



<p><b>Well-Being and Welfare</b></p> <p>By 2026, FHS will be celebrated and admired as an exemplar for its happy, supportive and nurturing environment for work and learning. The care for students and staff and their well-being will be a demonstrable priority and personal development will be integrated into all aspects of school life.</p> <ul style="list-style-type: none"> <li>• The school’s reputation for excellent pastoral care and safeguarding will be maintained and strengthened</li> <li>• The school’s excellence in promoting staff and student well-being will be recognised as a model of best practice</li> <li>• To combat growing mental health concerns, the school will be a hub for mental health support services for children and their families</li> <li>• The school will deliver a well-planned, meaningful and responsive personal development programme, ensuring all students are well-prepared for life beyond school</li> <li>• Through carefully planned and targeted support, guidance and intervention, students who were at risk (in terms of their emotional well-being and falling behind in their academic work) as a result of the pandemic will have ‘bounced back’ sufficiently</li> <li>• The school sustains its position in the top 10% of schools nationwide for attendance which is consistently at or above 96.5% and persistent absence is consistently below 5%</li> </ul>	<p><b>Leaders for Today and the Future</b></p> <p>By 2026, the nurturing of leadership skills will be fully embedded throughout all levels of the organisation, providing staff and students with rich opportunities to develop the skills and experience that will equip them to take on the challenge of leadership.</p> <ul style="list-style-type: none"> <li>• FHS has a fully developed CPD and leadership development programme (utilising accredited courses where necessary) for teaching and non-teaching staff throughout all layers of the organisation</li> <li>• A wide range of opportunities exist to enable members of staff to practice and develop ethical leadership in a supportive and structured context</li> <li>• Feedback routinely gathered from members of staff will confirm they are empowered in their roles and well-supported in their leadership and wider professional development</li> <li>• The school has a clear leadership succession plan, ensuring sufficient leadership capacity exists to sustain the transition to multi-academy trust</li> <li>• From Year 7 upwards, an extensive programme of student leadership development will be fully embedded, providing extensive opportunities to practice leadership in a broad range of contexts</li> <li>• Through established and effective systems, students will be recognised and rewarded for their leadership contribution to the school</li> </ul>
<p><b>Post-16 Provision</b></p> <p>By 2026, FHS will have an oversubscribed and thriving Sixth Form, integrated into the broader life and work of the school. It will be renowned for the quality of teaching and learning, as well as its aspiration for all students, the leadership skills they develop and the diverse destinations to which they progress.</p> <ul style="list-style-type: none"> <li>• Students’ achievement in academic and vocational courses is at least in line with the top 25% of sixth form providers nationally</li> <li>• The curriculum offer is broad, inclusive and responsive to local and national demands, inspiring all students and enabling them to achieve</li> <li>• Through excellent preparation and support, all students progress onto meaningful and appropriate post-18 pathways</li> <li>• High quality enrichment, pastoral care and opportunities for community work and leadership development prepare students effectively for life beyond school</li> <li>• Through partnership working and collaboration, the Sixth Form offer is highly valued, ensuring that typically students do not need to pursue their sixth form studies elsewhere</li> <li>• The school’s Sixth Form is fully integrated into the wider school community</li> <li>• A reputation for excellence will secure high levels of retention from FHS’s Year 11 and recruitment of external applicants, reflected in consistently maintaining at least 300 students on roll</li> <li>• The physical environment is enhanced to allow the latest technology to be integral to teaching, learning and independent study</li> </ul>	<p><b>Environment and Infrastructure</b></p> <p>By 2026, FHS will boast the very best educational facilities, providing a safe, stimulating and exceptionally resourced learning environment enabling the delivery of a rich curriculum and extra-curricular programme.</p> <ul style="list-style-type: none"> <li>• The school’s site improvement strategy is realised with all major infrastructure projects delivered through successfully securing capital funds</li> <li>• Students and staff have access to an ICT infrastructure which is fit for purpose and flexible to develop as technology advances, supporting the delivery of a digitalised curriculum</li> <li>• A positive and supportive culture of health and safety permeates throughout the organisation</li> <li>• Facilities have been developed that enrich the teaching and learning experience and wider opportunities for staff and students</li> <li>• All site users enjoy a safe, comfortable and very well-maintained learning and working environment</li> </ul>