



Kings Langley Sixth Form

Strategy 2023-28

Introduction

We are proud that Kings Langley School Sixth Form continues to evolve as a post-16 provider where improvements made, have noticeable impacts on the young people who choose to 'unlock their potential' with us.

Our strategic plan is designed to offer a framework for forward thinking to assist us in making proactive decisions about our future, to enable us to review our progress towards meeting our priorities and to ensure accountability through evaluation.

The strategic plan places the core values of KLS at its centre and focus, whilst recognising the challenges and evolution of the landscape in post-16 education .

At the heart of all our plans for the future is ensuring the success and wellbeing of all our young people, preparing them for tomorrow enabling them to be independent and productive contributors to society.

It gives me great pleasure in welcoming you to Kings Langley Sixth Form where everything we do is designed to provide young people with the very best opportunity to achieve their goals and aspirations; preparing them not only for the professional world but as an individual with a sense of character and purpose.

I am proud to be the Head of Sixth Form where we fully embrace inclusiveness; central to our ethos is ensuring that all young people can succeed and thrive whilst being in a safe and supportive environment.

We believe that every student and parent/carer is entitled to expect the sixth form that they have chosen, to provide a first-rate education, and at KLS Sixth Form, we shoulder this responsibility profoundly, with pride and determination. KLS Sixth Form is a sixth form that offers its students a bright and exciting future, understands that every student is unique and where we will not just prepare our students for their next steps, but stay with them for life.

James Tubb

Principal Assistant Headteacher, Head of Sixth Form



KLS Sixth Form Values

The **sixth form values** are progressive and build upon the **core values of the school**; preparing students for diverse future destinations and life beyond sixth form:

- **Reflection & Accountability** - Embracing accountability is a positive driver for improvement and authentic change through the involvement of everyone in the process, empowering students to own their improvement and strive for the very best.
- **Empathy & Empowerment** - Through empowerment, students extend their critical thinking and are encouraged to take collective measurements, developing intellectual interdependence and to support personal growth through developing leadership and action.
- **Self-regulation & Integrity** - Having a culture of self-regulation and integrity in sixth form allows student principles and self-efficacy to prosper, aiding student's moral vocabulary, development of independence and encouraging commitment in both their academic and personal development.
- **Stickability & Tenacity** - A vital component of character education, stickability requires students to adapt and respond to the challenges of transitioning from GCSE to A-Level as well as the development into adulthood. The impact of being tenacious on a student, provides the platform for increased success in A-Level study and preparation for future life.
- **Aspiration & Responsibility** - Responsibility is part of our culture and improvement strategy; it's the way in which we transversally incorporate sustainability into our strategic approach to increasing aspirations and ensuring long-term success through personal investment. Responsibility assists young people in developing independence to embed long-term habits.



Contextual Influences

Contextual Influences:

- **Post-pandemic recovery** - We recognise the impact of the pandemic on our young people and are committed to ensuring that students are not disadvantaged in any way by post-pandemic circumstances. Our strategy addresses the impact on learning skills, attendance, and mental health.
- **Raising national academic standards** - We are committed to responding to change and raising standards through ensuring strong leadership, developing high-quality teachers and other staff. This strategy recognises the importance of ambition and inclusivity in equal measure.
- **Diminishing the difference** - We believe and practise authentic equality, diversity and inclusion in order to close the gap to ensure that no young person is disadvantaged. Our strategy ensures that young people have equal access to resources and opportunities that enrich and increase the potential within them.
- **Societal challenges** - We need to be responsive to the changes in society and the changing landscape of employment. We are aware of the impact of local, regional, national and international contexts and our strategy is to ensure our provision reflects this and supports young people through using character education as a platform to prepare them to be global citizens.
- **Changing world of work** - We no longer need to prepare students just for the jobs of today, but those of tomorrow and beyond. As well as the right academic qualifications, our strategy ensures that young people are flexible, creative, innovative, and are able to transfer and use, life-long learning skills.



Overview of Commitments

Our overall mission and values are supported by our commitment to the following areas:

1. **Educational Excellence** - To achieve high standards of educational excellence by making quality education our top priority, enabling all learners to achieve high levels of academic attainment and personal development.
2. **Achievement, Attainment & Progress** - Ensuring high achievement, attainment and progress is a result of excellence in the quality of teaching and personal development.
3. **Student Experience** - To maintain and develop an exceptional student experience through developing high levels of agency through personal development and wellbeing.
4. **Representation & Inclusion** - To represent the diversity of our community through placing authentic value and commitment to equality, diversity and inclusion, to ensure achievement for all through a positive, collegial culture.
5. **Aspiration & Potential** - Inspire and excite young people to broaden aspirations and realise their individual potential. Juxtaposed by a wider understanding of culture and modern society.
6. **Community & Stakeholders** - It is essential that our school community embraces collaboration to innovate and develop our purpose effectively, working beyond the confines of the school by engaging with the wider community.
7. **Facilities, Infrastructure & Resources** - Preparing young people through providing a well resourced and productive environment which is founded on sustainability and strategic policy.



Strategic Commitment One

Educational Excellence

What we will do:

1. Conduct regular reviews of our curriculum offer through a multi-lens approach, to ensure that we meet the needs and expectations of our students.
2. Continuously review and improve the curriculum and enrichment offer which is dynamic and balanced, responding to evolving national trends within higher education and the workplace.
3. Constantly review and implement a strategy for supporting students with specific needs or barriers to learning (SEND, EAL, economically disadvantaged, etc.), to ensure that we diminish and overcome disparity amongst students, providing them with equity of opportunity and valuable support, in all aspects of their education and experiences.
4. Focus on a culture of academic excellence through rigorous use of data to inform subsequent planning, responding to and anticipating emerging needs.
5. Develop our subject leaders to enable them to enhance teaching and learning by monitoring all aspects of staff and student performance whilst promoting an intellectually aspirant culture where the sharing of good practice is commonplace.
6. Outstanding subject teachers who possess excellent subject knowledge and are fully cognisant in terms of their knowledge, pedagogical toolkit, and understanding of each individual student's capabilities.
7. Provide our staff with the highest quality of CPD that is both responsive and progressive, supporting our culture of life-long learning.
8. With an expanding student roll, ensure that students continue to benefit from an individualistic approach to their education.



Strategic Commitment Two

Achievement, Attainment & Progress

What we will do:

1. Work collegiately to promoting high expectations, aspiration and ambition for all students through a focus on improving value added, high levels of achievement and positive progression and the development of independent learning and employability skills such as attendance, punctuality, team-work and the ability to meet deadlines.
2. Embed a rigorous quality assurance system which enables us to celebrate and share the impact of the high standards of teaching to support areas that require development.
3. Effectively use triangulated metrics from multiple data sources, to successfully identify trends and patterns in academic and wider-school engagement, to best coordinate interventions to groups or individuals to unlock the potential for all.
4. Increase the accessibility of data for staff to use to effectively monitor and improve student attendance and achievement, ensuring that gaps in performance can be identified and addressed promptly.
5. Develop pedagogy, including digital pedagogy, to ensure the delivery of outstanding learning, teaching and assessment which ensures all students develop the knowledge, skills and habits to be successful in their courses.
6. Further develop our enrichment programme through personal development, to support academic achievement, attainment and progress.



Strategic Commitment Three

Student Experience

What we will do:

1. Utilise an integrated pastoral and wellbeing strategy which promotes the safety, happiness and wellbeing of every student, all the time.
2. Ensure a robust safeguarding culture at all levels that goes beyond compliance, to create a truly safe and secure environment.
3. Ensure an innovative, responsive and relevant curriculum that supports young people's wellbeing, SEND, study skills, resilience, mental, and physical health.
4. Devise and implement a comprehensive "life skills" programme for Sixth Form to enable them to move from school to the outside world with confidence and assurance. This will include everything from managing finances, cooking, and living away from home.
5. Role model positive character virtues, promoting ethical decision making and the understanding that our actions have consequences, and that we have a choice in committing to the decisions that we take.
6. Role model the importance of wellbeing through the wellbeing and happiness of staff.
7. Further develop pastoral support to ensure that students receive advice, information and guidance to meet their individual needs, from both internal and external services.
8. Develop collaborative approaches which creates a culture of everyday support which is an essential aspect of the complete student experience and journey.
9. Foster a culture of responsibility from all stakeholders in the contribution to student experience.
10. Raise cultural and social capital to enhance the learning experiences of all students.



Strategic Commitment Four

Representation & Inclusion

What we will do:

1. Promoting citizenship awareness and civic responsibility, including celebrating diversity, highlighting mutual respect and tolerance of others, raising awareness of democracy, individual liberty, the rule of law and global issues through the work we do.
2. Make increasingly effective use of student voice and student leadership to guide and inform teaching and learning, demonstrating the impact the power that constructive oration of thoughts and feelings can have.
3. Providing opportunities to engage students in the life of the sixth form, encouraging them to provide feedback and contribute to shaping the student experience.
4. Ensure Equality, Diversity and Inclusion is embedded within all aspects of the sixth form's work; ensuring all groupings have the opportunity to reach their potential, being proactive where needed to promote this.



Strategic Commitment Five

Aspirations & Potential

What we will do:

1. Develop our post-18 and destinations process for all students which drives student aspiration and maximises student progress.
2. Develop our wider enrichment programmes, ensuring all students are supported in their personal development, understand the importance of independent learning and are rounded, resilient and ready for their future.
3. Review and adapt the curriculum offer in response to local and national skill priorities, curriculum reform and initiatives to provide students with a provision which has clear learning pathways to support progression to further and higher education, as well as employment.
4. Highlight the importance of social and cultural capital whilst developing students ability to apply creativity by recognising its importance in everyday contexts.
5. Maintain and further develop links with employers and the local community to enable students to have purposeful opportunities to develop skills which will equip them for future progression. Ensuring that the spectrum of exposure supports students to see the breadth of options and opportunities that can be available to do them, if they commit the hard work and seek the support offered.
6. Ensure students are enrolled on an appropriate Study Programmes which meet their learning needs and aspirations, thereby maximising their opportunities to achieve their chosen qualifications and fulfil their potential.
7. To ensure that all subject teachers are responsible for ensuring an enriching culture within their subjects which transcends the classroom and inspires young people to develop their potential beyond the confines of the formal curriculum.



Strategic Commitment Six

Community & Stakeholders

What we will do:

1. Develop a reputation for educational excellence and student experience to increase recruitment and retention.
2. Increase our visibility, locally and regionally to offer young people access to opportunities that can develop and enrich their lives.
3. Ensure students have the appropriate skills to thrive in society through work-related learning, work experience and the development of digital literacy, employability skills, creativity, leadership and an understanding of environmental and sustainability issues.
4. Create a professional learning community in which staff continue to improve, supporting them to develop their practice and professional skills to ensure they continue to deliver as outstanding teachers and support staff.
5. Work collaboratively to enable and empower staff to deliver to the highest possible standards, harnessing the benefits of teamwork to implement effective, efficient and innovative ways of working .



Strategic Commitment Seven

Facilities, Infrastructure & Resources

What we will do:

1. Ensure that digital literacy and infrastructure of the sixth form supports the highest quality of teaching.
2. Promoting the wellbeing of students and staff through a range of mediums such as physical and mental wellbeing activities, recognising the importance of wellbeing for everyone in the organisation.
3. Ensuring the leadership and management teams are well briefed and skilled to take a proactive approach to dealing with external changes including government policies.
4. Invest in, support and develop a confident, positive, diverse and energetic workforce who are highly skilled experts in their field and feel empowered to achieve success in their roles.
5. Work together internally to develop effective, tenacious leaders and managers at all levels of the organisation who accept accountability, drive improvement, challenge underperformance, celebrate achievement and ensure the success of the sixth form and its students.



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Love Lane, Kings Langley, Hertfordshire, WD4 9HN, 01923 264504