

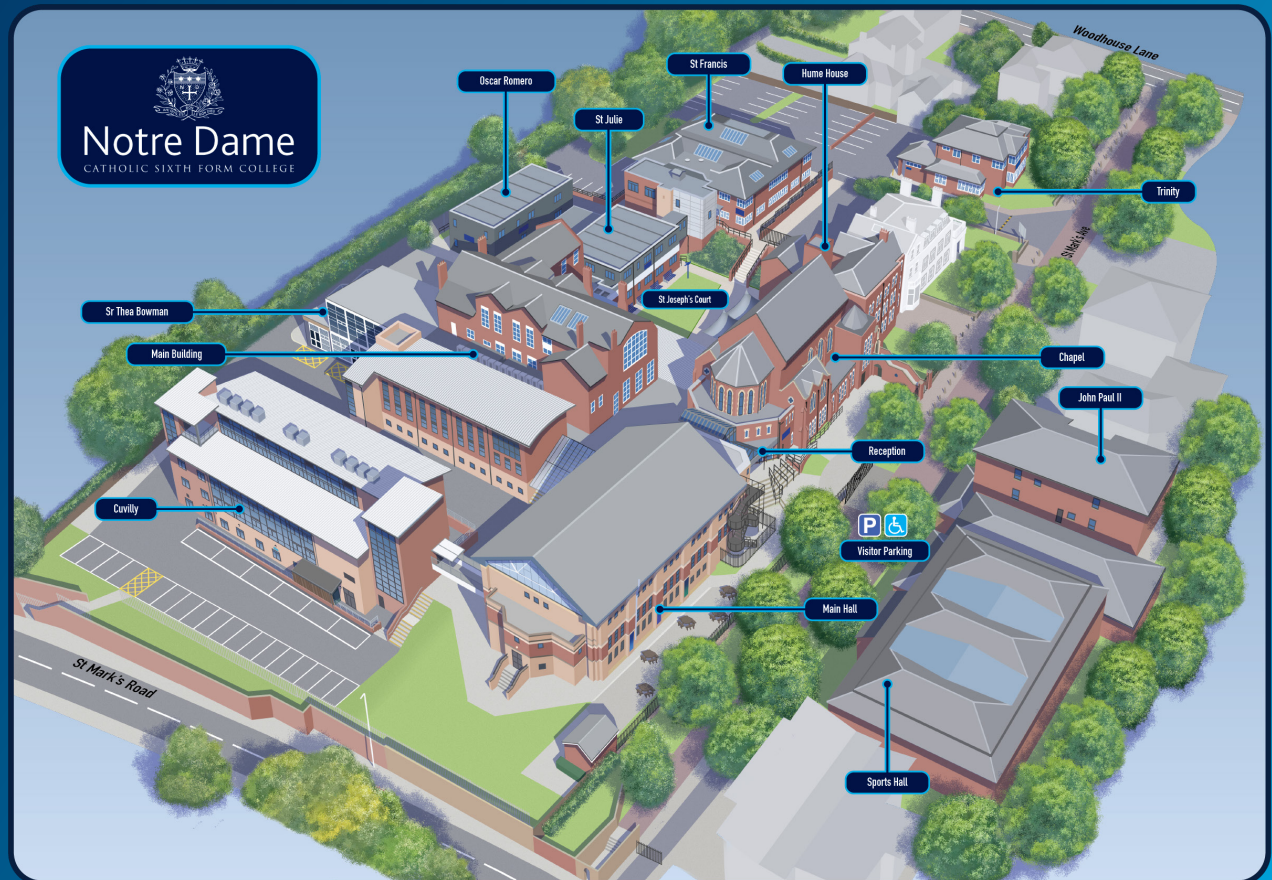


Notre Dame
CATHOLIC SIXTH FORM COLLEGE

STRATEGIC PLAN 2021–2024

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MISSION AND ETHOS

Our mission inspired by the Christian tradition is to be a community based on faith, hope and love; developing each individual intellectually, emotionally and spiritually to achieve their full potential.

To achieve this we will:

- Provide a welcoming, supportive community where everyone is valued.
- Provide a high quality, meaningful education which encourages the development of the whole person, inspired by the Notre Dame tradition.
- Promote a caring environment, rooted in the virtues of service, kindness, gratitude and respect.
- Work together for the benefit of each person as well as the wider community.
- Recognise, celebrate and treasure, without exception, the unique gifts and dignity of each person, ensuring equality and fairness for all, as found in the teaching and example of Our Lord Jesus Christ.



INTRODUCTION

Notre Dame Catholic Sixth Form College is a high performing College, situated in the centre of Leeds within the Diocese of Leeds. It has a local reputation for excellence with three years of sustained outstanding quality of education as measured by the outstanding ALPs quality indicator grade for A level and Applied General qualifications and highly positive student feedback.

The College is clearly a destination of choice, shown in the year-on-year growth of student numbers.

Notre Dame Catholic Sixth Form College, inspired by the Christian tradition, holds at its centre an ethos to recognise and nurture the dignity and uniqueness of each person. As a Catholic Sixth Form College, our intent is to be a centre of educational excellence for the community built on faith, love and hope.

We celebrate our diversity of all students and staff, and we seek to nurture the gifts of each individual through high quality teaching, learning and providing extensive individual support to enable each student to achieve their full potential.

We are committed to developing the 'whole person' and 'good character' of each student through access to experiences that enable them to progress and succeed and to be the 'best they can be'.

We want to challenge and motivate our students to build their skills and level of commitment so that they feel confident and able to compete with the very best in any sector.

By providing students with opportunities to develop their skills, increase their confidence and resilience, raise their aspirations and broaden their awareness of careers and employability skills, we are able to motivate and inspire our students to be ambitious and to have an ethos of high aspiration to help each of them reach their potential.



STRATEGIC AIMS

STRATEGIC AIM #1



We will provide a world class Catholic Education exemplified through the way our College community works, learns and acts.

STRATEGIC AIM #2



Be recognised as one of the highest performing Sixth Form Colleges in the country providing outstanding quality of education, where each student feels welcome and safe.

STRATEGIC AIM #3



Provide an ambitious curriculum which is innovative in its response to local and national needs, interests and aspirations, and which enables each student to develop their full potential.

STRATEGIC AIM #4



To be guided by the Framework for Ethical Leadership in Education, and to be recognised for contemporary working practices, nurturing staff well-being and development.

STRATEGIC AIM #5



To protect and develop the College's long-term financial sustainability, whilst providing the highest quality learning and working environment.

STRATEGIC AIM #1

We will provide a world class Catholic Education exemplified through the way our College community works, learns and acts.

At Notre Dame Catholic Sixth Form College we are extremely proud of all our students' achievements, especially the individual progression that they each make in their time with us. Our aim is to offer a 'World Class Catholic Education' by providing the best care, support and outcome for each individual student.

As a Catholic College we make Christ known to all members of our extended community through the way we work and the way we act.

The Catholic ethos of the College will inform its approach to student pastoral care. Each student will be treated equally and with dignity, the College will stand up to any discriminatory behaviour. All pastoral decisions will be made with the student at the centre and will include forgiveness and second chances whenever they are needed.

The College will continue to observe the Catholic liturgical year and to provide opportunities for students and staff to worship. Mass will be at the centre of the College timetable and staff and student

meetings should not be scheduled during this time.

The College will work closely with the Diocese. Senior staff will regularly attend the Diocesan Secondary Heads Meetings and the College will play its full role in the life of the Diocese. This will be supported by the work of the College's Chaplain.

The Mission & Ethos of the College will inform how the College responds to its staff. The HR department will ensure that staff are supported and assisted in line with best practice in HR and in line with the Catholic ethos of the College. The College will continue its full commitment to all aspects of Equality and Diversity.

OBJECTIVES

1. The College community will be recognised for consistently living out the mission and ethos, working always for the benefit of each person and the wider community.

2. To be fully prepared for a DSEF Section 48 inspection and achieve outstanding when inspected.
3. To embed the Stella Maris Leadership Award in College life, with every student achieving at least Bronze level by the end of their programme of study.
4. To promote the Stella Maris Leadership Award both locally within the Leeds Diocese and nationally, establishing the award as a high value award.
5. To offer an annual student retreat and have representation at Lourdes to develop the spiritual needs of the students.
6. Provide a rich and engaging programme for the annual staff retreat.

STRATEGIC AIM #2

Be recognised as one of the highest performing Sixth Form Colleges in the country providing outstanding quality of education, where each student feels welcome and safe.

Notre Dame Catholic Sixth Form College is one of the top sixth form colleges in the country and we are extremely proud of all our students' achievements, especially the individual progression that they each make in their time with us.

The virtues of faithfulness, humility, truth, forgiveness, tolerance, dignity, service and respect are at the centre of all our teaching, learning and guidance, aiming to develop in each student 'good character'.

All students have access to outstanding pastoral support, which is responsive and individualised to nurture each student to realise their potential. The College is pro-active in providing specialist counselling and social, emotional mental health support and plays a lead role in city wide initiatives, such as the Leeds post-16 strategic plan for mental health support, to further develop the outstanding pastoral system. The College liaises closely with parents and carers and relevant external bodies, working as a team for the benefit of each student.

OBJECTIVES

1. The College to retain its Ofsted outstanding status.
2. All students will consistently achieve highly, making demonstrable progress against their starting points.
3. Students to make significant progress in re-sit GCSE English or GCSE Mathematics compared to post-16 national averages.
4. All students to have a consistent high-quality experience of high challenge and high support across all aspects of College life to realise success.
5. All students to be provided with an outstanding breadth of opportunity which develops new interests and nurtures a love of learning.
6. To provide outstanding pastoral support to enable students to realise success and enjoy their College experience.
7. Safeguarding will be highly effective, helping and protecting all students to be kept safe.

STRATEGIC AIM #3

Provide an ambitious curriculum which is innovative in its response to local and national needs, interests and aspirations, and which enables each student to develop their full potential.

The curriculum is designed to ensure students develop an awareness of the skills and qualities relevant to students' learning programme, their everyday lives and their plans for their next steps.

Developments in local and national industry, and government educational strategy are regularly reviewed to ensure the curriculum is ambitious and fit for purpose.

The College supports the Council in its Leeds City Region Strategic Economic Plan 2016-2036 which has a priority 'to exceed the national average on high level skills and to become a NEET-free City Region.'

The College will continue to forge strong partnerships across the city leading on and contributing to initiatives enabling the provision of a responsive and progressive curriculum.

OBJECTIVES

1. To provide a challenging, progressive and inspiring curriculum to nurture ambition, curiosity and high-quality skills in all our students.
2. The College will continue to be a leading provider of T Levels.
3. To be recognised in the city as a leading Sixth Form for cross city curriculum initiatives, in response to local, LEP and national agendas.
4. To build an extensive range of positive reciprocal working relationships with local universities, and their specialist resources and subject areas.
5. To build on relationships with local employers and agencies to secure the highest quality industry placement, work experience and subject specialist opportunities.
6. To provide outstanding CAIG which meets all the Gatsby benchmarks.
7. To nurture aspiration through the Enhancing Excellence Programme and Cambridge HE+ programme.

STRATEGIC AIM #4

To be guided by the Framework for Ethical Leadership in Education, and to be recognised for contemporary working practices, nurturing staff well-being and development.

Staff are our greatest resource. We know our staff are highly dedicated and relentless in their pursuit for each student to achieve and to be the best they can be.

We are committed to providing staff development which we know helps people feel fulfilled.

Personal growth increases wellbeing.

We want talent to flourish. We will harness and continue to build upon the innovative practice in our staff.

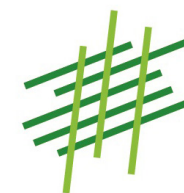
We are here to serve our young people and help them grow into fulfilled and valued citizens.

As role models for the young, how we behave as staff is as important as what we do.

As a staff we are committed to the Framework for Ethical Leadership in Education, following its principles and virtues to underpin all we do.

OBJECTIVES

1. Notre Dame will demonstrate best practice in supporting staff wellbeing in line with the Catholic ethos of the College.
2. To embed the Framework for Ethical Leadership principles and virtues.
3. Teachers are fully supported in their teaching and learning through inclusive quality assurance, sharing good practice and providing high quality staff development.
4. College will continually work to have excellent communication across all areas.
5. Nurture the talents of our staff, including the innovative practice demonstrated throughout COVID, seeking to provide opportunities to further develop their skills and aspirations.
6. Provide a strong ECT provision for new teachers with dedicated mentors.



FRAMEWORK FOR
ETHICAL LEADERSHIP
IN EDUCATION
PATHFINDER

STRATEGIC AIM #5

To protect and develop the College's long-term financial sustainability, whilst providing the highest quality learning and working environment.

The College is ambitious for its estate and aims to provide the very best accommodation and specialist resources to ensure delivery of the highest quality education and increased opportunities for our young people to progress onto higher education and/or into skilled employment.

The College will maintain at least 'Good' or better financial health ensuring the college's long-term financial viability.

Notre Dame continues to be over-subscribed, which combined with the demographic growth in post 16 numbers in the Leeds region as indicated in the ONS data between now and over the coming years clearly shows the likely significant impact this will have on the shortfall in availability of post-16 places in Leeds.

The College will actively seek out bids for capital growth and investment, to continue the refurbishment of the oldest parts of the estate whilst also seeking to add purposeful new buildings, meeting the needs of growing student numbers.

The College will continue to work closely with all its stakeholders, especially the Diocese, to explore opportunities for growth of accommodation, responding to the significant increase in demand for places at Notre Dame Catholic Sixth Form.

OBJECTIVES

1. Ensure a robust financial position, to be able to respond to future risks and opportunities, as demonstrated through annual financial audits and through maintaining a College Financial Health Grade of 'Good' or 'Outstanding'.
2. Maintain and develop the College estate and facilities through a programme of planned improvements and reactive maintenance that provides a consistently high-quality learning and working environment.
3. Bid for capital grant funding opportunities and deliver capital development programmes to transform the College estate and to enable capacity for future growth in student numbers.
4. Provide continued investment in IT systems, services and resources to ensure a safe and secure IT environment that meets the user needs of staff and students.
5. Identify and implement improvements in working processes through, for example, digital resources, to enhance College effectiveness.
6. Develop and implement a whole-College response to the climate emergency by introducing a programme of environmentally-sustainable initiatives to reduce the College's carbon footprint.



Notre Dame

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