fully costed curriculum plan that we are working to as we grow which will drive ongoing recruitment needs. We will keep this under close review every year, particularly depending on preferences made for GCSE during Year 9.

**Student Outcomes** - we aim for students to be achieving a Progress 8 score of at least +0.5 by GCSE results day in August 2028. We also intend to run a suitable transition/support programme for those students intending to transfer to the NSB 6<sup>th</sup> form.

**Future curriculum plans** - we would like to be able to provide an alternative academic offer for those students who do not meet the requirements for entry into the NSB Sixth Form, but which enables them to continue to be part of the NSB Trust. Given our specialisms of the Performing Arts, we see this as the most viable option.

## Behaviour and Attitudes

**School Culture** - we have already established a culture that we are proud of in which we regularly celebrate student success, however, we are under no illusions that we must continue to build on this every year with new students and staff joining the school – this is even more important in the first 5 years of our journey.

**Attendance** - we were named as the top school in the East Midlands for attendance in our first year and we wish to remain at those high levels of student attendance as the school grows. We will work closely with students and parents where attendance levels decline. The appointment of a Family Support Worker will assist with this focus. This will continue to be a key focus area particularly with SEND/PP/FSM students.

**Behaviour Curriculum** - we introduced a behaviour curriculum when the school opened which we believed supported the needs of the students, setting out clear routines and high expectations for all utilising rewards and awards as well as sanctions. It is important that we continue to evaluate this curriculum and to continue to embed it through assemblies, PSHE and PD ensuring consistent reinforcement and application by staff.

**Exclusion rates** – Our exclusion rates were extremely low last year but as the school grows we know that we will need to use suspensions and permanent exclusions. We need to ensure these are applied consistently and fairly and monitored to ensure that we fall in line and do not exceed DfE rates.

**Awards Evenings** - Our annual awards for students currently take place in the end of year assembly. We plan to move these to a full awards evening for the first time in the summer of 2026.

We plan to eventually run separate Awards Evenings to celebrate academic outcomes, sporting excellence and performing arts excellence by the summer of 2028. There will be a suitable colours/awards structure in place to recognise success in the Arts/Sports.



## Personal Development



**Student Leadership** - We have initiated student voice through our school and year council meetings and the annual survey, however, we have a plan to establish the student leadership team when students reach Year 10 (Sept 2026) to grow student voice further, have opportunities for leadership and to take a key role in setting the right atmosphere for younger students in the school.

**Careers** - Following the appointment of an Assistant Head to oversee PD, this member of staff will have a key role in ensuring that we meet the Gatsby benchmarks and that we are able to provide meaningful opportunities for work experience placements and careers development as our first cohort of students move into Year 10.

**School trips** - we currently run a Year 8 residential but have our first overseas trip planned for next year. We intend to put together a suite of trips and activities, mapped out over the 5 years of a student's school career which enables them to participate in other residential and non-residential experiences.

**Co-curriculum** - We already offer an inclusive co-curricular programme with a significant number of opportunities for students to get involved in co-curricular activities as we see this as a vital strand to engage students in the life of the school. As the school grows in the next three years, we want to see the number of activities growing proportionally with the size of the school.

We would particularly like to be able to offer an even broader spectrum of activities for students to get involved in so that there is something for everyone at school. As the staffing body increases we will be able to offer opportunities for activities such as DoE and debating.



**House Competitions** - We run an extensive House competition but will need to expand this further as the school grows. We will be appointing a 'Head of Houses' in the summer of 2025 to drive this programme further forward and to increase the current offer including the opportunity to run House assemblies.

**Local, Regional and National Success** - For those students who compete at a higher level in Sports and the Performing Arts, we want to provide them with opportunities to compete at these levels and test themselves against other highly successful schools and to cultivate an exceptional reputation in Sport and the Performing Arts.

We have quickly established ourselves as a successful school, in 2024-25 winning 4 sporting County championships and one regional dance event, however, we have a strong desire to take this to the next level and become national finalists and national champions within the next 5 years.



## **SEND and Inclusion**

**SEND provision and student needs** - we are conscious of the increase in the number of students coming to NS with an increasingly complex set of needs. This will see us with 20 students with an EHCP in 2025-26. We need to ensure that we adapt appropriate strategies to meet the needs of these students in addition to those with complex Social, Emotional and Mental Health needs. We have already adjusted our recruitment in light of this and may need to do so further over the next 5 years.

**Parental engagement** - we aim to engage regularly with parents of children with SEND to ensure that they are fully aware of the provision for their child and are actively engaged in their learning.

**Inclusion Centre** - we aim to increase the physical resources provided within our inclusion area as the school grows to meet the changing needs of students. We will also consider the need for additional spaces on the school site to be designated for SEND student use as the needs increase.

**Access arrangements** - we will start to build up a profile of student's needs from Year 9, as we move towards our first GCSE cohort, so that we can ensure that the 'normal way of working' is incorporated into students' access arrangements for GCSE exams.

## **Leadership and Management**

**Middle Leadership** - Our growth plan means that we have expand the middle leadership team to appoint Heads of Department during the 2024-25 academic year. We have appointed a strong group of middle leaders, many of whom already have significant levels of suitable experience already. These HoDs will still need support from the Leadership Team as they join the school despite their experience.

We will provide all new staff a suitable induction and training programme to familiarise them with systems and routines used by the school.

**Succession planning/Talent management** – we have already identified several members of staff who we feel have the potential to step into future leadership roles within the school. The Leadership team will work with those staff over the next few years to give them opportunities to shadow experienced staff and begin to gain leadership experience as the school grows.

**Staff welfare** - we are already using AI to help with the production of school reports, however, we will investigate further and evaluate its uses to reduce teacher workload and pressure.

## Resources and School Infrastructure

Over the next 5 years we are looking to further improve the physical environment of the school to make it feel more appealing to students and to parents/carers.

**External lighting to netball courts** – we have installed lighting to allow greater use of the area in the winter months for extra-curricular activities. (completed Mar 2025)

**Wall wraps** – these will designate specific subject areas in key places around the school site in addition to brightening up the corridors they will also share key messages.

**Covered external dining** – we have identified that the dining hall will be inadequate for when the school is full and even though we could operate split breaks I do not want to impact on extra-curricular and operate a split lunch. We therefore intend to install a covered dining area between the North/South wings.

**Corridor/Classroom display boards** – nothing was provided as part of the build project. Classroom boards have been and are being installed, corridor locations to be confirmed when wall wraps installed.

**Sports Hall flooring** – as students move into Year 9 we will need to use the Sports Hall for trial exams and therefore will need to purchase protective flooring for this space as well as exam desks and chairs.



**Expanding the use of the school site/buildings** – In 2024/25, we restricted the use of the buildings to predominantly the South ground floor corridor. As the school grows, we need to successfully manage the transition to using the whole site, observing student movement and interactions around the building.

**Sustainability** - We would like to investigate more sustainable sources of energy, particularly solar, to see whether it is possible to reduce the carbon footprint of the school and reduce annual running costs.

**Padel Tennis** - We would like to instal 6 Padel Tennis courts on the school site to enable this up and coming sport to be delivered through curriculum.