



Wellington School (Ayr)

School Development Plan

Session 2019 - 2020

- *Craigweil Lodge opened in November 2018*
- *Campus Masterplan Project published in December 2018*
- *Playground Development Project undertaken with partners Grounds for Learning and supported by the WSPTA*

1. Campus Development

• Craigweil Lodge

This development opened its doors in November 2018 and there have been obvious and immediate benefits. The opening of a pedestrian route from Carleton Turrets to Craigweil House has been transformational and the new accommodation has already benefited a large number of pupils and staff.

• Campus Masterplan

The contract to draw up a medium to long term Campus Masterplan for Wellington School was awarded to well-known architects Austin-Smith:Lord. Extensive work over a period of six months led to the publication of the Masterplan in December 2018. The full plan is available on the school website, but key features include:

- The construction of indoor sports facilities at Doonside.
- Proposed traffic management of the section of Blackburn Road that separates Carleton Turrets and Drumley, with a view to improving further pedestrian connectivity within the campus.
- Relocation of the main entrance to Blackburn Drive.
- Separation of pedestrians and vehicles within the campus, together with improved recreational and teaching spaces throughout.
- A schematic plan for future building developments to enhance the accommodation for teaching and learning.

• Doonside

There is a commitment to enhancing the grounds and facilities at Doonside through a comprehensive programme of work and maintenance. This continues to bear fruit and the grass pitches, the all-weather surface and the pavilion are all in good order.

• Drumley Playground

Following an evaluation of the playground by external consultants, Grounds for Learning, and consultation with pupils, staff and parents, a playground strategy has been put in place. This will involve a school play policy, new play equipment in the nursery playground in the Summer Term 2019, new resources for the large playground, play training for playground supervisors and outdoor learning training for class teachers. Efforts to upgrade the area eg, signage, benches, railings, bins will be ongoing. *Target: To ensure high quality play experiences for early years and to enhance the outdoor learning opportunities for all junior years.*

2. Marketing

Website

- Continuous review and maintenance of the website ensures that the site is a useful tool and place of interest for both current and prospective parents. The website was given a comprehensive overhaul in April 2019 that includes new-look concept images to reinvigorate the site.
- News stories are posted regularly and ways of enhancing the calendar are being investigated as well as ways of making the site easier to navigate.
- A navigation section titled 'Information for Parents' provides an easy link to a bank of practical information for current and prospective parents.

Social Media

As of 2018, the school has fully embraced Twitter and we are now posting content specifically for this platform. Prior to March 2018, our tweets were posted via Facebook. Original content and

retweeting the Junior School and PE Department pages, as well as other relevant pages, makes for a more dynamic and informative feed, in turn driving traffic to the school as a whole.

A school Instagram page was launched in May 2019 and the marketing plan includes the introduction of video and pupil/parent testimonials.

Optimise the use of all forms of advertising

- Wellington continues to take advantage of Facebook advertising.
- Billboards have also been used with success and will continue to feature in marketing plans going forward.
- Up market magazines (Vision Scotland Business, Ayrshire Chambers of Commerce Magazine, Scottish Field, The Herald's Luxury Magazine and Ayrshire Magazine) are used to bolster brand identity and awareness.

Individual Campaigns

- Successful postcard campaigns promoting whole school open days (with around 20k cards being posted to targeted households in Ayrshire) are used selectively as a means of raising our profile for individual campaigns and events.
- Late 2017/early 2018 saw the launch of the 'Start As You Mean To Go On' campaign, seeking to promote the Early Years department. In 2018, we hope to promote Wellington in local private nurseries too.

Development of opportunities for prospective families to visit the Senior School, the Junior School, the Nursery and the Outdoor Nursery

- Targeted Open Days have been introduced and a P7 Open Day event in May 2019 was very successful.
- Prospective families can now request to book a Taster Day online and the number of enquiries and bookings has increased on previous years.
- An event for Nursery parents has taken place each term allowing parents to spend time with the Junior School Headmaster in order to learn more about Wellington's the Early Years experience.

Ensure that the School is properly presented and has an appropriate profile online, in the media and in the local area

- The school's online presence continues to be exceptionally strong and our boosted (paid advertising) is an effective means of driving more traffic to the website, and thus, the school.
- The website and local press often feature our press releases and media calls have been used with success as well. Billboards help raise the school's profile locally as will the ever popular Ayrshire Magazine.
- Google Adwords, SEO, Console and Analytics are being used to position Wellington favourably in relevant web searches.

Former pupils

- A former pupil 'relaunch' lunch was held in October 2018. The event was a great success and was enjoyed by more than 100 former pupils.

3. Pupil Welfare

1. Promote positive mental health and resilience Nursery to S6 and staff

- ✓ Staff CPD –
 - Stress Awareness Sessions.
 - Communication Skills: To promote well-being and contain distress: Early Intervention with Children and Young People.
 - Trauma Skilled Practice: Compassion Fatigue and The Importance of Self-Care
 - Mental Health First Aid for more staff
- ✓ New SEYP posts in Nursery to streamline HWB and individual pastoral care in the Nursery (AJ/SB)
- ✓ Introduce a Nursery Sensory Room (proposal to be submitted) AJ
- ✓ Junior School Tuesday Chill Out Club trial (JAC)
- ✓ Following consultation, the development of a comprehensive HWB programme for P1-P6 incl CEOPS (EG)
- ✓ P6/7/S1 to use Wellbeing Web
- ✓ P7 PSE to be timetabled together and not against PE, if possible, to allow for mixed sex lessons (GJJ/AMcD)
- ✓ Share Wellbeing Webs with RL at start of session for SfL pupils (LH/RL)
- ✓ Continue to roll out Seasons for Growth P1 – S6 (CS/EG/LH)
- ✓ Exam Stress - through PSE, visiting speakers (Form/PSE teachers)
- ✓ Introduce a Senior School Nurture Room (Science Dept.?)
- ✓ Form Tutors to retain FLG role by teaching PSE to their own Form Class where possible; YH to fill in gap when Form Tutor can't do this.

2. Raise the profile of SfL across the whole school as being accessible to all who need support and not just SfL pupils

- ✓ Introduce SfL drop-in Breakfast Club (RL)
- ✓ Devise a programme to promote Life Skills with SfL pupils to enhance/enrich curriculum (RL)
- ✓ Continue to promote peer buddy system within SfL (RL)

3. Careers Education

- ✓ Careers Afternoon S2 (CN/LH)
- ✓ 'Take Your Child to Work' day for S3 (ideally in May) (CN/AMcD)
- ✓ More of a dovetail between Futurewise for all S4 with the hope that it will be an opt-out rather than an opt-in/PSE (new unit on Subject Choice information)/ S4 will accompany S5 to annual external Careers Fair to provide more exposure to choices and opportunities before S4-5 Option Choices (AMcD/AB)

- ✓ External speakers for S5/6 (AB)
- ✓ Explore Modern Apprenticeships/alternative pathways (AB)
- ✓ UCAS Groups (AB)

4. Transitions

- ✓ More formalized meetings with YH/Form - at the start of each term in order to formalise things and allow the FT a forum to raise things as well as for any YH information to be passed on/PSE expectations/UCAS issues for ABY. (LC/LH/AMcD/AB)
- ✓ Form Tutors on 3SYS (CSM)
- ✓ More in school for setting expectations S1/S3/S5. Perhaps a special assembly during the first day/week after the change of TT to outline expectations and reassure. (LC/LH/AMcD/AB)
- ✓ S6 orientation day (privileges, duties, expectations, input from external speakers) will be run in August 2019, as well as teambuilding. Similar thing, even if for a morning, could help in S5. (AB)
- ✓ Continue to develop the S6/P7 Peer Buddy System e.g. playground supervision at the beginning of the school session (NOC/LC/AB)
- ✓ All transition meetings should be held in May, to allow time to consider all the information given.
- ✓ Transition Meetings held in May should include Form Teachers as well as Year Heads.
- ✓ P.7 pupils should have 'taster sessions' with English and Maths teachers, two slots after the change of timetable would be ideal.

5. The Respect Agenda

- ✓ Promoting Respect for All
 - Respect for others - To develop tolerance and respect for their peers' right to: learn, socialise with whom they choose and hold their own beliefs and opinions. Respect for pupils, staff and visitors when moving around school.
 - Respect for the school - respect spaces like corridors, stairwells and toilets by keeping these areas clean and making sure walls are free from any markings or graffiti. Demonstrate a commitment to ensure classrooms and work areas are left tidy.
 - Respect for wider community.
- ✓ Rights Respecting Schools – P7/S1/S2 trialing this in PSE (LH)
- ✓ Rewards and Sanctions - Promoting Positive Behaviour and consequences KP/MN
- Replacement for housemarks system LH/Pupil Council/Parents

4. Curriculum

- Creativity and Challenge

Implement a school-wide focus on 'stretching' every pupil by nurturing creativity and challenging each individual appropriately
- Change S1 and S2 2nd language offering to widen exposure and broaden provision

Adjustments have been made to enable every pupil, in addition to studying French, to have some experience of two out of the three additional languages (German, Spanish, Latin). This will increase

the pool of languages from which each pupils can choose when selecting National 5 courses for S3/S4.

- ICT
As a result of discussions during the annual process of Departmental Review, an Audit of IT facilities is to be conducted, giving departments the opportunity to put forward requests for some enhancement of facilities.
- Promote and Support the use of Google Classroom
Google Classroom is already used effectively by some departments and most pupils use the Google suite for word processing, presentations and cloud storage of documents. The next step is to actively encourage all departments to make use of Google Classroom to post materials and tasks online.
- Reporting Schedule
As a result of the work done by the Curriculum Committee in 2016 – 2017, a new schedule of reports and Parents' Evenings was implemented for 2017 – 2018. Qualitative feedback confirms that this has been a success and, with some revisions, the same pattern will be followed in 2018 – 2019.

5. Quality Assurance, Readiness for Inspection and Self-Evaluation

- Response to HGIOS4
- Continue to develop PRD procedures and respond to latest GTCS changes
- Departmental Review as a form of Self-Evaluation
The annual departmental review procedures provide an invaluable opportunity for both qualitative and quantitative reflection and evaluation.
- Staff training on coaching methods was provided to enhance the PRD process. *Target: ongoing review of the PRD process. Introduction of meaningful peer review.*
- A Professional Learning Group has been established to provide academic staff with the opportunity to engage in professional dialogue. The focus of these discussions will be directly related to teaching and learning in order to enhance pupil experience and outcomes. *Target: to involve as many staff as possible, to ensure discussion is relevant to the needs of the school/pupils/staff*

6. MIS/IT

- Develop wireless connectivity throughout the school
The school's wifi infrastructure was comprehensively updated in summer 2018. Work continues with our service providers to ensure that the school benefits from optimum internet access throughout the campus.
- The senior school will continue to utilise Google Classroom and Google apps for education. The introduction of chromebooks for Primary 7 has been a success and will be carried forward. *Target: To ensure adequate Staff training is provided as chromebooks and google apps become more enshrined in the curriculum.*
- During session 2018/2019 the electronic delivery of school reports and invoices was implemented. Every effort is now used to minimise the use of traditional postage.

7. Health and Safety

- Development of manual for Critical Incident response
A preliminary 'Lockdown' policy is now in place and this has been circulated to all staff.
- Review trips policy and supporting documentation
- A full revision of H & S Policy
A comprehensive, revised H & S handbook has been published with specialist support from Navigator Law.

8. Public Benefit

- Evaluate and develop partnership with ARFC
The partnership established with ARFC in 2015 will soon have completed its third season and the terms and *modus operandi* of the relationship will remain under review.
- Letting of the school's all-weather surface to Ayr Hockey Club
This arrangement started in September 2016 and has led to benefits for both school and club. The number of pupils participating in local club hockey has risen significantly as a result of the let.
- Maintain compliance of Bursary scheme with OSCR
The school continues to offer a comprehensive Bursary scheme that enables a significant number of pupils to join Wellington, and to continue their education here.

9. Communication

- Groupcall Messenger
This software was launched in Autumn 2017 and is now the main method by which the school communicates with parents on a daily basis.
- GDPR
Significant changes in data protection regulations came into effect in May 2018 and all documentation reflects the new legislation. A GDPR Committee, chaired by the Deputy Head, meets regularly to ensure compliance and promote best practice.
- **Wellington School Parent Teacher Association**
The WSPTA has rebranded and attracted many new members recently. Current fundraising efforts are being targeted for the Playground Development Project. The PTA is also funding the new artwork in the Carleton Turrets stairwells and has a number of events planned for 2019-2020.
Target: the PTA will continue to communicate with all parents in order to provide an effective representation of parent voice.