



KING WILLIAM'S COLLEGE



Development Plan 2017 - 2022

JUNE 2017

Aims of King William's College and The Buchan School ("The School")

As the only independent school in the Isle of Man we provide parents with choice and we seek to offer an education that is distinctive and of the highest quality. We cater for a broad ability range and through our bursary scheme we provide financial support to families who could not otherwise afford independent education. We are a small school and this encourages a strong sense of community and allows individuals to flourish. As a Christian foundation we believe that education should be of the whole person and we seek to prepare our pupils to be confident and responsible citizens with a life-long love of learning.

In this context our aims can be stated as follows:

1 A SENSE OF COMMUNITY

We aim to create bonds of friendship and mutual support which will last a lifetime. Our pupils should play an active role in the school community and the world beyond.

2 ACADEMIC RIGOUR

We aim to offer an education with academic rigour at its heart. This also informs our approach to the curriculum, in particular our endorsement of the values and internationalism of the International Baccalaureate, which underpins the education we provide throughout the school.

3 FOCUS ON THE INDIVIDUAL

We aim to support and stretch the individual. To achieve this aim we need to provide teaching and learning of the highest quality together with appropriate support structures and an extensive enrichment programme.

4 OPPORTUNITY

We aim to provide an education which offers a wide range of opportunity outside the classroom. So our aim is to offer an excellent programme of Drama, Music and Sport and a broad range of extra-curricular activities.

Size and Structure of the School

- Full capacity for the College is about 400 pupils. This is determined by the size of our facilities, notably the Year Centres, Barrovian Hall and the Chapel of St Thomas. To achieve this we should be aiming for year groups of 55-60 throughout the school. 60 should normally be the limit for the younger years - so that they can be split into three classes of a maximum of 20. The IGCSE and IB year groups can be larger and this would enable us to offer a wider range of subjects. We should aim for at least 120 in the Sixth Form.
 - Full capacity for The Buchan School is about 220 pupils. Almost all Buchan pupils transfer to College and they typically represent anything up to two thirds of our Lower Fourth entry: the Buchan's success is therefore crucial to College's success. We should be aiming for year groups of 40 in Prep with smaller year groups in Pre-Prep. This also necessitates a flourishing Nursery.
 - Full capacity for boarding is about 120. This should be our objective and, in addition to recruiting more international boarders, we should be targeting local students in the Middle Fifth and Sixth Form.
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Administration and Finance

- The Administrative Departments of the School strive to provide a professional support service to the key stakeholders, which include teaching staff, non-teaching staff, Governors, Trustees and Council Members.
- Externally they aim to provide an efficient, professional and friendly service to the parents, and indeed the pupils, as customers.
- There is also an underlying focus on the safety of all people on our two sites.
- We aim to review the non-teaching staff areas in terms of overall structure and job specifications, to provide excellence in administration to match excellence in teaching.
- Efficient and effective control of finances and cashflow is key to the success of the organisation.
- Careful and consultative budgeting allows the school's finite finances to be targeted to the areas required to deliver a first class education.
- In line with our charitable status and ethos, we aim to make our education available to as wide a cross section of the population as possible with the availability of scholarships and the effective targeting of bursaries.

Priorities:

- 1 Review the structure and organisation of the Administrative Team.*
 - 2 Maximise the use of Finance and Administration IT systems.*
 - 3 Improve budgetary transparency and control, and project planning.*
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Buildings and Facilities

- As well as maintaining and improving our buildings to keep pace with changing educational needs, outside space is equally important for education, sport and social activities and we are therefore committed to the upkeep and development of our extensive open spaces.
- At The Buchan School we aim to provide a pleasant learning environment by combining extensive classroom space with open grounds. The part wooded grounds present a challenging cross country course, as well as providing excellent opportunities to learn about the natural environment.
- In today's energy conscious world, we constantly monitor energy consumption and explore the possibilities of environmentally friendly utilities.

Priorities:

King William's College

- 1 Significantly improve our indoor sports facilities.*
- 2 Continue to upgrade the buildings in general to ensure that our facilities are fit for purpose.*

The Buchan School

- 1 Development of existing sports facilities.*
 - 2 Create a purpose-built performance space with rigged lighting.*
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Information Technology

In the next five years the Information Technology Department is looking to:

- Embrace new technology to improve the staff and student IT experience.
- Improve the security of the network to meet future threats.
- Improve the educational environment use of IT in the classroom and boarding.

- Provide a wireless infrastructure that can meet new technology needs and the demands of the end users.
- Meet all new government regulations concerning security, data protection, mobility and the use of computers.
- Increase broadband speeds to meet future demands.
- Increase the speed of the network. Automate more of our network to reduce downtime and improve response time.

Priorities:

- 1 *Increase staffing of IT Support.*
 - 2 *Plan facility for on-line exams.*
 - 3 *Increase focus on data security and back-ups.*
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Governance

- The Governors provide overall direction and support to the Senior Leadership Team for both schools and oversee the management of the business, including financial accounting, estates, fundraising and compliance.
- Part of the role of Governance is to ensure a fit-for-purpose Governance structure for directing the schools, and we are in the process of a major revision of corporate structure in order to address this for the future, replacing the current Trustee body with a new Foundation (with Council Members).
- A current aim of Governors and Council Members is to increase the breadth of skills represented within the Governing Body and Bishop Barrow's Foundation.
- The Governors undergo training as part of their role, as appropriate.

Priorities:

- 1 *Complete implementation of new corporate structure.*
 - 2 *Review Governance sub-committees.*
 - 3 *Increase breadth of skills at Governance level.*
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HR and Personnel

- We are a ‘people driven’ organisation with a large staff of 180 on two sites.
- We aim to empower our staff to provide a first-class professional service, whether it be internally to colleagues, or externally to parents, and we do this by encouraging personal development, support and training.
- In order to support this large resource, we employ a full-time HR Manager, to develop and improve HR reporting systems, and also provide in-house advice to assist with any HR issues.
- We aim to treat our staff well and this is borne out by the relatively small turnover in staff.

Priorities:

- 1 *Increase focus on staff development and training.*
 - 2 *Ensure King William’s College is an attractive place to work for all employees.*
 - 3 *Install HR software management system.*
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Pupil Recruitment

- Ensure a proactive approach throughout the admissions process.
- Utilise the School’s Ambassadors.
- Make the admissions process more interactive.
- Develop a strategy for internal targeted marketing and retention at key stages.
- Develop and grow the School’s local outreach programme into primary schools, nurseries and businesses and continue to showcase our offering.
- Strongly promote the outstanding academics and the unrivalled provision of the School in the local market, including widening the understanding of the International Baccalaureate and our Sixth Form provision.
- Increase local awareness of Scholarship, Assisted Places and Bursary schemes.
- Widen our intake of overseas boarders by marketing our School and the Isle of Man, a unique selling point, effectively to both established and emerging markets.

Priorities:

- 1 *Widen our intake of overseas boarders and continue to build and nurture strong relationships with school recruitment agents in new and existing markets around the world.*
 - 2 *Develop a strategy for retention.*
 - 3 *Develop the School's local outreach programme into primary schools, nurseries and businesses, utilising the School's ambassadors.*
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Communications

- Continually monitor, review, develop and improve marketing collateral.
- Ensure a strong communication and content strategy.
- Provide timely information to all stakeholders in the School community.
- Maintain and improve our social media platforms.
- Provide an effective and interactive online platform for parent communication.
- Maintain a commitment to online communication and gradually move printed publications into the online world.

Priorities:

- 1 *Provide an effective and interactive online platform for parent communication.*
 - 2 *Ensure a strong communication and content strategy for marketing purposes.*
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Alumni Relations

- Develop the OKW and Buchaneer database.
- Ensure we are compliant with Data Protection regulation.
- Promote alumni activity to the School's Sixth Form.
- Ensure monthly communication and a varied programme of annual events.
- Establish a strong network of Ambassadors and University, Year Group and Regional Representatives.
- Develop the business network of alumni and past parents.

Priorities:

- 1 *Ensure we are compliant with Data Protection regulation.*
 - 2 *Establish a strong network of Ambassadors and University, Year Group and Regional Representatives.*
 - 3 *Develop the business network of alumni and past parents.*
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Development

- Raise and develop the profile of the Barrovian Foundation within the School and across the whole community.
- Produce five, 10 and 15 year plans for the development of The Buchan School and King William's College sites.
- Foster relationships with Friends at Buchan and Friends of KWC.
- Creatively explore new ways for alumni, parents and past parents to give.
- Develop a clear strategy for major donors.
- Increase awareness of our Legacy Programme.
- Develop clear fundraising policies and regular reporting to ensure good practice.

Priorities:

- 1 *Produce five, 10 and 15 year plans for the development of The Buchan School and King William's College sites.*
 - 2 *Develop a clear strategy for major donors.*
 - 3 *Increase awareness of our Legacy Programme.*
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KING WILLIAM'S COLLEGE

Teaching and Learning

- King William's College prides itself on the strength of its teaching and learning. We recruit highly qualified, enthusiastic teachers who inspire a love of learning in their students and believe that our curriculum provides breadth, challenge and intellectual stimulation for students of all abilities and interests.

Priorities:

- 1 *Review our provision of ICT and Computing in order to ensure that all students are equipped to deal with the world around them and are provided with the skills they will need for the future.*
- 2 *Introduce a Virtual Learning Environment (Firefly) which will facilitate the sharing of resources, allow for work to be set, and submitted, online and allow for increased communication between students, the School and parents.*
- 3 *Embed the ethos of the International Baccalaureate throughout the School. Initially, this will be by means of the introduction of programmes in the Fourth Form which link to aspects of the IB Learner Profile and reflect the nature of the Diploma Programme.*
- 4 *Develop further our enrichment programme.*

Extra-curricular Provision

Our extra-curricular programme is designed to maintain and develop the School aim to provide a breadth of education. Life at King William's College is what you make of it, and:

- In all areas of our extra-curricular provision, we endeavour to have a full range of opportunities and the means to enable those opportunities to take place.
- We will build our programme to ensure that the greatest number of students possible are able to develop essential life skills, such as teamwork and self discipline.

Priorities:

- 1 *The improvement of our indoor sports facilities.*
- 2 *Building on current community Musical, Dramatic and Sporting outreach projects, we aim to foster stronger links with local primary schools and community groups.*

Pastoral Provision and Boarding

The nurture of the individual, coupled with our strong sense of community remains at the core of our pastoral and boarding provision. To further our aims:

- We will continue our rolling programme of refurbishment to ensure our facilities in the boarding houses, year group centres and medical centre is cutting edge and first rate. We should attempt at least one major boarding project per year.
- Continued development and monitoring of our pastoral training (for tutors and students) will ensure that our pastoral provision remains cutting edge.
- A culture of listening and seeking advice will become the norm with both students and staff. This includes the continued cultivation of relations with external agencies on the Isle of Man.

Priorities:

- 1 *Join Jackson and Colbourne House. This would enable greater flexibility in staff and student accommodation.*
 - 2 *Review and refurbish staff accommodation in the boarding houses.*
 - 3 *An “all weather” outdoor area for the Fourth Form (Stenning) – current play areas are grass and only usable in the summer months.*
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THE BUCHAN SCHOOL

Teaching and Learning

- The Curriculum at The Buchan School is unique and exciting. We balance the core subjects with our own Buchan Badge and Buchan Baccalaureate which allows children to experience a range of subjects and learning opportunities.
- Our subject specialist teachers ensure that pupils receive quality, specialised education in all areas of the curriculum.
- Our assessment system ensures that we can track pupils and measure value added performance in English, Maths and Science. Data is used to analyse individual progress to inform future teaching and learning opportunities.

Priorities:

- 1 *Continue to develop the Buchan Baccalaureate.*
- 2 *Develop high level IT skills within a progressive curriculum.*
- 3 *Challenge pupils through academic enrichment.*
- 4 *Utilise our Island and develop outdoor learning.*
- 5 *Scrutinise data to drive future teaching and learning.*
- 6 *Benchmark pupil progress using GL assessment.*
- 7 *Develop the use of 'Firefly' as the School's Virtual Learning Environment.*

Extra-curricular Provision

Our extra curricular provision has been expanded to ensure a diverse and impressive offering. A wider variety of after school clubs are on offer spread over an increased number of evenings.

Priorities:

- 1 *Extend the current programme for the Pre-Prep Department.*
- 2 *Provide quality before-school, after-school and holiday care.*
- 3 *Renew and increase the number of musical instruments.*

Pastoral Provision

At The Buchan School our pastoral care is outstanding. We treat each child as an individual and invest time and talent to ensure our pupils thrive. The pastoral system is led by the Head of Prep and Pre-Prep who report weekly to the Deputy and Head.

Priorities:

- 1 *Maintain the current focus on the individual and ensure that the monitoring is in place so that pupils are fully supported.*
 - 2 *Develop our PSHE programme.*
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THE BUCHAN NURSERY

The Buchan Nursery is managed by 'Hope and Dreams', a local nursery provider. Weekly meetings take place between the Nursery Manager and the Head of Early Years who feed back to the Head of Pre-Prep and the Head. Nursery pupils benefit from the Buchan's specialist teachers, facilities and our wonderful grounds.

Priorities:

- 1 *Robust reviewing of the nursery provision.*
- 2 *Ensure a higher percentage of pupils transfer to The Buchan School.*