



SANDROYD  
STRATEGIC PLAN  
2018 - 2023

## Mission Statement

At Sandroyd we aim to inspire each child to strive for excellence in all aspects of school life; academic, cultural and sporting. This ideal is nurtured through the creation of a caring, encouraging and purposeful community within a safe rural environment. We seek to combine the best in modern educational methods with an emphasis on the time-honored virtues of good manners, self-discipline, and respect for others. We strive to ensure that the children in our care are happy, self-confident and well prepared to meet the challenges of the future.



# Introduction

This Strategic Development Plan sets out our ambitious yet achievable goals for the next five years. The plan will both inform our annual Operational Plans and guide the school's longer term developments, thereby shaping the future success of Sandroyd.

The overall aim of our Strategic Development Plan is to ensure that Sandroyd continues to be regarded as one of the UK's leading boarding prep schools, striving to stay at the very forefront of independent prep school education. The Pre-Prep, known as The Walled Garden, and the Prep School are the two distinctive elements of Sandroyd School, both requiring different educational approaches. This Strategic Development Plan covers both the Pre-Prep and the Prep School.

Sandroyd offers a strong academic and all-round education delivered by exceptional staff and is set in an unrivalled location, which allows the children the space to really enjoy their childhood. Whilst this plan outlines our objectives to develop and improve specific areas at Sandroyd, it also sets out how we shall retain the aspects of the school which make a Sandroyd education so special. In our drive to improve we shall be resolutely focused on maintaining the traditional values and character education for which Sandroyd is known and loved.

Sandroyd benefits from robust financial stability, as demonstrated in its public accounts. This allows us to continue to invest sensibly, ensuring the future success of the school and to put our Strategic Development Plan into action with confidence. The Strategic Development Plan will, of course, be reviewed periodically in order to adapt to changing circumstances and explore any potential future opportunities.

This plan has been carefully developed following an analysis of the school's existing strengths, extensive research from current and past parents and from wide-ranging research into local, national and international demand for independent education at prep school level.

The Strategic Development Plan highlights the essential principles of a Sandroyd education and focuses on ten key priorities to ensure that we continue to stay at the very forefront of independent prep school education.

**Alastair Speers**  
**January 2018**



# Essential Principles of a Sandroyd Education

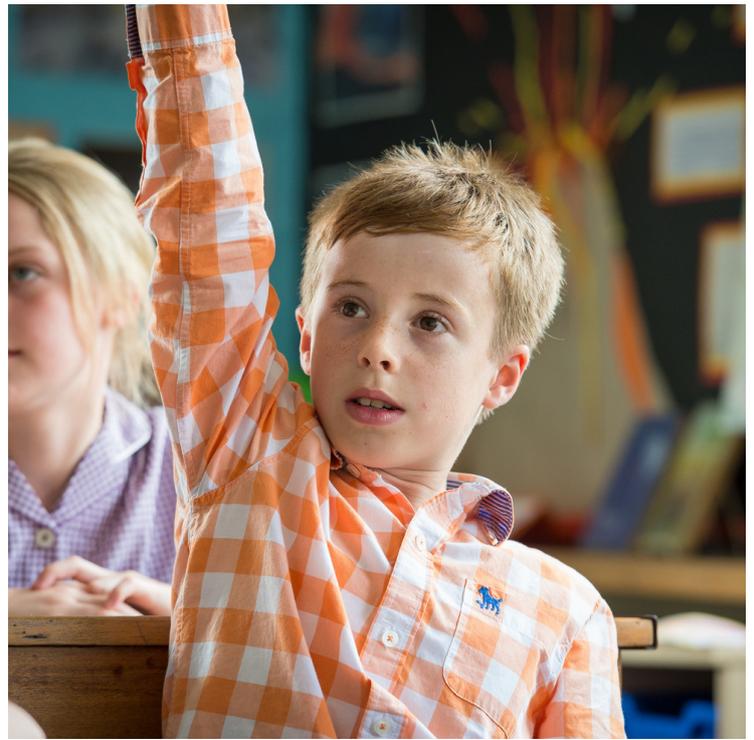
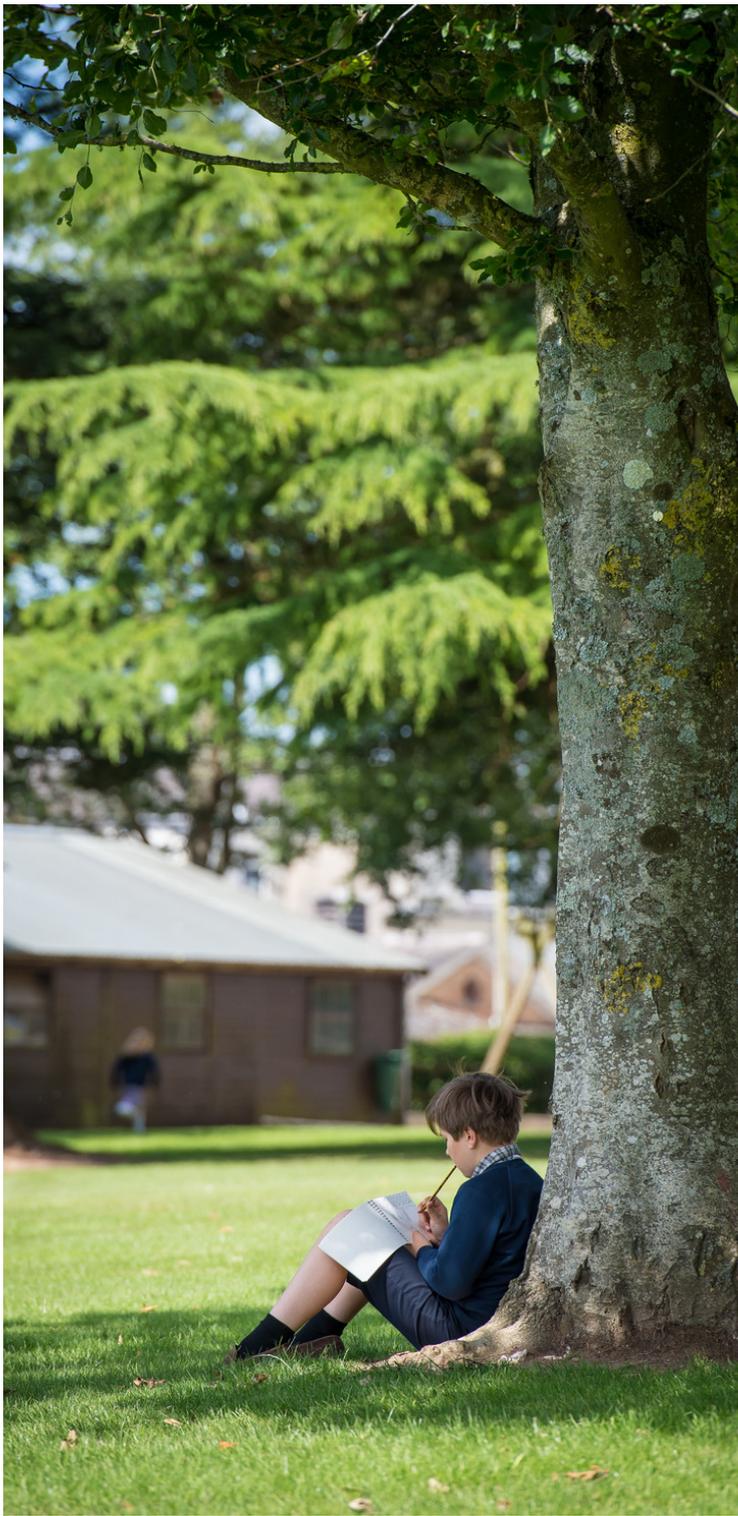
## Academic Excellence within a Balanced Curriculum

A Sandroyd education allows each individual child to fulfil their potential. We have a deserved reputation as one of the top academic prep schools in the country. This academic success is not assessed solely by our consistently excellent scholarship and Common Entrance results but by the value added across all ability ranges and throughout the school.

In addition to academic excellence, we place an equal emphasis on developing a child's character, focusing on good emotional and social intelligence, excellent manners and resilience. These soft skills are often best developed outside of the classroom. By taking part in a daily sports program and activities such as drama and music, the children develop both their interests and talents alongside their confidence and self-esteem. Our timetable ensures equal time and importance is given to extra curricular activities and the academic curriculum; neither is at the expense of the other.

## Pastoral Care

Outstanding pastoral care is the lynchpin of a Sandroyd education. It ensures that each child feels safe to develop, explore and make mistakes in a nurturing environment. At the core of our pastoral care is our commitment to boarding and the benefits of providing a full boarding environment. Whilst many other schools have needed to reduce their boarding offer, our boarding is full and we expect all children to board in Years 7 and 8. The independent thinking and development of social and emotional skills that boarding affords prepares our children for the opportunities available at senior schools and beyond. The boarding environment at Sandroyd engenders a strong sense of community which adds to the family feel of the school, encouraging the children to respect and value each other.



## The Size of the School

Sandroyd is of a size which allows us to invest in the best staff, appropriate facilities and equipment. However, as a small to medium sized school, the Sandroyd children also benefit from an education that is tailored to their individual needs. We are large enough to provide stimulating opportunities yet small enough to maintain the family feel that is so pertinent to Sandroyd.

The size of the school ensures a family environment where everyone is known and valued; this family atmosphere is crucial to the happiness of our children. The warm and welcoming environment is further enhanced by the outstanding location and setting of Sandroyd, allowing the children to explore and develop their creativity, interests and talents away from many of the pressures and expectations of modern society.





# Focused areas for development

We have identified ten key areas that will require specific development over the next five years to ensure we continue to deliver the 'Essential Principles of a Sandroyd Education' effectively.

## 1. Curriculum

We will continue to challenge and update our curriculum to ensure we are meeting the academic, sporting, cultural and social needs of each Sandroyd pupil. We will continue to provide a competitive sporting programme which allows for all children to compete regularly against other schools at their level. We will introduce a full and varied programme of dance across all age groups and we will allocate more time in the weekly timetable for the Performing Arts.

A Sandroyd curriculum must ensure that we are preparing our pupils for life after Sandroyd in the very broadest sense. Our recently launched 'Strive' program will be enhanced and adapted as required, to ensure that all pupils are equipped with the right skills and qualities to thrive in the wider world. Whilst we will keep a close eye on emerging and developing 13+ entrance exams, we shall remain fully committed to Common Entrance exams and individual senior schools' scholarship papers, until a more relevant scheme is developed.

## 2. Staff Recruitment and Development

We will continue to be fully committed to ensuring that Sandroyd attracts and appoints the highest quality of academic and support staff. We will dedicate time and resources to ensuring all staff are fully supported to deliver excellence in their professional field(s). Our staffing structure will be reviewed to ensure clear lines of communication and the new biannual staff appraisal will be developed further to ensure we are meeting individual and collective targets.

We will look to develop a community of learners where staff are at the forefront of educational developments and challenges, whilst supporting each other in a shared goal of excellence. We will look to introduce a number of professional sportsmen and women, as well as experts in the arts, to work with and alongside the school community. By creating a young graduate community of resident artists, musicians, sportsmen and women, the school will benefit both from the example set by young role models and their fresh approach to all aspects of school life.



### **3. Pupil Tracking and Monitoring**

Our recently introduced Sandfly database will be developed further to ensure we have a clear understanding of subjects and year groups which require further development. This will also allow us to ensure that we are adding value to all children in the school. As Sandfly develops we will be able to plot 'flight paths' for our children to ensure they are on track to meet targets, allowing us to intervene if and when necessary.

Only by being confident that we have a robust analytical appraisal system that tracks our children quantitatively, can we be fully confident in our balanced curriculum approach. Any quantitative tracking must be read alongside, as opposed to instead of, the staff's qualitative feedback on all children. The two monitoring systems will go hand in hand with each other.

### **4. Tutoring**

An effective tutor program is crucial in ensuring we are treating every child at Sandroyd as an individual. Over the next 5 years we will further develop the role and significance of our tutoring system. This will provide clear lines of communication for parents as well as clear guidance for children.

Tutoring will develop alongside a commitment to ensuring our pastoral care remains outstanding. Working with senior schools we will ensure that we provide our pupils with the skills required for the next stage of their schooling and life beyond that. We will commit to our core pastoral staff being trained in counselling and in Mental Health First Aid.

### **5. Technology**

To ensure our teaching and learning is utilising the most appropriate technology, we will undertake a complete (and continual) review of the technology used at Sandroyd. This will lead to a renewal of aged hardware and software over the next 5 years and an investment in the most appropriate IT infrastructure, in order to deliver our ambitious curriculum.

Our commitment to digital learning will be enhanced as we look to further develop our robotics, technology, 3d printing, and coding in the curriculum.



## **6. Public Benefit**

We have recently established some formal links with three local maintained schools. Over the next five years we will be investigating and establishing further opportunities to strengthen our place in the local community, build links and create opportunities that would be beneficial to all.

## **7. Senior Schools**

We have a long standing reputation for placements and scholarships at leading senior schools. We will seek to ensure our pupils are able to continue to have access to the senior schools of their choice and to which they are best suited. Closer links with senior schools will be forged and, where appropriate, partnerships between departments will be created in order to share best practice and to gain knowledge and support from senior schools.

A coherent and appropriate approach to pre testing will be established, allowing us to be confident that we are preparing Sandroyd children for their entrance tests in the most effective manner. This will not include extensive tutoring out of school hours.

## **8. Communications & Reputation**

We aim to continue to improve all communication with parents to ensure they feel actively involved and engaged with both their child's life at Sandroyd and the wider school community. We will install the technology required to stream plays, concerts and lectures to parents who cannot attend these events. We will also aim to enhance our video calling capabilities for boarders and their parents.

We will look to improve our reputation both locally and nationally through appropriate exposure in the press as well as regular website and media updates. In order to keep abreast with advancing digital technology and to ensure our communication works best with parents' busy lives, we will launch a new website in the next 5 years.

We will look to develop a more active and proactive network of Old Sandroydians; this is an area which needs to be addressed as it is an important aspect of the school's reputation and community.

## **9. Pupil Recruitment and School Structure**

Our aim is to maintain the size of the Prep School at around 180 pupils. Any significant expansion (ie to over 200) would inevitably make the school less personal, impacting on one of the 'Essential Principles of a Sandroyd Education'.

We also aim to maintain a healthy balance of boys and girls across all year groups; sports teams and various academic groups rely on an appropriate mix of numbers and gender across the school. As such, we will take a structured approach to pupil recruitment both in the Walled Garden and the Prep School, with a view to balancing the supply and demand of boys and girls in different year groups.

## **10. Estate Development**

The completion of the new Dance Studio and Art Studio in the early stages of this 5 year period will give Sandroyd the necessary accommodation requirements to meet its educational objectives. However, there are some areas that require refurbishment over the next 5 years to bring them in line with the standard of all accommodation. The Senior Boarding Wing requires a complete refurbishment during 2018 to allow for the increased growth in girls' boarding. This needs to be followed in subsequent years by a refurbishment of all boarding areas, to ensure we continue to provide an outstanding boarding experience for our children.

Further refurbishment and repairs are planned in the following areas over the next 5 years: the laundry corridor, the covered walkway and the school kitchens. There is also a requirement for further accommodation to be built to meet the increased demand in The Walled Garden. Smaller capital projects include the refurbishment of changing rooms as well as enhanced lighting and general improvement to the aesthetics of certain areas in the main building.

Further master planning during this period will ensure that we also look at a ten year plan for developing the Sandroyd site. In particular we will look to develop new cricket pitches to meet the increased demand for girls and mixed cricket. We will also investigate a long term plan for more specific Performing Arts space, an Outdoor Amphitheatre and a refurbished or new Astro turf.





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