



FARRINGTONS
SCHOOL

Farringtons Towards 2030 Strategic Development Plan



Hundreds of Individuals,
One Community

INTRODUCTION



This Strategic Development Plan sets out six core objectives that will focus our thinking and inform our decision making as we head towards 2030.

True to our school motto 'Posside Sapientiam' meaning 'Growing in Wisdom', we continue to believe wholeheartedly in the holistic approach to education we offer and for which we are well-known. Our aim is that every pupil is provided not only with the opportunity to achieve their full potential academically, but also to develop interests and passions outside the classroom, to grow socially, emotionally and to feel valued and part of a very special school community.

As ever, we are proud to be part of the Methodist Independent Schools Trust (MIST) group of schools. Indeed, 110 years on from when Farringtons was founded, Methodist values and our Christian roots continue to underpin our ethos. Equally, building on the reputation we have established over many years for the quality of our pastoral care, we are fully committed to ensuring that the school's supportive and nurturing environment remains a recognisable strength, and that pupil and staff wellbeing is of paramount importance, not least as we emerge from a global pandemic.

As educators we are acutely aware that we have a responsibility to prepare our pupils for an ever-changing world, one in which the need to be flexible and resilient will be increasingly important, as will the ability to forge meaningful relationships. Ultimately, our desire is that our students leave us as well-balanced young adults, ready to face the future with confidence, a desire to think of others and a keenness to make a positive contribution to society.

Given the competitive market in which we find ourselves, located as we are in the South East of England, we certainly take nothing for granted. We will, of course, continue to champion the benefits of being an all-through school and to promote the advantages of smooth transitions between key stages. Similarly, we will also reinforce the message that Farringtons has a culture of high aspiration in all that it does, without the pressures of continual testing or an obsession with placing results and league tables above all else. At Farringtons, we are confident that we have found the correct balance.

You will also see that we have outlined our ambitious plans for continuing to develop the fabric of the school. Our newer classroom buildings, blending sympathetically with our more historical ones, have undoubtedly enhanced the teaching and learning experience for all concerned in recent years. However, we are mindful of the need to invest further in the site and to continue improving the existing facilities, particularly in the extra-curricular sphere and in boarding, but also in the form of communal areas, in order to cater for our significant growth in numbers over the past decade.

I hope that this Strategic Development Plan will serve us well both internally and externally; it has certainly been an enjoyable document to work on. I trust, too, that it will help to ensure that the long held traditions of Farringtons are maintained, whilst providing a clear direction of travel for the future, such that our wonderful school continues to flourish and evolve.

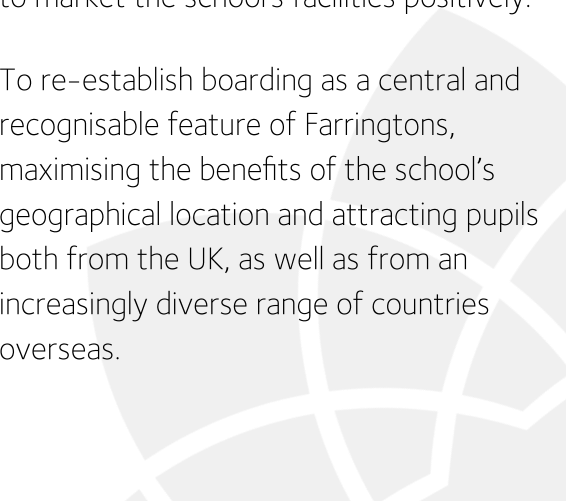
A handwritten signature in blue ink that reads "David Jackson". The signature is written in a cursive, flowing style.

David Jackson
Head

OUR AIM

“To deliver a world-class education, in a nurturing environment, enabling every individual in the Farringtons community to develop and shine”.

Core objectives

1. To recruit, develop and retain staff of the highest calibre, such that we ensure every pupil achieves their full academic potential, develops a long-lasting love of learning and is fully prepared for life beyond school, both at university and in the world of work.
 2. To build on the school's established reputation for providing a nurturing, inclusive and supportive environment and to be recognised as a beacon of excellence, both locally and further afield, for our individualised approach to pastoral care and the emphasis placed on pupil and staff wellbeing. To continue fostering the strong sense of 'family', ensuring all members of the Farringtons community feel included and connected to the school, and providing increased opportunities for alumni engagement.
 3. To ensure that Christian values continue to underpin Farringtons' Methodist ethos and that Chapel remains a central part of school life. To encourage ongoing outreach in the local community and to instil in the pupils a sense of social and global responsibility, as well as a desire to support and be involved in charitable work. To explore how we can develop our existing school partnerships further as part of MIST, as well as establishing new ones.
 4. To promote further the school's holistic approach to education, ensuring that Farringtons thrives, attracts a diverse wide range of pupils and is increasingly well-known for the quality of opportunities it provides in Sport, Music and the Performing and Creative Arts, as well as for its distinctive Floreat Programme and approach to character development.
 5. To establish a programme of capital projects, in order of priority, so as to ensure Farringtons' impressive site and facilities remain a real selling point of the school and inspire pupils to strive for excellence, whilst at the same time providing a safe, accessible and fit for purpose environment in which everyone can flourish. To explore the potential for fundraising in support of new projects and bursaries, as well as ways to market the school's facilities positively.
 6. To re-establish boarding as a central and recognisable feature of Farringtons, maximising the benefits of the school's geographical location and attracting pupils both from the UK, as well as from an increasingly diverse range of countries overseas.
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OBJECTIVE 1

To recruit, develop and retain staff of the highest calibre, such that we ensure every pupil achieves their full academic potential, develops a long-lasting love of learning and is fully prepared for life beyond school, both at university and in the world of work.

How will this be achieved?

A: Inspiring and Innovative Teaching and Learning

- Review the effectiveness of the new timetable and curriculum changes implemented in September 2021 in both the Junior and Senior School, including the impact it has had on academic culture and pupil progress.
- Enhance the school's academic reputation, locally, nationally and internationally by seeking to improve exam results year on year, both in terms of raw grades and value-added data.
- Continue to cultivate an aspirational culture and to provide a consistently focused learning environment, insisting on the highest expectations with regard to pupils' relationships and behaviour, as well as their attitude and approach to study.
- Ensure that teacher feedback is highly effective and meaningful, engages pupils and impacts positively on progress.
- Develop a more robust system of tracking, monitoring and target setting at Head of Department and Form Tutor level in order to maximise pupil performance.
- Strengthen the 'whole school' ethos by seeking to develop further curriculum planning, cohesion and collaboration between the Junior and Senior School.
- Provide increased opportunities for pupils to develop the skills of enquiry-based learning and independent research.

B: Investment in Staff

- Further develop the conditions for teaching to be of the highest quality through bespoke, targeted, continuing professional development which occurs little and often and is directed by colleagues' emerging needs.
- Fully embed Bluesky as the school's professional development review system, as a way of allowing teachers to record their training and to self-assess against personal, departmental and whole school goals.
- Ensure all members of staff, both teaching and non-teaching feel valued, are appraised regularly and have career progression opportunities.
- Continue to keep staff salaries under close review, together with the overall 'benefits' package, in order to ensure that these remain fair and competitive.

C: Stretch and Enrichment

- Continue to develop our provision for Highly Able Gifted and Talented (HAGT) pupils across the school.
- Further develop the Sapientiam lecture series, encouraging ongoing participation and contributions by colleagues in school, as well as inviting a diverse range of outside speakers to come in and deliver talks.
- Expand the number of Departmental Societies and Clubs.

- Continue to encourage pupils to take part in in-school challenges, to sign up for external academic competitions across the curriculum and to build on our success in Public Speaking and Debating.
- Explore ways to promote reading further across the school and the use of the e-Library.
- Review the range of opportunities provided to pupils across the school for educational visits and trips.

D: Learning Development

- Review the balance at Farringtons between our wider ability approach to admissions, alongside the overall aims of the school to be academically aspirational.
- Based on the above, consider the financial viability and desirability of having faculty-based TAs for English, Maths and Science and of investing in new laptops with specific software to support individual pupils' needs.
- Increase teachers' ability to support pupils with SEN needs in their classrooms.

E: Collaboration, shared good practice and use of IT to enhance teaching and learning

- Continue to develop a culture of shared good practice, collaboration and mutual observations between all members of teaching and support staff.
- Establish a Teaching and Learning group which meets half-termly to discuss pedagogy, new educational trends and initiatives.
- Continue to grow teachers' confidence with technology as a teaching tool and to develop their digital skills.

- Review the IT strategy, the use of devices by pupils in the Senior School in support of their learning and the school's BYOD policy.

F: Careers and Higher Education

- Review the success of the new 'Farringtons Futures' Careers programme.
- Provide opportunities for pupils to engage in work experience, to learn more about Gap Years and apprenticeship opportunities.
- Introduce a preparation for university week for pupils in Year 13.
- Hold an annual Careers Fair, enlisting the help and support of parents and alumni.
- Establish the Farringtons CORGI (Cambridge, Oxford, Russell Group and Ivy League) Programme, aimed at pupils from Year 11 upwards who aspire to attend highly academic universities.



OBJECTIVE 2

To build on the school's established reputation for providing a nurturing, inclusive and supportive environment and to be recognised as a beacon of excellence, both locally and further afield, for our individualised approach to pastoral care and the emphasis placed on pupil and staff well-being. To continue fostering the strong sense of 'family', ensuring all members of the Farringtons community feel included and connected to the school and providing increased opportunities for alumni engagement.

How will this be achieved?

A: Personalised tutoring and pastoral care

- Reduce the size of Form Groups, to give tutors more opportunity to provide individualised pastoral support to their tutees, the capacity to monitor their academic progress more closely, to set and review targets and to put in place interventions as and when necessary.
- Review the schemes of work for the weekly well-being lessons, as part of the change to the timetable from September 2021, to ensure that it gives teachers an opportunity to deliver the new RSE curriculum, well-being and VESPA content, parts of the Careers programme as well as time for 1:1 tutorials.
- Invite guest speakers to deliver presentations to pupils, staff and parents on key pastoral topics such as building resilience, e-safety, relationships and sex education, anti-bullying, prejudice and discrimination, drugs awareness and addiction.

B: Emphasis on positive mental health and wellbeing

- Seek to enhance and develop the school's well-being culture and to invest further in mental health support and training, for the benefit of both pupils and staff.

- Ensure all pupils and staff are provided with a safe place for views and opinions to be raised and discussed, through student committees and staff consultation groups.
- Implement AS Tracking across all year groups (starting with years 7, 8, 10 and 12) to help identify pupils at increased risk.
- Embark on the well-being award scheme for schools and target an Independent Schools award as a way of raising our profile and cementing our reputation in this area.
- Consider hosting a post-Covid 19 wellbeing conference for MIST schools.

C: Safeguarding

- Ensure that the school's safeguarding culture remains ubiquitous and of paramount importance and that 'MyConcern' continues to be well used by colleagues for logging concerns.
- Review 'MyConcern' entries, identifying particular trends and discussing strategies to address them on a termly basis at Senior Management and Senior Leadership team meetings.
- Implement 'Student Voice' as a way of giving pupils an opportunity to raise concerns and for the school to track trends.
- Make sure that all relevant policies are reviewed at least annually, that staff are briefed on updates to KCSIE and other developments in safeguarding.

- Continue to raise awareness amongst pupils and parents about the risks associated with IT, to ensure e-safety systems and appropriate security features are in place to minimise the risk of cyber attacks.

D: House culture

- Continue to build the House culture, such that all pupils feel included and involved with a particular allegiance to Davies, Fisher, Hatton or Wilson.
- Refine and fully embed the system of rewards, merits and House points, as well as the programme of inter-house competitions.

E: Fostering the 'Farringtons Family'

- Ensure that Farringtons is a diverse and inclusive school in which everyone has a voice and feels valued.
- Ensure that parents receive regular updates via parent portal and SchoolPost, as well as through digital newsletters, such as 'Focus on Farringtons' with articles, photos and video clips that celebrate the individual and collective successes of the pupils.
- Build upon the strong existing link with parents through the Farringtons Parents Association (FPA) which raises funds for the school and organises a number of events throughout the year for the Farringtons community.
- Host a number of coffee mornings, drinks receptions and dinners through the year, as a way of thanking parents for their ongoing support, of presenting on and providing opportunities to discuss current educational topics and of communicating key marketing messages.

- Consider other events as a way of encouraging parents to meet one another.

F: Engagement with alumni

- Ensure that alumni receive regular communications through the year informing them of the latest news and developments in school.
- Make sure that our mechanism for capturing data on alumni is effective, such that we can provide them with greater opportunities to keep in contact with the school and each other.
- Invite alumni to key events such as the Carol Service and Speech Day, as well as putting on other engaging events in the year to allow former Farringtons and Stratford House pupils to re-connect with the school and their fellow alumni.
- Continue the work on the digital archive and school photos so as to keep the Farringtons story alive.
- Invite alumni to engage with current Farringtons pupils at Careers Fairs and university preparation events hosted at school.



OBJECTIVE 3

To ensure that Christian values continue to underpin Farringtons' Methodist ethos and that Chapel remains a central part of school life. To encourage ongoing outreach in the local community and to instil in the pupils a sense of social and global responsibility, as well as a desire to support and be involved in charitable work. To explore how we can develop our existing school partnerships further as part of MIST, as well as establishing new ones.

How will this be achieved?

A: Chapel and opportunities for spiritual growth

- Continue to place Chapel at the heart of the school, providing pupils and staff with opportunities for worship and quiet reflection every week and holding services to mark the main Christian events.
- Develop further pupils' awareness and understanding of Christian and Methodist values, whilst being inclusive of those of other faiths and none, encouraging them to take the lead and to play an active part in Chapel services.
- Seek to establish a school Christian Union as well as a Farringtons Prayer Group, to which all members of the school community are welcome.
- Run confirmation classes and offer the opportunity for pupils and staff to be confirmed in Chapel once a year.
- Encourage choral singing and increase the number of hymns known by the pupils.

B: Social and global responsibility

- Promote widely and regularly the benefits of being part of a culturally diverse community in terms of preparing pupils to be global citizens.
- Further develop awareness of global issues both within and outside the curriculum.

- Further develop the Eco-Committee within school, made up of pupils and staff, to raise awareness about environmental issues and to draw up a sustainability strategy.
- Work towards becoming a Green Flag accredited Eco-school.
- Encourage pupils to take part in a socially conscious expedition overseas linked to conservation.

C: Links with the Community and support for charities

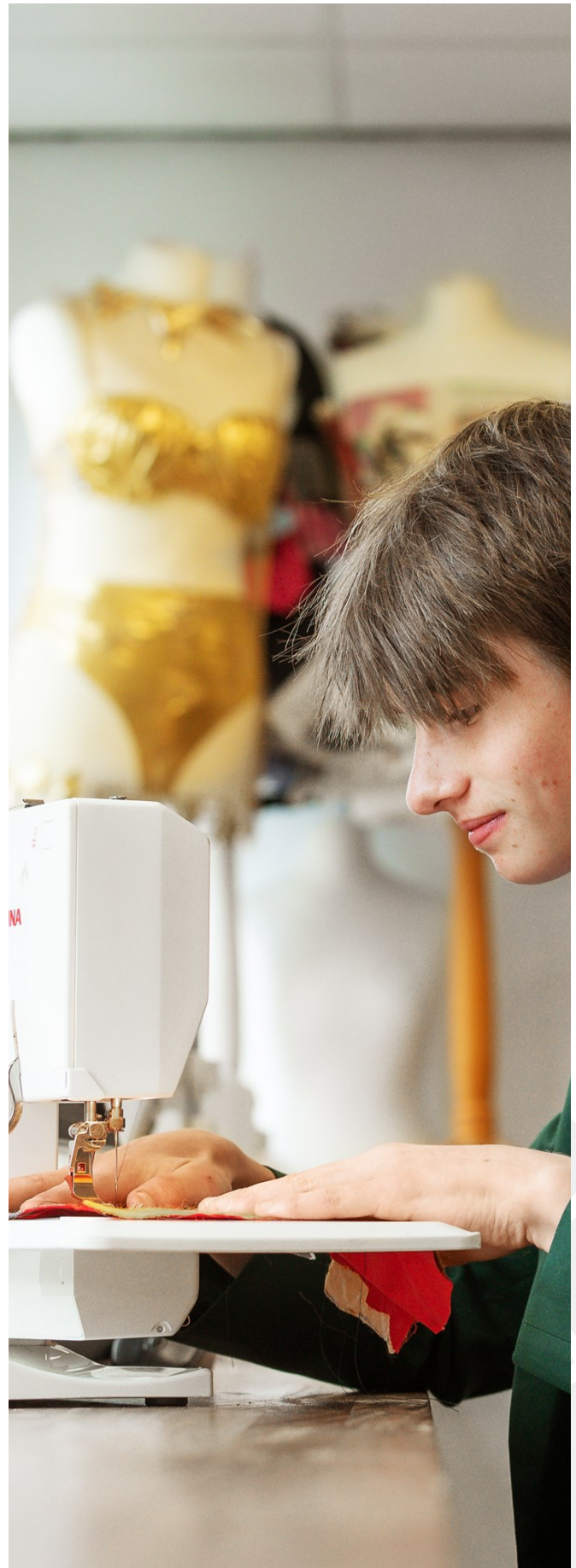
- Develop further the link with Chislehurst Methodist Church.
- Establish a Community Service programme.
- Explore new ways to support people, to raise money and to provide food for those in need within the local area.
- Establish through the Houses, a yearly programme of supporting a local charity, a well-known UK charity and a charity overseas.
- Look into working with the Methodist 'All We Can' charity as well as other Christian charities such as Tearfund.
- Encourage Sixth Formers to volunteer for charitable organisations such as The Mango Tree and Brass for Africa, and to take part as a group in an overseas project.

D: Develop existing School partnerships

- Continue to develop close links with other MIST schools, maximising the benefit of being part of a multi school trust and seeking new ways of collaborating within the group.
- Ensure that we make the most of our membership of other associations, such as the Society of Heads and the BSA, encouraging staff to attend conferences and courses they run that would be of benefit to them professionally and to the school.
- Develop relationships with other schools in The Independent Schools Christian Alliance (TISCA) group.

E: Explore new links nationally

- Consider becoming a member of the Independent Association of Prep Schools (IAPS), in order to raise the profile of the Junior School, to share ideas and learn from other Prep Schools in the South East.
- Investigate the desirability of applying for membership of the HMC as a way of enhancing the school's reputation further.



OBJECTIVE 4

To promote further the school's holistic approach to education, ensuring that Farringtons thrives, attracts a diverse range of pupils and is increasingly well-known for the quality of opportunities it provides in Sport, Music and the Performing Arts, as well as for its distinctive Floreat Programme and approach to character development.

How will this be achieved?

A: Raising our profile

- Continue to improve the quality of our website, both in terms of look and content, and increase the number of video clips and news stories that give an insight into the school.
- Develop further our use of Digital and Social Media.
- Review regularly our use of advertising, digitally and otherwise, to help ensure the greatest possible exposure.
- Introduce our own school Podcast channel 'Farringtons Features'.
- Look to have an increased presence in educational magazines, encouraging colleagues to write articles.
- Ensure we feature in high profile publications such as The Good Schools Guide.
- Build on the progress made with regard to our branding and consider nomenclature with regard to the Junior School and a change to Farringtons Prep School.

B: Pupil numbers

- Focus hard on attracting pupils to join at the Early Years Foundation Stage.
- Continue to improve retention rates into Year 3, Year 7 and Year 12.
- Recruit additional pupils into the Sixth Form who would benefit from a Farringtons education.
- Recognising that the whole school benefits from a pupil community that is diverse and

representative of our society, consider ways in which scholarships and bursaries can be used further to attract talented pupils who would be an asset to the school and who in turn would get the most out of a Farringtons education.

C: Open Days, Admissions events and Market research

- Continue to run high quality Open Day and Admissions events, using a combination of traditional visits to see the school in person, alongside excellent online virtual tours and videos.
- Invite current and past parents, as well as alumni, to become Farringtons ambassadors and involve them in Open Days.
- Provide further training for tour guides, both for normal visits and Open Days, in order that they can sell the school effectively and improve the parental experience.
- Do more in-depth research into how parents found out about Farringtons and what influenced their decision to request a prospectus, visit and take up a place.
- Research and investigate why parents who did not take up places in Pre-Reception, Reception, Year 3, Year 7 and Year 12 made this decision in order to inform school development and marketing actions.

D: Links with local schools

- Continue to foster strong relationships with local feeder state and independent schools and develop relationships with local nurseries.

- Increase the number of events hosted at Farringtons, helping to raise the profile of the school in the local neighbourhood.
- Encourage staff to visit schools in the area to deliver talks, to run a coaching session, to referee matches, promoting Farringtons to prospective pupils and parents in the process.
- Run a number of Skills Days for different age groups through the year, giving potential pupils from local schools an opportunity to get a taste of the school's facilities and activities on offer, such as our Forest School.

E: Sport

- Review sports provision across the school, in order to draw up a clear vision for the future and to identify clear priorities in terms of an inclusive offer with appropriate facilities and staffing.
- Continue to raise the school's reputation in sport, especially in football, striking the correct balance between participation and competition.
- Use the additional time created by the new activities programme to run extra team practices.
- Continue to grow the fixture list and to increase the number of pupils involved in Saturday morning matches, tournaments and events.
- Expand the inter-house sport programme.
- Grow the number of sports tours and pre-season trips, both in the UK and abroad.

F: Performing and Creative Arts

- Continue to raise the profile of Music, Drama and Dance, both internally and externally, whilst also promoting the Creative Arts widely, within school, on our website, locally and further afield.

- Continue to build on the recent momentum in terms of seeking ways for the Performing and Creative Arts Departments to work collaboratively.
- Use the additional time created by the new activities programme to grow the number of music groups (eg choirs, bands, orchestras) and drama related opportunities.
- Ensure that our LAMDA, Speech and Drama and English Speaking Board offerings are well publicised.
- Expand the number of inter-house competitions.
- Establish a series of lunchtime concerts.
- Increase the number of performances given in the local area as well as exploring opportunities to take the choir or orchestra overseas.

G: Holistic Approach and Character Development

- Review the success of the Floreat Programme and seek ways to develop it further such that it continues to be a distinctive co-curricular offering.
- Continue to champion the Duke of Edinburgh Award Scheme.
- Provide an increased number of opportunities for pupils to develop their leadership skills and establish our own Farringtons Leaders Award.
- Develop further pupils' communication skills, their ability to work in teams and to problem solve.
- Continue to develop the Forest School, thereby enhancing the pupils' capacity to assess risks and their ability to work independently in a natural, outdoor environment.
- Continue to develop the Farringtons Passport initiative and consider how this could be implemented in other year groups.
- Provide ongoing opportunities for promoting diversity.

OBJECTIVE 5

To establish a programme of capital projects, in order of priority, so as to ensure Farringtons' impressive site and facilities remain a real selling point of the school and inspire pupils to strive for excellence, whilst at the same time providing a safe and fit for purpose environment in which everyone can flourish. To explore the potential for fundraising in support of new projects and bursaries, as well as ways to market the school's facilities positively.

How will this be achieved?

A: Senior School

- Re-visit the development of a Performing Arts Centre (PAC) to enhance the provision for music and drama.
- Develop additional Sixth Form facilities to provide pupils with a better pre-university experience and as a way of attracting and retaining students in Years 12 and 13.
- Explore the possibility of building an Astroturf pitch to increase and improve the school's sports provision.
- Investigate the feasibility of lights for the tennis and netball courts, to allow training to take place later in the day.
- Look into creating additional storage space for sports equipment next to the sports hall.
- Seek to provide additional social space for pupils in Years 7 – 11.
- Continue to ensure ongoing refurbishment in the boarding houses.
- Ensure that all pupils in Years 7–11 have their own lockable locker in school for them to store books and valuables during the day.
- Ensure the main school building is sensitively maintained to protect its historical features whilst improving the external appearance.

B: Junior School

- Develop the Infant School Playground to create a truly inspiring outdoor space.
- Consider building a covered and enclosed space with Astroturf flooring on the site of the current Junior School netball court, to provide pupils with a place to play outside when it is wet which could also be used by the boarders in the evenings and at weekends.

C: Whole School

- Seek to improve signage and ensure that Farringtons is an accessible and welcoming site.
- Ensure that classrooms are clean and bright with up-to-date displays of students' work.
- Increase the number and range of photos in reception, corridors and communal areas, as well as displays celebrating pupil achievement.
- Improve the waiting areas, meeting rooms and toilets to create an excellent first impression on visitors to the school.
- Consider making more space for or relocating the Medical Centre.
- Seek advice on how the school's grounds can be further enhanced to make them look even more attractive, particularly on the back field.
- Explore the possibility of increased usage of the pitches on the Queen Mary University Sports Ground.
- Introduce honours boards as a way of highlighting the school's long history.

D: IT infrastructure and site security

- Ensure that the IT infrastructure is fit for purpose to meet the increasing demands of the future.
- Implement iSAMS as the school's management information and administration system.
- Continue to enhance security features to minimise the risk of a cyber attack.
- Ensure that the security of the school's campus and a strong Health and Safety culture remain a high priority.
- Revisit the school's Critical Incident Plan, make sure that all members of Senior Management Team are fully aware of their specific roles and that all staff are well versed in how to respond.

E: Opportunities for lettings and partnerships in the local area

- Consider the appointment of a Commercial Manager, to promote community use of our facilities and to make sure that we are maximising the school's full potential for non-fee income.
- Develop further the relationship with Bromley Youth Music Trust as the planning for the new PAC commences and consider other partnerships such as with the Churchill Theatre.
- Investigate working with Glebe Football Club, Chislehurst School for Girls, Queen Mary University and/or Sport England to co-fund the construction of an Astroturf.
- Explore the possibility of a Football Academy partnership with a high-profile club in South-East London.

F: Establishing partnerships overseas

- Look into establishing a partnership with a school whose ethos is akin to ours, with a view to setting up an exchange programme for pupils and teachers.

G: Fundraising

- Investigate the viability of setting up an Alumni Relations and Development Office to work with stakeholders to build a fund in support of school bursaries, to help those who have suffered unanticipated financial hardship as a result of Covid-19 and to raise money for capital projects.
- Begin the process of 'friendraising', identifying potential donors and developing a culture of philanthropy within the school.
- Provide different ways for people to give, such as single or regular donations, legacies or stocks and shares.
- Consider other fundraising initiatives, for example an annual dinner with auction and the idea of alumni tiles.



OBJECTIVE 6

To re-establish boarding as a central and recognisable feature of Farringtons, maximising the benefits of the school's geographical location and attracting pupils both from the UK, as well as from an increasingly diverse range of countries overseas.

How will this be achieved?

A: Overseas Strategy

- Establish or re-establish relations with key agents from core markets abroad, most notably China and Spain.
- Raise our profile in a number of other key countries particularly France, Italy, Germany, West and East Africa and the Americas.
- Continue to attract short stay pupils whilst also promoting the 1 Year GCSE and pre-A Level courses to agents and families.
- Target particular countries for trips each year and prioritise several international recruitment fairs.
- Explore short term increases in commission rates as a way of incentivising new agents.

B: UK strategy

- Promote the benefits of weekly and flexi boarding to local and London based families, highlighting our desirable location in Chislehurst.
- Ensure that existing day pupils and their parents have a better understanding of what boarding is like and provide taster evenings and weekends as a way of encouraging them to consider it.
- Explore the idea of promoting and offering places to pupils from Forces families who are in a position to claim the Continuity of Education Allowance.

- Continue to develop the partnership with Royal Springboard and the British Alumni Society in Poland.
- Build relationships with a greater number of boarding prep schools in Kent and the South-East.

C: Messaging and communication

- Focus on selling a boutique boarding experience, in small home-from-home style boarding houses.
- Build towards making boarding an increasingly prominent and distinctive feature of the school.
- Encourage staff, pupils and parents to see boarding as an integral part of life at Farringtons.
- Respond as quickly as possible to every boarding enquiry, seeking to create an emotional connection with families.
- Ensure that the school's website and our social media channels do full justice to the boarding experience at Farringtons.
- Provide ongoing opportunities for pupils to celebrate different cultures for the whole student body to enjoy.





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SCHOOL

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