



Kimbolton School



# A strategic vision for the next decade

One school, one family

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Summer 2024



Thank you for giving your time to reading our new set of strategic priorities. They are intended to provide a sense of direction, rather than a prescribed road map to the future.

It has been an exciting and invigorating task to pull these ideas together from the diverse voices of our school community. Formed from feedback in our parent research project, pupil and staff workshops and surveys, governor away days, and countless informal conversations and impressions formed over recent months, I hope you will feel that they both capture the school you know and love and provide a clear sense of our aspirations for it over the next decade.

You will see that a significant strand is to strengthen our relationships with stakeholders. With that in mind, please do contact me if you would like to provide any further feedback or advice on the contents of this document or believe that you might be able to help us deliver them.

A handwritten signature in black ink, consisting of a stylized 'W' followed by a long horizontal line.

Will Chuter

Headmaster

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# Context

## What does the future Old Kimboltonian need from their school?

Young adults of the late 2020s and beyond will need to have a balance of traditional values and virtues and progressive outlooks and skills to thrive and feel fulfilled. Some of the gaps in their social development from Covid-19 will need filling through exposure to opportunities, to clearly defined boundaries and expectations, and to risk.

**They must be brave enough to leave comfort zones** and make change happen and have enough grit to see tough situations through. Courtesy and respect for others – from the development of emotional intelligence, to being comfortable in the language and narratives of Equality, Diversity and Inclusion (EDI), to sexual consent, to basic manners – will be vital.

**They will need to be self-aware enough to manage themselves and their relationships with others** successfully, as well as to flourish in their work, where potential is increasingly measured in character, not qualifications. They will need to show humility and kindness and celebrate people's differences. They will need to be creative thinkers with well-developed critical faculties, so they can analyse and solve problems confidently, and they will need to be happy as part of a team.

**They must have an excellent understanding of the digital world and AI** (so that they can use its staggering potential to their advantage), and can recognise the pitfalls of over-reliance on it (the impact on their critical thinking and ability to live in 'the grey area' of opinion, on concentration spans, on mental health).

**They will need to love, understand and respect their planet** if they are to be instrumental in saving it. As Britain's world view narrows, theirs will need to be broad if they are to take advantage of the multitude of global opportunities, and they will need to be able to communicate in other languages to do this.

**They will need excellent academic results and post-18 advice** so that they can make their next step into a wider range of possibilities than ever before. But they will want them to be in subjects that have been intrinsically interesting to study as well as self-evidently 'useful', and they will quite rightly want them to be straightforward to access, whatever their learning needs. They will need to be able to look after their minds as well as their bodies and keep them healthy.

**Most of all, they will need strong friendships, upon which they can rely for life, and a generous helping of happy memories.**





# Our identity

## Vision

Kimbolton School aims to deliver an outstanding, modern all-round education that **challenges** children to become **curious, kind and courageous** young adults with a **strong moral compass**, able to make a difference to the world.

## Ethos

Kimbolton School is a collaborative, supportive and inspiring place to grow up, study and work. **A sense of being a family in one school is important** to us. Kindness is our key value and **pupils always come first**. We know each one well as an individual and tailor our support for their intellectual, spiritual, physical, emotional and social growth at every stage so that they leave with the quiet confidence to follow their own paths. Kimboltonians' work hard, value personal responsibility and are happy to take risks. The atmosphere every day is informed by those **family traits of empathy, service, a lack of pretension, a sense of humour, and respect for the perspectives of others** – whatever their background or beliefs. In helping each child achieve their personal best, academic ambition comes first. Good staff are our most valuable assets, whatever their role, and it is important to us that they can also flourish here. **We are fortunate to benefit from a site of great natural beauty and history and are proud of our school's heritage and traditions**. Yet we strive to marry them with innovation and an outward perspective so that pupils understand how to look after them and can appreciate the world both inside and beyond the school. **We value the various communities of which we are part**, not least former pupils and parents, and take our responsibilities to the local area, the nation and the planet seriously. We are an inclusive community, where children thrive in and out of the classroom because they are happy.

### Kimbolton values

- Kindness
- Curiosity
- Courage
- Endeavour
- Integrity

### Kimbolton character

- Respect for others and appreciation of diverse perspectives
- Never stop wondering at the world
- Willingness to take risks and be creative
- Understanding that success comes from hard work
- Willingness to serve with humility and lead bravely

# Our intent

We will be well known principally for the high quality of our all-round educational offer and for the benefits of an all-through education. Strong academic results are of course an essential ingredient in this mix. We will educate and operate as 'one school, one family', to ensure that what it means to be part of Kimbolton is clear at any stage of a child's education - whatever age they are.

Building a strong, open, collaborative culture is at the heart of our ambition. **We will modernise, but not at the expense of those traditions that we value.** We will focus on **quality** and on ensuring our offer reflects our **identity**. We will do this against a volatile macro-economic and political backdrop and so are keenly aware that we must be realistic in our planning and agile in our execution.

We intend to achieve our ambitions and our strategic priorities around three strategic pillars, whose contents are guided from above by our identity and supported by sustainable and effective financial planning and management:









1 | Learning: because the central purpose of the school must be to promote children's learning.

2 | Culture: because the quality of what we do depends on our values and how we behave as a community.

3 | Connection: because the success of the school depends on stakeholder relationships and perspectives outside it.



## Learning

-  Develop an **ambitious modern curriculum** that suits our pupils, reflects our ethos and compares favourably with local competitors in both independent and maintained sectors
-  Make **future-facing environmental education** a priority, using our rural location and beautiful site to inspire and support this
-  Emphasise **character development** in all that we do in and out of the classroom
-  Embed an ambitious **digital strategy** that opens new doors for pupil learning and improves staff workflows
-  Develop our **co-curricular offer** so it is broad, uniformly high quality and easy to access, catering for all abilities and levels of experience, allowing every pupil to find their strengths and passions
-  Redefine our **SEND function** (special educational needs and disability) in light of a new educational need landscape

# Culture



Continue to build an **aspirational academic culture** where teacher dialogue around teaching and learning is commonplace and strong academic outcomes a natural consequence



Ensure our **safeguarding, pastoral and behavioural culture** is of the highest quality



Focus on bringing staff in all areas of the school together more effectively to develop **golden threads of continuity and consistency** from Prep to Senior



Continued investment in the **professional development and wellbeing** of our staff as a core attraction to working at Kimbolton



Develop highly effective layers of **governance, leadership and management** so that accountability is expected at all levels and high performance is supported



Make **sustainability and environment** a priority





## Connection



Develop **non-fee income streams** by diversifying business opportunities presented by our assets and through philanthropic giving



Far-reaching, **effective marketing** to strengthen our intake, waiting lists and reputation



Develop stronger, more **open relationships with all stakeholders** focusing on Parents, Old Kimboltonians and the local community



**Champion boarding** and continue to ensure an **excellent experience** for boarders - another point of difference to local day schools



Prioritise **social mobility** through school partnerships, community work and other public benefit initiatives





*Spes durat avorum*

The hope of our ancestors endures

[www.kimboltonschool.com](http://www.kimboltonschool.com)