

Vision, Values and Strategic Direction

2023/24



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

We aim to:

- Be an inclusive community that celebrates success in all forms and ensures high performance for all. We will have the highest expectations of all learners, striving to be recognised as one of the top selective schools in the country by providing them with an enriching curriculum and focused feedback for improvement. Challenging students beyond the academic will help them to positively redefine what is truly possible.
- Be a reflective and self-improving school, empowering highly skilled leaders at all levels to drive forward change, continually develop pedagogy based on evidence-informed research, and create a learning environment that is research-focused and informed by best practice.
- Ensure that Sixth Form provision is world class, promoting independence, self-motivation, and confidence in all learners. By providing a secure moral framework, we will nurture socially responsible global citizens and the leaders of tomorrow. Offering a wide, rich set of experiences will teach learners the importance of actively contributing to society and allow them to fulfil their dreams and aspirations.
- Empower staff and students alike to take further ownership of personal wellbeing, while acknowledging our capabilities in fostering resilience for our entire community within a nurturing, supportive, and inclusive environment. We will continually enhance our cohesive and joyful community, where mutual respect thrives, and everyone takes pride in being part of West Kirby Grammar School.



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

- Deliver an exceptional curriculum that inspires and empowers students.
- Assess student progress through the curriculum using the Reteach, Retrieve, Replan model.
- Ensure clear and consistent routines, purposefully maximising every minute of lessons.

- Raise expectations for all so excellence becomes the norm.
- Strongly support students with SEND to ensure they thrive.
- Prioritise the professional growth of staff through a tailored CPDL programme.

Beyond the Academic

Unleashing Personal Growth and Learning Experiences

- Provide exceptional extracurricular opportunities.
- Ensure the highest levels of student participation in extracurricular activities.
- Deliver a Sixth Form enrichment programme that broadens student perspectives.
- Prepare students for the modern world through the PSHE and Citizenship curriculum.
- Deliver a careers programme which offers tailored careers guidance, real-world experiences, and meaningful connections with industry professionals.

Nurturing Respect

Fostering Inclusive Collaboration and Resilience in a Caring Environment

- Encourage compassion and empathy to create a supportive community.
- Develop resilience in students and equip them with the knowledge that challenges and setbacks are valuable learning opportunities.
- Ensure students feel a genuine sense of belonging at our school through fostering an inclusive environment that celebrates diversity.
- Recognise the unique strengths and talents of individuals, motivating students to realise there is no limit to their potential.

- Value collaboration and outreach, creating networks that foster the sharing of knowledge and experience to both share best practice and learn from others.
- Be a self-improving and reflective community.
- Empower students to embrace leadership opportunities, nurture their talents and instil confidence to make a positive impact on our world.
- Develop students who are innovative, empathetic, and globally-minded, equipped with the skills to address complex challenges and contribute meaningfully to society.

Leading Today, Empowering Tomorrow

Building Networks and Inspiring Excellence

- Cultivate a culture of leadership and empowerment to drive change among students and staff.
- Actively seek opportunities to lead the field, identifying emerging trends and best practice.



Key Performance Indicators

Measure	Current	Target	Measure	Current	Target
GCSE – Average Grade	6.8	7.5	Attendance – Y7 – 11	94.5	96
GCSE – 9 – 7%	52	68	Persistent Absence %	12	3.5
GCSE - Progress	0.60	0.80	Staff Wellbeing	-	Continued +ve response to survey
A Level – L3VA	-0.07	+0.1	Student Wellbeing	-	Continued +ve response to survey
A Level – A* - A%	33	45	Recruitment – Year 7	192	180
Focus Group – PP & SEND	-	No Gap	Recruitment – Year 12	175	180
Extracurricular Participation %	72	85	Parent/Carer Attendance Progress Evenings	-	98
Focus Group – PP & SEND	-	No Gap			





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