



St Mary's School
CAMBRIDGE

Strategic Plan

2021-2024

stmaryscambridge.co.uk



Vision

To develop engaged and compassionate young women with the aspiration, confidence and integrity to help shape a better world.

Mission

Underpinned by our Christian heritage, as lived out in our Mary Ward values and the growth mindset philosophy of High Performance Learning, we develop creative, curious and compassionate young women who know themselves, seek to understand the world and aspire to make a difference to the global societies of which they are a part.

Core values

Love,
hope and
compassion

Hard
work and
excellence

Friendship
and the
celebration
of diversity

Leadership
and service





Positioning

St Mary's School provides high-quality individualised education for girls, based in central Cambridge, rooted in the Christian values of the 16th century women's activist, Mary Ward, that nurtures and builds on each girl's strengths, however diverse their personalities, interests and needs within a post-covid landscape.

At St Mary's, we:

- create a highly enabling environment for girls with a broad range of skills and capabilities
- use High Performance Learning (HPL) to empower pupils to understand how they learn as well as what they learn
- write a new timetable every year in order to support as many girls as possible in studying the subject combination of their choice at GCSE and A Level
- focus on the whole girl's character development alongside academic results, building skills for life beyond exams and formal education
- adopt an ambitious range of extra and co-curricular activities including the visual and performing arts
- provide opportunities for our pupils' wellbeing including being fit and healthy through our wide and ambitious sports programme that benefits every pupil.



Strategic objectives and goals

1. High quality: **academic outcomes**
2. High quality: **wider individual outcomes**
3. High quality: **personalised support**
4. High quality: **leaders and teachers**
5. **Viable scale: pupil numbers**
6. **High degree of pupil and parent satisfaction**
7. **Financially healthy for the long term**

1

High quality: academic outcomes

To maximise success through progress for each pupil whatever their context and thereby improve academic results and guarantee the widest choice of opportunity for their next stage, by:

- Maximising academic value-add for every pupil, regardless of their starting point
- Enabling our pupils to achieve their full potential after schooling, be it university, visual/ performing art schools, apprenticeship etc.



2

High quality: wider individual outcomes

To create an environment and opportunities to instil self-esteem and awareness, so that pupils understand themselves and have the confidence to engage in the wider world for the greater good, by:

- Developing our sporting provision to match our outstanding facilities and improve overall participation in sport
- Adapting the provision of co/extra-curricular provision to meet every pupil's creativity
- Developing a range of leadership and student voice opportunities for all age groups
- Ensuring every St Mary's pupil leaves our Sixth Form ready for adult life beyond school.



3

High quality: **personalised support**

To build a community in which each pupil is challenged and supported so that they feel included and engaged and are enabled to grow their talents, by:

- Ensuring every pupil understands what good mental health looks like and knows how to access support both inside and outside school
- Supporting pupils from diverse backgrounds via a proactive focus on equity and inclusion
- Developing our notion of Scholars and scholarship.



4

High quality: leaders and teachers

To recruit leaders and teachers who are committed to and model high performance for their pupils, and to sustain them through the development of a meaningful, robust appraisal programme, closely linked to training needs and provision, and to performance management, by:

- Recruitment of highest calibre staff and retention of staff through bespoke CPD and internal promotional opportunities
- Regular and thorough appraisal of all staff backed up by performance management measures
- Provision of ample internal and external opportunities for staff to engage with educational research to enhance teaching practice including digital learning
- Support for staff via Staff Wellbeing Policy.



5

High degree of pupil and parent satisfaction

To build a community in which pupils and parents are invested in the school and so become advocates for it and commit to its longer term prosperity, by:

- Proactive development of relationships within our community based on trust, respect and Mary Ward values
- Providing ample opportunity for parental and alumnae involvement in order to strengthen the community
- Exploiting our shrinking geography as a result of digital technology
- Maintaining St Mary's culture and values in a period of ongoing flux and development.



6

Viabile scale: pupil numbers

To continue to build the school community so that it is vibrant and diverse and we can securely and confidently invest in an ambitious future for our school.



7

Financially healthy for the long term

To manage costs and to think creatively about alternative income streams, which are consistent with our ethos and develop our educational mission with integrity, by:

- Managing existing costs and seeking out new income streams
- Embracing opportunities for further business development, building on St Mary's local and international reputation
- Ensuring that all campuses are fit for learning needs of St Mary's by reinvesting in facilities as needed.





St Mary's School

CAMBRIDGE

Admissions

St Mary's School, Bateman Street, Cambridge CB2 1LY

+44 (0)1223 224 167 | admissions@stmaryscambridge.co.uk

stmaryscambridge | @StMarysSch | StMarysSchoolCambridge

stmaryscambridge.co.uk

