

# Springwell Lincolnshire Vision 2025

# Vision 2025

## Children

Springwell Lincolnshire provides a relational, nurturing and caring school experience where children flourish.

We equip children with the skills, ambition and hope to allow them to have safe, happy and successful futures and make a positive contribution to their community.

#Nurturebelieveachieve

## Sustaining

Springwell Lincolnshire provides certainty for the future education of Lincolnshire's most vulnerable children. We provide and maintain inspirational learning spaces and children will join us on our mission to become more environmentally friendly.

#Futurefocused

## Adults

All staff receive high quality supervision with a focus on;

- Roles, responsibilities and standards
- Professional development
  - Wellbeing
  - Relationships

Professional development for staff provides;

- The tools/skills to allow them to become experts in their field
- Support and opportunities for development

#Alwayslearning

## Community

As SEMH experts, Springwell Lincolnshire makes a positive difference to our families and the wider community.

#Togetherwemakeadifference

## Assuring

All staff understand and believe in our vision and values. Through a robust quality assurance framework Springwell Lincolnshire delivers highly effective support to ensure all children make good progress.

#Highexpectations



Springwell  
Learning  
Community  
Lincolnshire



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|                  | What will it look like in 2025  | How will it be measured   |
|------------------|---|---|
| <b>Children</b>  | <ul style="list-style-type: none"> <li>• All children engage with our innovate, personalised and responsive curriculum</li> <li>• All children feel positive about school and are proud of what they have achieved</li> <li>• All pupils make effective/highly effective progress in line with their pathway and move on to the most appropriate next step for them</li> <li>• All parents feel that their child has made progress</li> <li>• All children who access intervention placements transition back to school and do not go on to be permanently excluded</li> <li>• All Y11 children leave with a positive post 16 destination and remain in education 12 months later</li> </ul>                      | <ul style="list-style-type: none"> <li>• Attendance data</li> <li>• Pupil survey data</li> <li>• Pathway data, Boxall progress data, Reading progress data</li> <li>• Parental survey data and feedback</li> <li>• Intervention placement data in annual School Forum report</li> <li>• NEETs data Sept, Jan, July</li> </ul> |
| <b>Adults</b>    | <ul style="list-style-type: none"> <li>• All staff contribute to the delivery of an innovate, personalised and responsive curriculum</li> <li>• All staff receive regular high quality supervision with a focus on 4 strands</li> <li>• Staff are all aware of the Career Development Pathways and feel they are supported with career development</li> <li>• New staff are supported through induction program to work towards secure in all CLEs</li> <li>• Staff all feel they have the tools/skills to allow them to become experts in their job role</li> <li>• Staff across Springwell Lincolnshire will work together to share good practice and ensure the very best teaching for our children</li> </ul> | <ul style="list-style-type: none"> <li>• Staff survey data</li> <li>• Career progression record and succession planning in place</li> <li>• CPD feedback &amp; staff survey data</li> <li>• CLE data</li> <li>• A high proportion of staff are identified as CLE champions as per the QFT Enquiry policy</li> </ul>           |
| <b>Community</b> | <ul style="list-style-type: none"> <li>• Each Springwell Academy is linked with a number of groups within the community and children regularly have the opportunity to contribute to community events</li> <li>• Springwell Lincolnshire has a well-developed training offer and are delivering high quality training across Lincolnshire</li> <li>• Springwell Lincolnshire is recognised as flagship AP and are able to support other Alternative Provision settings</li> </ul>   | <ul style="list-style-type: none"> <li>• SEF evidence</li> <li>• Training log &amp; evaluation forms</li> <li>• Parent feedback</li> <li>• Project data</li> </ul>  |

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|                   |   |   |
|-------------------|---|---|
|                   | <ul style="list-style-type: none"> <li>• All families engage positively with school to support their child's education</li> <li>• Lottery funded NEETs project provides additional resource to support the Inclusive Lincolnshire strategy</li> </ul>   |   |
| <b>Sustaining</b> | <ul style="list-style-type: none"> <li>• An innovative approach to recruitment creating a people pipeline within our staffing structure and a talent pool of people who believe in our values and want to be part of Springwell Lincolnshire.</li> <li>• An innovative and responsive approach to ensuring long term financial stability</li> <li>• Learning environments are inspirational and stimulate a love for learning that children enjoy and take pride in.</li> <li>• Learning is supported by environments that are responsive to children's needs and are used effectively to accelerate pupil progress.</li> <li>• Children and adults understand their impact on the planet and take steps to be more environmentally friendly both within school and the wider community.</li> </ul> | <ul style="list-style-type: none"> <li>• Seamless transition of suitably qualified, experienced and effective staff into appropriate roles</li> <li>• Budget forecast</li> <li>• Pupil voice</li> <li>• QFT QA</li> <li>• Site/Learning environment audits</li> <li>• Minutes from school council meetings</li> <li>• Eco Schools Green Flag accreditation</li> </ul> |
| <b>Assuring</b>   | <ul style="list-style-type: none"> <li>• All staff believe in a collective vision for the schools and demonstrate the Springwell values.</li> <li>• All staff are experts in their field with sector leading performance</li> </ul>   | <ul style="list-style-type: none"> <li>• Staff survey</li> <li>• School awards</li> <li>• Review and evaluation of QA framework</li> <li>• Pupil outcomes</li> </ul>  |