

Vision, Values and Strategic Direction

2024/25



West Kirby
Grammar School



Our Values

Our six core values are underpinned by the importance of CHOICE. They are not simply words on a page – we live and breathe them every day, driven by our determination to inspire and support every child in the pursuit of their goals.

Community

We're proud of our sense of community and family at WKGS, as well as our contribution to the local and wider community.

We choose to be collaborative, caring and kind, showing empathy and honesty in our actions.

We value our tradition and have a vibrant House system that helps to create a compassionate and caring community.

High Expectations

We are aspirational for ourselves and those around us, taking great pride in our achievements.

Our work is goal-orientated, celebrating success in different forms while striving for excellence in our pursuits.

We naturally have high academic expectations and challenge everyone to achieve their full potential, both inside and outside of the classroom.

Opportunity

We offer exceptional opportunities for all in a wide variety of contexts.

Our extensive curriculum ensures that every student has the opportunity to discover their talents.

We encourage everyone to embrace our extra-curricular provision and wide range of enrichment activities; we promote leadership at all levels.

Innovation

We strive to create the leaders of tomorrow; individuals who are daring and forward thinking and who work to inspire those around them.

Creativity is highly valued and we aim to find inventive and enterprising solutions to the challenges we face.

Change is embraced as we develop inventive new practices and systems.

Curiosity

We encourage all members of our community to display a love of learning and to show an inquisitive approach to challenge.

The ability to reflect on practices is key, along with a passion to improve. Asking questions to deepen understanding and looking beyond the confines of the curriculum is actively encouraged.

Endeavour

We work with motivation and resilience, whatever the challenge ahead.

Determined to succeed, we challenge ourselves and those around us to improve.

We engage with our tasks and work with perseverance to achieve.



Our Vision

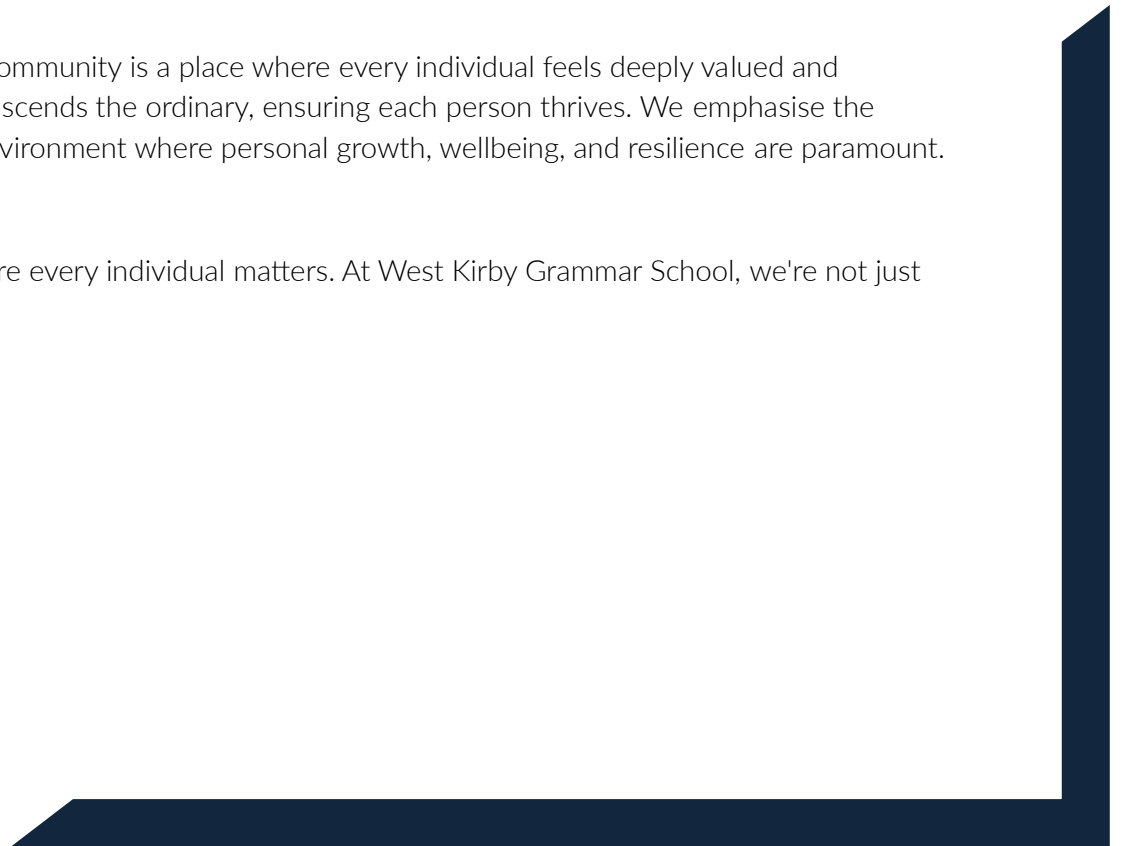
Pioneering Excellence:

At West Kirby Grammar School, we're not just a school; we're a dynamic, forward-thinking hub of innovation. We aspire to greatness, constantly reflecting on our methods to improve ourselves and the world around us. Here, innovation isn't just a word; it's a way of life. We aim to inspire and empower every student and staff member to reach their full potential through creative problem-solving, cutting-edge practices, and a relentless pursuit of excellence. This includes offering world-class provision at all levels, including in our Sixth Form, where independence, self-motivation, and confidence are nurtured.

Compassionate Community:

Beyond academics, we foster a spirit of kindness and respect. Our community is a place where every individual feels deeply valued and authentically connected. We cultivate a sense of belonging that transcends the ordinary, ensuring each person thrives. We emphasise the importance of empathy, mutual respect, and support, creating an environment where personal growth, wellbeing, and resilience are paramount.

Together, we strive for excellence while nurturing a community where every individual matters. At West Kirby Grammar School, we're not just shaping minds; we're building futures, one caring step at a time.





Strategic Direction

Our areas of strategic focus for the coming year can be categorised into four headings:

- **Igniting Minds** - *Exceptional Learning within the Classroom*
- **Beyond the Academic** - *Unleashing Personal Growth and Learning Experiences*
- **Nurturing Respect** - *Fostering Inclusive Collaboration and Resilience in a Caring Environment*
- **Leading Today, Empowering Tomorrow** - *Building Networks and Inspiring Excellence*

Igniting Minds

Exceptional Learning within the Classroom

Our commitment to innovation drives us to craft a curriculum that not only meets but exceeds expectations, inspiring and empowering our students. Through the Reteach, Retrieve, Replan approach, our assessments promote transformative growth, reinforcing learning and informing future planning. This dynamic and effective learning experience is accessible to all students, regardless of their background.

We establish clear and consistent routines that foster resilience and a lifelong love of learning. Every moment is maximised to raise

expectations and create an environment where excellence is the norm. Our dedicated support for students with SEND ensures that every learner thrives. We prioritise the professional growth of our educators through a tailored CPDL programme, equipping them with the latest techniques to deliver an exceptional educational experience.

Beyond the Academic

Unleashing Personal Growth and Learning Experiences

We are dedicated to providing exceptional extracurricular opportunities that inspire and engage every student, going beyond academics. With unwavering enthusiasm, we foster a culture of active participation, ensuring all students have access to a diverse range of enriching experiences. Our exciting enrichment programme for Sixth Form students broadens their horizons and nurtures their passions.

Recognising the importance of holistic education, we equip students with vital knowledge in PSHE education and citizenship, empowering them to navigate the complexities of the modern world with confidence and empathy. Our commitment to exceptional careers education ensures that students are well-prepared for the future. Through tailored guidance, real-world experiences, and meaningful connections with industry professionals, we provide them with the tools to embark on their chosen paths with clarity and purpose.

Nurturing Respect

Fostering Inclusive Collaboration and Resilience in a Caring Environment

We are committed to nurturing respect and cultivating a caring environment where strong and respectful relationships flourish between staff and students. By encouraging compassion, we create a supportive community that empowers learners to thrive.

Central to our approach is the development of resilience in our students. We understand that challenges and setbacks are valuable opportunities for growth. By equipping learners with the tools to overcome obstacles, adapt to change, and persevere, we prepare them to face the future with strength and determination.

We strive to ensure every student feels a genuine sense of belonging at our school. We foster an inclusive environment that celebrates diversity and appreciates each individual's unique strengths and talents. By recognising their achievements, both big and small, we inspire a culture of celebration and motivate students to realise there is no ceiling to their potential.

Leading Today, Empowering Tomorrow

Building Networks and Inspiring Excellence

We are committed to cultivating a culture of leadership and empowerment among our staff and students. By actively seeking opportunities to lead the field, we identify emerging trends and best practices to drive innovation and growth.

Recognising the value of collaboration and outreach, we create networks that foster the sharing of knowledge and experiences, enabling us to share our best practices and learn from others. Through these collaborative efforts, we continuously improve and strive for excellence, drawing inspiration from a diverse range of perspectives.

We empower our students to embrace leadership opportunities within the school, nurturing their innate talents and instilling the confidence to make a lasting positive impact on the world. Our focus is on developing innovative, empathetic, and globally-minded individuals equipped with the skills to address complex challenges and contribute meaningfully to society.



Key Performance Indicators

Measure	Current	Target	Measure	Current	Target
GCSE – Average Grade	6.8	7.5	Attendance – Y7 – 11	95	96
GCSE – 9 – 7%	50	68	Persistent Absence %	10.5	3.5
GCSE - Progress	0.50 (est)	0.80	Staff Wellbeing	-	Continued +ve response to survey
A Level – L3VA	-0.20 (est)	+0.1	Student Wellbeing	-	Continued +ve response to survey
A Level – A* - A%	34	45	Recruitment – Year 7	172	180
Focus Group – PP & SEND	-	No Gap	Recruitment – Year 12	155	180
Extracurricular Participation %	82	85	Parent/Carer Attendance Progress Evenings	93	98
Focus Group – PP & SEND	-	No Gap			





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