

Warwick
Schools
Foundation



Our Manifesto for Education:

The Warwick Schools Foundation Strategic Plan to 2032

INTRODUCTION

I am delighted to introduce the new strategic vision for Warwick Schools Foundation.

The strategy incorporates a renewed purpose for the Foundation, values which underpin everything we do individually and collectively, and our strategic intents.

Together, these form a 'blue thread', creating a coherent and cohesive narrative for all that our charity supports: first and foremost, our Schools and the Professional Services which enable them to thrive, but also the growing number of initiatives which sit outside them.

There are six important areas of delivery for us:

- academic performance
- wellbeing of pupils and staff
- innovation
- a spirit of life enhancement
- a community beyond the campus, and
- our immediate and wider environment

As one of the largest educational charities in the country, we want to continue to ensure excellence in all we do, and also make sure that the undoubted benefits of being part of a larger whole are more fully developed.

Each year, we will review the past year's activity and progress will be assessed and demonstrated in a variety of ways from across the Foundation.

I look forward to seeing the exciting developments which will spring from this strategy, creating an even more dynamic environment for learning and greater impact on the wider educational landscape.

Sally Austin Foundation Chair of Governors



OUR VISION

There is a fine balance in every organisation between safekeeping and innovation. This is true of schools, too.

In our era of rapid technological and pedagogical advance, standing still is the fastest way of moving backwards. Our schools receive support and scaffolding from the Foundation in order to achieve something that no one school could achieve on its own – to innovate continually for the benefit of the pupil's schooling and their lives, as well as having the space to cast our minds forward to glimpse what the possibilities and opportunities in education might be in years to come.

How does the Warwick Schools Foundation make this happen?

The Foundation provides a ready forum for our senior leaders to share best practices and to confront important issues together. In stand-alone schools the strategic requirement is often derailed by the operational imperative. The Foundation provides space and resource for forward thinking amongst peers and the simple power of joint focus. The collective will of the Foundation ensures time for thought, and time is often our most important advantage.

Collaboration made possible by being part of the Foundation makes logistical feats achievable. Whilst there are already well-developed joint activities across King's High and Warwick Schools, we are committed to extending the benefits of working together to all our pupils and staff.

Furthermore, there is a sharing of resource; this includes a growing use of facilities across the schools and a commitment to enhancing our campuses for all, but perhaps even more telling is the collaborative human resource across the academic spectrum as well as HR, IT, Marketing, Admissions, Finance, Hospitality, Estates and Operations. This cohesion achieves both efficiency and appropriate integration.

All of this results in a positive influence on the broader Warwickshire community thanks to our local histories and our pupils, family and staff presence.

Lastly, the Foundation creates for pupils and for their families a journey; an exciting journey through the schools, with the welcome security of offering a trusted flightpath from 3 to 18.

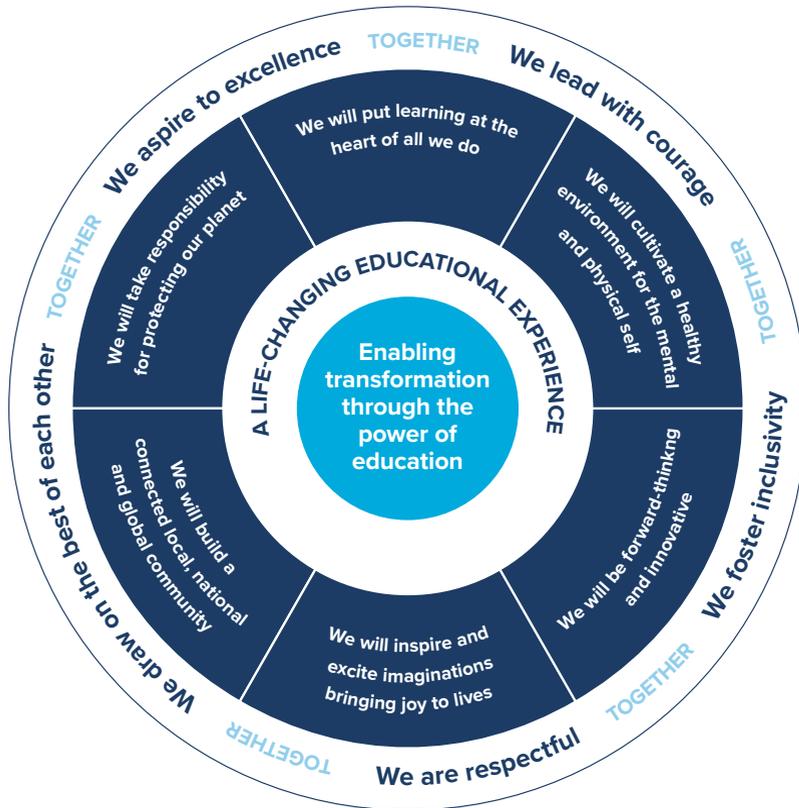
Our Foundation brings consistency and continuity without homogeneity; each school will and must retain its own character and identity, and yet the whole can be greater than the sum of its parts, which is, after all, what the Foundation is about.

The role of the Foundation is to enable the best education in the country for girls and boys 3-18. Progress in all our six strategic intents is central to ensuring that we remain at the vanguard of schooling in the country.

Richard Nicholson Foundation Principal



STRATEGIC PLAN



Our Values

Together, we aspire to **excellence**
Together, we lead with **courage**
Together, we foster **inclusivity**
Together, we are **respectful**
Together, we draw on the **best of each other**

Our Strategic Intentions

- We will put learning at the heart of all we do
- We will cultivate a healthy environment for the mental and physical self
- We will be forward-thinking and innovative
- We will inspire and excite imaginations, bringing joy to lives
- We will build a connected local, national and global community
- We will take responsibility for protecting our planet

All of these feed into our Purpose:
Enabling transformation through the power of education.



*'It is not what you look at that matters.
It is what you see.'*

Henry Thoreau

INTENT 1

WE WILL PUT LEARNING AT THE HEART OF ALL WE DO

This intent will be fulfilled through the following strategic goals:

- Facilitate outstanding outcomes for our pupils
- Stimulate intellectual curiosity and cherish the pursuit of scholarship
- Enable the acquisition of skills and encourage lifelong learning
- Attract, recruit and retain outstanding staff and volunteers

“We are a learning community, focused on supporting our pupils in their own learning journeys. In a world of ever-growing complexity, we must be proactive and restless in pursuit of the excellence for which we strive.”

John Bond Headmaster, Warwick Junior School



*'He who has health has hope.
He who has hope has everything.'*

HM Queen Elizabeth II

INTENT 2

WE WILL CULTIVATE A HEALTHY ENVIRONMENT FOR THE MENTAL AND PHYSICAL SELF

This intent will be fulfilled through the following strategic goals:

- Be a fulfilling place to study, work, and live
- Nurture the wellbeing of our community
- Prioritise everybody's mental and physical health
- Promote lifelong healthy living

“The wellbeing of our community remains at the forefront of our strategic work, recognising the vital role that physical environments, professional pathways, and pastoral support play in enabling all to fulfil their potential.”

Hellen Dodsworth Headmistress, Warwick Preparatory School



'Curiosity has its own reason for being.'

Albert Einstein

INTENT 3

WE WILL BE FORWARD- THINKING AND INNOVATIVE

This intent will be fulfilled through the following strategic goals:

- Prepare our pupils for the world of tomorrow
- Empower our pupils to be positive agents of change
- Harness the best of our heritage whilst embracing innovation
- Be recognised for thought-leadership

“Our schools have innovation baked into their DNA. We are committed to exploring and developing the curricular and wider school experience so that our pupils of today are ready for the world of tomorrow.”

Stephen Burley Head Master, King's High School



*'Life is either a daring adventure,
or nothing.'*

Helen Keller

INTENT 4

WE WILL INSPIRE AND EXCITE IMAGINATIONS, BRINGING JOY TO LIVES

This intent will be fulfilled through the following strategic goals:

- Champion the '3 Ps' – Participation, Pathway and Performance
- Establish excellence in artistic expression, and a platform for others to enjoy it
- Inspire creative thinking
- Curate a breadth of stimulating opportunities

“Creativity is an essential part of our human condition. With stimulating lessons, a vibrant co-curricular programme and appropriate routes for specialism, we want to enable everyone in our community to find their own joyful path.”

James Mercer-Kelly Headteacher, The Kingsley School



'None of us is as important as all of us.'

Japanese Proverb

INTENT 5

WE WILL BUILD A CONNECTED LOCAL, NATIONAL, AND GLOBAL COMMUNITY

This intent will be fulfilled through the following strategic goals:

- Have a meaningful impact in the local area and reflect the communities we serve
- Keep our schools as financially accessible as possible
- Extend the influence of our charitable purpose
- Instil the importance of social responsibility
- Create global opportunities
- Grow a giving community

“Our schools are deeply connected to the local area. We are committed to developing our partnerships, for our Foundation to mean more to more people and, thanks to the generosity of The King Henry VIII Endowed Trust, Warwick and The Charity of Sir Thomas White, Warwick, and individual donors, extend a Foundation education to more young people. We know too that to fulfil our ambitions, we will need to draw on the generosity of our community: time, talent, and for those who can, financial.”

James Barker Head Master, Warwick School



'You are never too small to make a difference.'

Greta Thunberg

INTENT 6

WE WILL TAKE RESPONSIBILITY FOR PROTECTING OUR PLANET

This intent will be fulfilled through the following strategic goals:

- Raise awareness and engagement of the global climate imperative
- Devise a pathway to achieving carbon net zero
- Ensure all our stakeholders become advocates of change
- Champion environmental matters for the school sector

“As custodians of our planet, each of us has a part to play in protecting Earth’s resources for future generations. Across the Foundation family, we share a commitment to preserving the planet by reducing our own carbon footprint as well as playing a lead role in global education programmes bringing about positive environmental changes”

Victoria Espley Foundation Bursar



SUMMARY

This strategy is the overarching and underpinning plan for the charity which is our Foundation, providing renewed clarity.

The strategy promotes collaboration, developing the opportunities for our community to work together. Each School, our Professional Services, and our educational programmes continue to have their own priorities, but alongside fulfilling these will also contribute to the fulfilment of the Foundation strategy.

This strategic plan has been developed alongside groups of pupils from across our schools, staff, parents, and alumni. It has been a whole community undertaking.

Thank you to everyone who has taken part.

How our Foundation has developed over time

What we now know as our Foundation has been a key feature of the local educational landscape for centuries.

914

Warwick School can trace its history back to 914.

1545

Warwick School re-founded by Henry VIII as 'The King's New School of Warwick'.

1875

The Scheme of Management of the King's Schools Foundation ordered that three schools should exist: The King's School (a grammar school for boys), The King's Middle School (an intermediate school for boys) and The King's High School for Girls.

1879

King's High opened.

1906

The King's Middle School and the old King's Grammar School were combined into one on the grammar school site, on Myton Road. The name of Warwick School was becoming more and more normalised.

1945

The Kindergarten of King's High School became a stand-alone, privately owned preparatory school (Warwick Preparatory School).

1946

The first head of Warwick Junior School was appointed.

1966

Warwick Preparatory School once again become part of the Foundation (now known as Warwick Schools Foundation).

2021

The Kingsley School joined the Warwick Schools Foundation. The Foundation has also developed new partnerships including Warwick – A Singing Town, The Orchestra of the Swan and Future Fwd Conference Programme.



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