



# Sir Roger Manwood's School Strategic Development Plan 2025—2030



A guiding thought:

*“...that’s why I love SRMS ... there are always so many things to get involved in that each year is more rewarding than the last ... one of my favourite things ... is its sense of community; everyone looks after one another and the passion and kindness of the staff rub off on the students.”*





A new school motto:



*“Excellence in all”*





# SRMS motto and values

Motto	Excellence in all
Community Values	Compassion, Courage, Creativity, Respect, Resilience, Responsibility
Educational values	Engage...Explore...Excel...



## Vision

**Sir Roger Manwood's School aims to be a first-choice destination in Kent, with a reputation for excellence.**

## Aims

It aims to do this by:

- Delivering an exceptional holistic education tailored to meet the needs of each individual during their secondary journey.
- Recruiting top-tier talent at every level to support the successful delivery of our vision.
- Pursuing opportunities to enhance the quality of our work and the effectiveness of our practices.
- Maintaining financial strength and resilience to ensure the continued delivery of high-quality education, both now and in the future.

The Strategic Development Plan outlines the School's aims and goals for the next five years in the following areas:

- Ethos and values
- Teaching and learning
- Pupil wellbeing and development
- Staff wellbeing and development
- The School's operations





## Ethos and Values

Our aim is to develop well-rounded, confident, independent young people over the course of a 7-year journey in a safe community, through an inclusive, engaging and supportive approach as a foundation for future outcomes.

This aim is underpinned by our community and educational values:

### Community values

Respect, Responsibility, Resilience, Courage, Compassion and Creativity

### Educational values

*Engage...Explore...Excel...* where students are encouraged to engage with what is on offer at the school in order to explore and develop all aspects of their character with the goal of them becoming confident, independent young people who will excel at whatever they decide to do in life.

## Aims

- **We will place SRMS community values at the core of everyday behaviour, rewarding positive behaviour and modelling these behaviours as adults.**
- **We will work to ensure that the *Engage...Explore...Excel...* educational values are understood by all and run through all of our work.**
- **We will work to support varied and rich learning and experiences in and out of the classroom.**
- **We will take an active role in the community, working in partnership with members of the wider community.**



## Teaching and learning

At SRMS, our aim is to foster an inclusive, engaging, and rewarding educational environment where every student is empowered to reach their full potential. We are committed to consistently high levels of teaching, enriching experiences, and maintaining high expectations for all students. We believe in knowing our students, supporting those who struggle, and celebrating their strengths.

## Aims

- **We will prioritise 'quality first' teaching that is responsive, challenging, and inspiring.**
- **We will work to ensure that we understand our students' needs, supporting those who face challenges, and leveraging their strengths to foster a positive learning environment.**
- **In our practice, we will develop an environment that celebrates mistakes as part of learning, builds resilience, as well as key skills, including communication skills.**
- **We will ensure high standards in teaching, providing enriching experiences, and maintaining good communication with students and parents to highlight and address gaps in learning quickly.**
- **We will work to take advantage of fast-moving developments in technology to enhance learning experiences, develop skills among our pupils and promote independent research and homework.**



## Pupil wellbeing and development

At SRMS, we are committed to safeguarding and developing strong, positive relationships with our students, valuing each individual, and ensuring they know they are cared for and capable of achieving. Through high-quality teaching, a broad and balanced curriculum, robust safeguarding practices and a rich programme of extra-curricular opportunities, we aim to nurture confident, responsible, and resilient young people who thrive both academically and personally. We will work in partnership with families and the wider community, uphold consistent standards, and celebrate success at every level.

### Aims

- **We will work to ensure that every child is known, valued, and supported. We adapt our approaches to meet individual needs and ensure all students feel safe, included, and empowered to succeed.**
- **We will offer a wide range of academic and extra-curricular opportunities—including house competitions, trips, arts, and sports—to help students grow as individuals and responsible members of the community.**
- **We will maintain high expectations for behaviour and learning, with clear routines, consistent communication, and a strong focus on Respect, Responsibility, Resilience, Courage, Compassion and Creativity.**
- **We will work to build strong partnerships with parents and the wider community, using clear and timely communication to support student wellbeing and development.**



## Staff wellbeing and development

We will cultivate a thriving, inclusive, and forward-thinking learning community where staff are empowered to grow, innovate, and succeed. We are committed to providing a positive and supportive school experience through a culture of collaboration and professionalism.

### Aims

- **We will offer high-quality, personalised Continuous Professional Development, mentoring, and leadership opportunities that reflect staff interests and career goals.**
- **We will prioritise staff mental health, work-life balance, and wellbeing through initiatives and access to supportive resources and facilities.**
- **We will promote open, professional communication across departments, celebrating staff achievements, and building a strong sense of community.**
- **We will trust teachers to be creative in their practice, supporting subject passion, and ensuring recruitment focuses on enthusiasm and expertise.**
- **We will support all staff to understand and contribute to the school's vision, with consistent messaging, shared values, and a united approach to improving outcomes for students.**



## The School's operations

We will work to ensure that the school is financially robust in order to deliver the best possible experience to our pupils. This will be achieved through effective recruitment of pupils, engagement of stakeholders inside and outside of the school's community and meticulous accounting.

### Aims

- **We will work to ensure school systems are purposeful, regularly reviewed, and consistently applied across all areas to support teaching, learning and operations.**
- **We will strengthen ties with local primary schools, parents, and organisations through events, open evenings, and social media, while promoting the school's strengths and values to raise its profile.**
- **We will work to increase revenue through lettings, sponsorships, and creative use of the school site to serve the public community while investing in IT, sixth form provision, and other facilities to support long-term success.**
- **We will continue to develop our fundraising, working towards development of the Grange and the school's longer term plans through engagement with the school's Advisory Board.**
- **We will continue to engage with those organisations historically connected to the school, including the Friends of Manwoods, The Manwood's Foundation, The Manwood Trust and the Old Manwoodian Association.**



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